



Agenda
Sierra Nevada Swimming
Board of Directors Meeting
Tuesday, May 20, 2025 @ 7:30 PM
Zoom Format

Board of Directors

Acting General Chair

- Daryn Glasgow

Admin Vice-Chair

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Finance Vice-Chair

- Roberta Savage

Senior Vice-Chair

- Brian Clark

Age Group Vice Chair

- Summer Hunstman

Program Dev't Vice Chair

- Brandon Mills

Technical Planning Chair

- Alan Rosenfeld

Safe Sport Chair

- Deanna Hogenboom

Athlete Representatives

- Cooper Zarro-SR
- Enzo Suh-JR
- Jamie Ling
- Shurui Li

Coaches Representatives

- Reed Miller

Officials Chair

- Jason Shibata

Diversity, Equity, Inclusion

- Leslie Juarez-Michel

Operational Risk/Safety

- Stephen Adams

At-Large

- Ted Curley
- Grace Ekerneff
- Jeff Jones

Chairs:

Disability/Adaptive Coor.

- Vacant

Open Water

- Marc Stanley

Staff

- Mark Brown
- Alison Appel
- T.J. Kay

Sierra Nevada Swimming Mission

Promoting swimming by offering competitive and safe opportunities to athletes, support to coaches and educational awareness to clubs and volunteers.

Closed Session - 7:00 p.m.

1. Roll Call
2. Reading, correction and adoption of minutes from April 22, 2025 Board Meeting
3. Report of Executive Committee (5 minutes - Glasgow)

May 7, 2025 Meeting
4. Advice and Consent to Appointments following resignations (5 minutes - Glasgow)

Appoint Secretary - Hope Gawlick
Appoint Admin Vice Chair - Stephen Adams
Appoint Personnel Committee by June 1, 2025
5. Reports of officers and committees
6. Unfinished (old) business (10 minutes - Glasgow)

HOD discussion & preparation
7. New business (25 minutes - Glasgow)

Executive Director Search Process
Executive Director Duties and Responsibilities to fulfill during Summer 2025
Coaches Meeting - Summer Sanders Weekend (June 6-8, 2025)
USA Swimming HOD delegates - by July 15, 2025
Request from Rachel Lee
8. Adjournment



SIERRA NEVADA SWIMMING BOARD REPORT

Board Member: Interim General Chair Daryn Glasgow

Date of Board Meeting: May 20, 2025, Board Report

Date of Board Report: May 19, 2025

Date of the Next Governance Committee Meeting: TBD

Committee Meetings are open to anyone that would like to attend. Please contact Daryn Glasgow at CoachGlasgow@gmail.com to receive the Zoom Link for any upcoming Governance Meeting.

Action Items Completed:

- May 7, 2025 attended Executive Committee Meeting
- Worked with numerous SNS staff members, SNS Board members and teams/clubs throughout the LSC and USA Swimming to navigate the path moving forward
- May 17, 2025 Assumed responsibilities of Interim General Chair

Action Items In-Progress:

- Working with Nominating Committee
- Working on Personnel Committee
- HOD Preparations
- Western Zone Age Group Championships
- Executive Director Job Description
- Edit/revise Admin Vice Chair job description.
- Chapter 5
- Review of Policies and Procedures.
 - Noting updates needed
 - Proactive look at new policies.

Announcements:



SIERRA NEVADA SWIMMING BOARD MEMBER REPORT

May 2025

To be submitted to Daryn Glasgow the last Friday of the month in months when there is no Board meeting. Otherwise, must be submitted the Sunday before the Board meeting.

Board Member: Roberta Savage – Finance Vice Chair

Date of Next Finance/Audit Meeting: June 10 @ 6:00 p.m. via Google Hangout/Meet (if needed). All are welcome. Contact me to join (robertasavage2004@gmail.com)

Action Items Completed:

1. Reviewed Treasurer's Report April 2025 reports. Treasurer's Report is attached.
2. Multiple calls with Alison Appel discussing investment fund, budget and financial that needed to be addressed following the resignations.
3. Investment Review meeting on April 10, 2025 with Beck Nygard, Cody Piscola and Alison Appel. Discussed the current stock market situation and potential impact on SNS's investment fund. Alison and I agreed to have the balance of our Investment Fund to maintain the lowest risk level of our current risk allocation.
4. Finance Committee met on April 8th to discuss Budget.
5. Governance Committee participation: multiple calls with Daryn Glasgow regarding next steps following resignations of Executive Director, General Chair and Secretary. Worked with Coach Glasgow to identify next steps needed to keep SNS operational.
6. Executive Committee Meeting - May 7th. Met with Executive Committee to discuss resignations of Executive Director, General Chair and Secretary.

Board Meeting Agenda/Discussion Items: N/A

Action Items In-Progress / Pending:

1. Review/update all finance related policies
2. Review Policies and Procedures to determine what ones need to be revised.
3. Edit/revise Finance Vice Chair job description.
4. Will continue 2025-2026 Budget process.

Announcements:

Questions for the Board / Larger Group: _____

For Period: April 1, 2025 - April 30, 2025

Account Cash Balance 3/31/2025:	\$ 289,913.08
Income Registrations:	\$ 2,143.00
Income Meet Fees:	\$ 23,909.00
Income Sanction Fees:	\$ 120.00
Income Equipment Rentals:	\$ 725.00
Income Fines	\$ -
Elite Camp Co-Pays	\$ 2,090.40
Expenses*:	\$ (12,914.99)
USA Swimming 4% Tech Fee	\$ (85.72)
Transfer to Investment Account	\$ -
Account Cash Balance 4/30/2025:	\$ 305,899.77

*(payroll, supplies, storage, taxes, Coaches Conf, Launch Camp, 14&U SCY expenses, Host Team Payment, last staff Holiday Bonus, Thank yous)

I have reconciled the SNS bank account for April 2025 and found that our known and recorded transactions match our bank statement.

Account Cash Balance 4/30/2025:	\$ 305,899.77
Savings Account Balance 4/30/2025:	\$ 620,937.11
Assets:	\$ 926,836.88

2025 Select Camp – Board Report

Submitted by: Brandon Mills, Program Development Chair

Date: 5/13/25

Overview:

The 2025 Select Camp was successfully held with 36 swimmers participating out of 40 available slots. Overall feedback from swimmers, parents, and coaches was positive, and the camp provided a strong foundation to continue developing this opportunity for our LSC.

Currently gathering feedback through an anonymous exit survey, which will be available here:

[+ 2025 SNS Select Camp Exit Survey\) \(Responses\)](#)

Coaching staff support was excellent, and the event ran smoothly. However, there are several areas identified for improvement that can help elevate the camp experience in future years.

Key Takeaways and Areas for Improvement:

- Time Management:

All sessions must begin and end on time to maintain energy, momentum, and professionalism. Improved scheduling and communication will be implemented for future camps. Additional detail to certain segments.

- Coach Involvement:

Coaches will be given more active roles, including leading classroom presentations and specific pool sessions. An application process will be developed so that coaches can request presentation topics in advance.

- Educational Swim Sessions:

While the swim sessions were productive, there is a desire to make them more

educational without overwhelming swimmers or creating conflicts with home team training. (See “Request for Feedback” section below.)

- Logistics and Flow Improvements:

- Move Pondera Labs sessions to the morning when swimmers are fresher.
- Introduce a short dynamic warm-up before each swim session to better prepare athletes physically.

- Food and Nutrition:

Explore improved catering options to offer healthier, more performance-focused meals.

- Facility Enhancements:

Consider adding tents or shaded areas around the pool, with each participating team potentially responsible for bringing one.

- Communication:

Camp programming and logistics will be shared earlier through a centralized Google Doc to allow coaches more preparation time.

Future Opportunities:

I am currently in discussions with In-Depth Swim Academy, operated by Olympian Olivia Smoliga and NCAA Champion Jack Dolan, regarding a potential scheduling a camp for SNS.

This partnership could elevate the camp into a two-day format, offering additional programming in nutrition, mobility, and mentorship from elite-level swimmers.

Pricing and availability are pending. Further updates will be provided as discussions progress.

([Instagram link to program](#))

Important Note:

- If the Select Camp is run in-house (not outsourced to an external camp provider or a designated head coach), then internal planning processes will continue as outlined.

- Final determination on the camp structure (internal vs external) will be made collectively by the Head Coach, Program Development Chair, and Age Group Chair.
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Request for Board and Coach Feedback – Educational Swim Sessions:

As we plan future camps, I am requesting Board and coach feedback regarding the appropriate level of technical instruction during swim sessions.

Specifically:

- What amount and type of technical feedback is appropriate during camp pool sessions?
- Should feedback focus strictly on universally agreed-upon fundamentals (e.g., streamline, underwaters, turns)?
- Is individualized stroke correction appropriate, or should instruction remain general and skill-focused?
- Should technique ideas be framed purely as optional for swimmers to explore later with their home coaches?

The goal is to provide a valuable educational experience without creating confusion or conflicts with swimmers' regular coaching programs.

Clear guidelines from the Board and participating coaches will help ensure consistency, respect for all team programs, and a positive experience for all participants.

Action Items Moving Forward:

- Develop a coaching application process for 2026 Select Camp.
- Tighten daily camp schedules and session timing.
- Continue discussions with In-Depth Swim Academy regarding pricing.

- Improve food, facility logistics, and camp communication processes.
 - Gather and apply coach and Board feedback on appropriate levels of technical coaching at camp.
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End of Report



SIERRA NEVADA SWIMMING COMMITTEE REPORT

Board Member: Alan Rosenfeld

Date of Next Technical Planning Meeting: TBD

Action Items Completed:

1. Championship meet bid forms received and will be voted on by committee in the next 2 weeks
2. Meet forms have also been received and master calendar is being created. Deadline was the 19th but historically I will probably receive a few more.
3. Only a few (conflict) weekends remain and I personally do not believe any issues are still present.

Board Meeting Agenda/Discussion Items:

- 1.

Action Items In-Progress / Pending:

1. Will vote on championship meet bids and then inform teams who have received them.

Announcements:

Questions for the Board / Larger Group: _____

SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Debra Hill (SNS Secretary) snssec.debra@gmail.com and Alex Ongaco (SNS Executive Director) alex.ongaco@snswimming.org prior to the next meeting.

Committee/Chair/Board Member: Athlete Committee

Date of Board Meeting: 5/20/25

Date of Last Committee Meeting: 5/5/25

Members Present: Cooper Zarro, Enzo Suh, Jamie Ling, Shurui Li, Alex Ongaco, Scott Sewell

Date of Next Meeting: N/A

Items Completed: Discussed resignations, future plans for athlete rep elections

Items In-Progress/pending: Starting process for athlete rep elections, working with Phuong Nguyen on Zones apparel sale

Announcements: n/a

Questions for the Board/group: n/a

Notes/other: n/a

SNS Board Report (May 20th)

Reed Miller - Coaches' Representative

- April Budget Discussion (Reed, Roberta, Daryn, Alison)
 - NAPA ASCA Clinic (recurring in early January) - Proposed budget of \$8000
 - 40 coaches (one/team initially) at \$200/registration (or whatever early bird amount is)
 - Offer to cover two coaches/team if fewer than 20 teams apply
 - If more than 20 teams apply the rest of the budget will not be used
 - Start pushing information in early Fall if available
 - September ASCA World Clinic - Proposed budget of \$17000 (approved at April Board Meeting)
 - Cover one coach reg./team at early bird pricing (\$425) - budget assumes 40 coaches/teams attend
 - Remainder of budget leftover to be disbursed among attending teams to cover registrations/travel costs - must send receipts
 - Must register or express interest via Jotform that you'll be attending by July 30th to receive financial support from SNS
 - Eight submissions for intent so far
 - WAC, Sparks, North State, Vaca, Woodland, Aquamonsters, Team Gold USA, DART
 - Reminder sent on 5/14 to coaches to declare intent



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Debra Hill (luv4teachn@comcast.net) the Monday prior to the next BOD meeting

Board Member: Jason Shibata - Officials Chair

Date of Next Official's Committee Meeting: May 22, 2025 at 7:00pm

Action Items Completed:

1. Committee will meet next week to discuss Meet Referee requirements for 2026 SNS Championship meets and continue to work on official's recognition.
2. SNS officials supported both LSC meets as well as High School Championship Meets and Sections as well as Special Olympics
3. Since January of 2025, we had the following newly certified officials:
 - * 6 newly certified Stroke and Turn officials
 - * 2 newly certified Starters
 - * 2 newly certified Admin Officials
4. National Evaluators for OQMs:
 - * Summer Sanders (Anne Lawley)
 - * Bill Rose Classic (we are still trying to find a National Evaluator)

Board Meeting Agenda/Discussion Items:

1. None

Action Items In-Progress / Pending:

1. Continue to update Officials content on SNS website
2. Develop LSC Block Party concept - work with Technical Committee and Coaches Committee
3. Instead of Official Social at BRC, hold an officials award banquet on a weekend sometime in September. Provide recognition awards to officials. Looking at years of service swag.

Announcements:

Questions for the Board / Larger Group: _____



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Secretary, Executive Director and General Chair the Monday prior to the next BOD meeting

Board Member: Leslie Juarez Michel – DEI ChairChair

Action Items Completed:

1. Attended Monthly DEI Meetings. The work continues to post Outreach Criteria on all websites and include time standards for disability swimmers in championship meet announcements. There is discussion of petitioning to change the “outreach” name to something more understandable.

Board Meeting Agenda/Discussion Items:

None at this time.

Action Items In-Progress / Pending:

1. Need to meet with Committee to discuss events for next season.
2. Future WZ DEI Camp and Summit possibly in 2027 and 2029: Alex Ongaco (SN) asked questions previously about hosting the camp and summit. The target months for the camp would be June or July. The camp is usually held at a college or university, so the camp has access to dormitories, cafeteria, meeting rooms, and the pool.

Announcements:

Questions for the Board / Larger Group: _____



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Roberta Savage (robertasavage2004@gmail.com) the Monday prior to the next BOD meeting

Board Member: Stephen Adams

Date of Next Operational Risk and Safety Meeting:

Action Items Completed:

1. Downloaded the 2025 USA Swimming Insurance Policy per previous year directions
2. Reviewed and responded to incident reports as they came in.
3. Worked with the Nomination Committee (Stephen Adams, Daryn Glasgow, Leslie Juarez, Summer Treadwell, and Cupper Zarro) to develop the nomination request form.
4. Nomination Committee Meeting held on 5/16/2024

Board Meeting Agenda/Discussion Items:

- 1.

Action Items In-Progress / Pending:

1. Complete the nomination process for HOD.

Announcements:

- 1 Report of Occurrence received from 3/1/2025 to 5/15/2025.
- 2025 USA Swimming Insurance packet has been posted. Link to website below.

Questions for the Board / Larger Group:

Useful Information:

- USA Swimming Operational Risk: <https://www.usaswimming.org/about-usas/top-resources/operational-risk>
- USA Swimming Insurance Information: <https://www.usaswimming.org/about-usas/resources/insurance>
- USA Swimming Insurance Packet: <https://www.usaswimming.org/docs/default-source/risk-management/insurance-documents-and-forms/2025-lsc-and-club-insurance-packet.pdf>
- USA Swimming Report of Occurrence Form: <https://fs22.formsite.com/usaswimming/form18/index.html>