



Agenda

Sierra Nevada Swimming Board of Directors Meeting

Thursday, June 26, 2025 @ 7:30 PM
Zoom Format

Board of Directors

Acting General Chair

- Daryn Glasgow

Admin Vice-Chair

- Stephen Adams

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

- Vacant

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
- Hope Gawlick

Sierra Nevada Swimming Mission

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

1. Roll Call
2. Review and adopt of minutes from the April 22, 2025 Board Meeting and the May 20, 2025 Board Meeting.
3. Reports of Officers and Committees
4. Unfinished (Old) Business
 - A. HOD discussion & preparation (35 minutes)
 - Nominations (Juarez-Michel/Adams – 5 minutes)
 - Meet Schedule (Rosenfeld – 10 minutes)
 - Budget (Savage – 20 minutes)
 - B. Delegate Selection (Glasgow – 5 minutes)
5. New Business (50 minutes)
 - A. Spring Travel Reimbursement from Tyler Seward (Glasgow/Savage - 5 minutes)
 - B. Equipment Transfer & Rental Agreement (Savage – 5 minutes)
 - C. Meet Fees (Rosenfeld – 10 minutes)
 - D. Athlete Fundraising (Zarro/Suh/Ling/Li – 5 minutes)
 - E. Senior Travel (Clark/Brown – 10 minutes)
 - F. Championship Meet Disability Time Standards (Juarez-Michel – 5 minutes)
 - G. Summer Stipends (Glasgow/Savage – 5 minutes)
 - H. Update Reimbursement Policy for National Evaluator (Shibata – 5 minutes)
6. Closed Session (If Necessary)
7. Adjournment



**Sierra Nevada Swimming
Board of Directors Meeting Minutes
Tuesday, April 22, 2025 at 7:30 PM**

Sierra Nevada Swimming Mission Statement

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

7:30PM Special Session Meeting called to order by Scott Sewell. **Quorum present (16)**

Roll Call of Board Members

Open Session for Guest Comments: No guest comments.

Reports of Officers, Chairs, Committees and Staff

Rosenfeld (Technical Planning Chair) stated lockdown dates for championship meet needs to remain during daylight savings.

Adoption of Minutes from the February 11, 2025 Sierra Nevada Swimming Board of Directors Meeting.

Motion to Approve Minutes

Approved Adams Second Rosenfeld

Amendments/Actions/Discussion Items:

1. **Discussion/Motion:** 2025 ASCA World Clinic in Reno - see attached proposal and motion - Reed Miller, Daryn Glasgow, Roberta Savage & Alison Appel (Treasurer)
Reed - World Clinic (September 2025) Coach Education.

Motion to have SNS allocate \$17,000 from the investment fund to disperse to clubs for ASCA clinic by July - no late submissions. **Motion Reed Second Savage**

Discussion: Jones - difficult to give advisory opinion without having a next year's budget.
Savage/Appel - we would not exceed this year's budget - not exceeding \$20,000. This means BOD would agree to spend fund on coaches for the 2526 swim year, but approved within the 2425 swim year from the investment fund because of timing issues with ASCA Clinic. Clark - put a cap on each team.

Motion to have SNS allocate \$17,000 from the investment fund to disperse to clubs for ASCA clinic by July - no late submissions. Motion Adams Second Rosenfeld

For 88% Against 0 Abstain 12% - Approved Motion 2526-1

2. **Discussion/Motion:** SNS Head Coach Summit - see attached proposal and motion - Daryn Glasgow, Reed Miller, Roberta Savage & Alison Appel (Treasurer)



**Sierra Nevada Swimming
Board of Directors Meeting Minutes
Tuesday, April 22, 2025 at 7:30 PM**

Glasgow - SNS head coaches come together to discuss how the teams can work together to discuss coach education, swimmers retention, format of meets, needs of the coaches and athletes, and vision for SNS. \$15,000 budget. BOD to support head coaches. Amend the written motion from \$15,000 per year to SNS allocating \$15,000 from the investment fund over the course of 3 years.

Motion for SNS to allocate \$15,000 from the investment fund to use over a three year period to host head coach summits to promote communication between clubs, discuss issues facing all teams, discuss swimmer retention, and any other issues relevant to the further development of SNS program to support athletes and clubs. **Motion Savage Second** Juarez-Michel.

Discussion: Jones - current Investment Fund amount and loss since December/January.

Reed - Swimmer retention is an issue, a coach summit will provide a solution. Suh - what is the money being used for? Savage - hotel space and food, to include renting space, meetings in different locations, food for coaches - to support facilitation. Adams - how do we show allocation over the three years in our budget. Glasgow - meeting needed before the new season begins.

Jones - limit motion to \$5,000 for this year (2425 budget) for financial accountability.

Motion for SNS to allocate \$5,000 from budget line item (2425 season) to host head coach summit (before September 2024) to promote communication between clubs, discuss issues facing all teams, discuss swimmer retention, and any other issues relevant to the further development of SNS program to support athletes and clubs.

Motion Savage Second Glasgow **For 100% Against 0 Abstain 0 - Approved**
Motion 2526-2

3. Discussion with possible action: Investment Fund - Discussion of the SNS investment fund risk level and Board's appetite for risk during our current stock market fluctuations -

Roberta Savage & Alison Appel (Treasurer)

Savage/Appel - Investment Fund has dropped 15%. We are currently in the moderate range for investing (most moderate). Do we want to remain in the moderate range? We don't pick the funds, only the risk factor. Clark - remain with current moderate range. Sewell - We will stay the course.

Adjournment at 8:40PM

Motion to Close Meeting. Motion: Rosenfield Second: Reed All in Favor

Next General Sierra Nevada Swimming Board Meeting will be May 20, 2025 @ 7:30PM



**Sierra Nevada Swimming
Board of Directors Meeting Minutes
Tuesday, April 22, 2025 at 7:30 PM**

Present

Board Members: Scott Sewell, Daryn Glasgow, Roberta Savage, Brian Clark, Reed Miller, Jason Shibata, Alan Rosenfeld, Deanna Hogenboom, Leslie Juarez Michel, Stephen Adams, Enzo Suh, Jamie Ling, Shurui Li, Grace Erkeneff, Summer Huntsman, Jeff Jones

Staff: Alex Ongaco, Alison Appel, Debra Hill

Guests: Dara Warner (ROCK)

Absent

Board Members: Cooper Zarro, Brandon Mills, Marc Stanley, Ted Curley

Staff: Mark Brown, T.J. Kay



Sierra Nevada Swimming

Board of Directors Meeting Minutes

May 20, 2025

Closed Session called to order by Daryn Glasgow at 7:03 pm. and adjourned at 7:27 p.m.

Open Session called to order by Daryn Glasgow at 7:34 pm. **Quorum present (18).**

1. Roll Call of Board Members
2. Minutes from April 22, 2025 continue to the next meeting for approval.
3. Executive Committee Report given.
4. Advice and Consent to Appointments without objection:
Secretary - Hope Gawlick
Admin Vice Chair - Stephen Adams
Personnel Committee will be appointed by June 1, 2025
5. HOD Discussion and Preparation - Discussion regarding changing the date of HOD to allow for my time to prepare.

Motion 2425-01 to waive Policy and Procedures Rule 3.2.1 and move HOD to 7/28/25. Motion by Rosenfeld, Second by Hogenboom. For 18, Against 0, Abstained 0. Approved

6. Executive Director Search Process - Earliest is September to ensure complete process. Executive Director Duties and Responsibilities to fulfill during Summer 2025 have been covered by various SNS volunteers.

Motion 2425-02 authorizing Mark Brown to have full access and removing Alex Ognaco from all Chase Bank Accounts. Motion by Jones, Second by Adams. For 18, Against 0, Abstained 0. Approved

In order to comply with the account administrative structure set forth by our bank, this motion is to be reflected to the Bank as follows:

- 1. The Sierra Nevada Swimming Board of Directors (Board) authorizes Mark Brown to be designated as Secretary for all banking purposes to ensure he has full access to its accounts and a Visa Debit Card.*
 - 2. The Board directs removal of Alex Ognaco as Secretary for all banking purposes, thereby discontinuing his access and deleting him from all accounts.*
7. Coaches Meeting will be held on June 7 between prelims and finals at Summer Sanders.
 8. USA Swimming HOD delegates - delegates will be appointed at the next meeting.

10. Request from Rachel Lee regarding an increase in coaches stipend amount for camps. No action taken.

Adjournment at 8:06pm.

Present: Daryn Glasgow, Roberta Savage, Reed Miller, Cooper Zarro (Athlete), Enzo Suh (Athlete), Jamie Ling (Athlete), Shurui Li (Athlete), Brian Clark, Summer Huntsman, Deanna Higenboom, Alan Rosenfeld, Jason Shibata, Brandon Mills, Leslie Juarez-Michel, Steven Adams, Ted Curley, Grace Eckerneff, Jeff Jones

Staff: *Mark Brown, Alison Appel, Hope Gawlick*

Absent: *TJ Kay, Marc Stanley*

Guests: *Adric Jope (Life Time), Ricky Silva (DART), Peter Motekaitis (Woodland/UCD Aquamonsters), Dara Warner (ROC), Andrew Murch (ROC), Kainoa Pistorius (WAC), Chris Breitbart (WAC) Betsylee Aird (NSN), Blake Cunningham (LIFE), Tim McCormick (SMST), Felix Moreno (SYS), Hilary Hong (EGAC)*

Respectfully submitted,

Hope Gawlick

SNS Secretary



SIERRA NEVADA SWIMMING BOARD REPORT

Board Member: Interim General Chair - Daryn Glasgow

Date of Board Report: June 26, 2025

Action Items Completed:

- Met with Nominating Committee
- Governance Committee meeting – June 2nd
- Held Coaches Summit
- Met with Personnel Committee
- Met with Athlete Representatives
- Assisted Brandon, Alison & Summer with Western Zone Age Group Planning items
- Worked with Betsy and Alison to get NVAL Bag Tags ordered
- Website updates
- Calendar Planning for 2025-2026
- Vision planning for SNS

Action Items In-Progress:

- Working with Nominating Committee
- Working on Personnel Committee
- HOD Preparations
- Western Zone Age Group Championships
- Working on Job Description for new staff member.
- Continually working on website updates.
- August 16th Board Workshop preparation

Announcements:



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Hope Gawlick (hope.gawlick@gmail.com) and Daryn Glasgow (coachglasgow@gmail.com) 10 days before the next BOD meeting and when no Board meeting, on the last Friday of the month

Date: 6/19/2025

Board Member: Stephen Adams

Board Position: Admin Vice Chair/Operational Risk Chair

Action Items Completed:

1. Complete the nomination process for HOD and worked with Daryn to notify the LSC.
2. Identified discrepancy between bylaws and policies/procedures related to term of Officials Chair – Policy/Procedures will be updated to reflect a 3 year term.
3. Met with Governance Committee 6/2/2025
4. Met with the Exec Director Hiring Committee to initiate the hiring of the next Exec Director 6/11/2025
5. Attended the Finance Committee Meeting 6/17/2025
6. Reviewed and responded to incident reports as they came in.

Board Meeting Agenda/Discussion Items:

1. None

Action Items In-Progress / Pending:

1. Work with Nomination Committee (Stephen Adams, Daryn Glasgow, Leslie Juarez, Summer Treadwell, and Cupper Zarro) to establish the slate for HOD.
2. Next Nomination Committee Meeting 7/3/2025
3. Work on HOD meeting

Announcements:

- None

Questions for the Board / Larger Group:

- None

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>



SIERRA NEVADA SWIMMING BOARD MEMBER REPORT

June 2025

To be submitted to Hope Gawlick (hope.gawlick@gmail.com) and Daryn Glasgow (coachglasgow@gmail.com) 10 days before the next BOD meeting and when no Board meeting, on the last Friday of the month

Board Member: Roberta Savage – Finance Vice Chair

Date of Next Finance/Audit Meeting: July 8 @ 6:00 p.m. via Zoom or 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. SNS continues to be financially healthy.
2. Budget Development: Multiple calls with Alison Appel and Daryn Glasgow. Communications with Board members and Finance committee regarding budget. Current proposed Budget is attached with a slide covering the highlights.
3. Finance Committee met on June 17th to discuss the Budget and the Equipment Transfer and Rental Agreement. Issue raised by committee member Jeff Jones about paperwork needed to be filed with Secretary of State (addressed within one day by Alison Appel and Alison Turner's office).
4. Governance Committee participation: participated in June 2nd meeting and additional meetings with Daryn Glasgow continuing to develop action items to cover duties and responsibilities following resignations of Executive Director, General Chair and Secretary. Monitor former ED emails and disperse communications as needed. Worked with Coach Glasgow to prepare for Coaches Summit, HOD, Board Workshop, and to assist with overall SNS communication to membership. Assist Daryn Glasgow with any issue.
6. Discussions with TJ Kay, Mark Brown, Alison Appel and Daryn Glasgow regarding Equipment Transfer and Rental Agreement. Proposal attached.
7. Developed stipends for Western Zones and additional administrative work required due to the ED resignation in May 2025. May need to be addressed in Closed Session.

Board Meeting Agenda/Discussion Items: N/A

1. 25/26 Budget proposal
2. Equipment Transfer and Rental Agreement
3. 2025 Summer Stipends

Action Items In-Progress / Pending:

1. Prepare for HOD & Board Workshop

2. Review/update all finance related policies; Policies and Procedures
3. Edit/revise Finance Vice Chair job description.

Announcements:

Questions for the Board / Larger Group: _____



SIERRA NEVADA SWIMMING COMMITTEE REPORT

Board Member: Alan Rosenfeld

Date of Next Technical Planning Meeting: TBD

Action Items Completed:

1. Championship meets have been determined and sent out to winning teams
2. Camp dates and SNS Awards Banquet have been added to Master Calendar
3. Master Schedule is being completed. Only waiting on a few NVAL meets

Board Meeting Agenda/Discussion Items:

1. Proposal to extend the previously agreed upon policy and procedures regarding the block party counting toward championship meets if a meet ref/AO is present and the complete file is sent to Mark Brown for review and so he can post to ome.
2. I propose a change to the event fee cap to 6 dollars instead of 5 for the 2026/27 season. I would also propose reminding teams that the 20 dollar splash fee is used to defray pool costs rather than the event fee. If teams go over the cap they will need to provide reasoning for the increased number that would then need to be approved by the BOD and/or HOD.

Action Items In-Progress / Pending:

1. Will continue to fill out schedule with camps and other SNS activities so please send them along if you have dates.

Announcements:

Questions for the Board / Larger Group: _____



SIERRA NEVADA SWIMMING SAFE SPORT CHAIR REPORT TO 2025 HOUSE OF DELEGATES

To be submitted to Hope Gawlick, SNS Secretary (hope@gawlick.com) and Daryn Glasgow (Interim General Chair (coachglasgow@gmail.com)) the Sunday before HOD. This can also be completed by uploading this to the link provided.

Committee/Chair/Board Member: DEANNA HOGENBOOM

Date of HOD Meeting: July 28, 2025

Primary Items Completed as Safe Sport Vice Chair (2024-2025 season):

Managed intake and responded to all inquiries regarding potential Safe Sport violations and/or reporting. Advised on steps to attain SSRP and potential SS violation filing. Filed one formal report to date; currently in review. Attended almost all SNS board meetings and provided vote when necessary. Reviewed all SNS championship meet announcements for required Safe Sport content. Ran monthly reports for SSRP achievement and award. Reviewed Western Zone recordings due to lack of ability to attend live due to date conflict. Maintain communication with both Safe Sport Western Zone chair and USA Swimming Safe Sport leadership.

Primary Items Completed as Committee Member (2024-2025 season):

Safe Sport does not have a committee. Participated as advisor for Financial Committee in regard to Senior athlete financial award.

Projected Actions for next year (if continuing on the Board):

Continue to manage intake for Safe Sport inquiries and advice on reporting or file reporting as needed. Encourage clubs currently in process to achieve SSRP status. Currently there are 8 SSRP clubs and 13 in process, representing 48.84% of the 43 existing Sierra Nevada clubs; only 18.6% with full status. Goal is to grow the in process and achieved percentage to 65% with an achieved status of 30% by 6/1/26. In order to do so will need more awareness within the LSC. I would like to discuss the possibility of requiring that all potential SNS championship hosts be SSRP certified or at a minimum in process; this is a growing trend throughout the country. The registration and reporting issues that members experienced throughout 2023 and 2024 have been rectified. I cannot attend the USA Swimming convention in September due to a personal conflict but will review the content and information provided via post-convention as well as attend the workshops designated for the Western Zone.

SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Debra Hill (SNS Secretary) hope@gawlick.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: 6/26/25

Date of Last Committee Meeting: 6/19/25

Members Present: Cooper Zarro, Enzo Suh, Jamie Ling, Shurui Li, Daryn Glasgow, Brandon Mills

Date of Next Meeting: TBD

Items Completed: Discussed SNS Scholar Athlete Award, Athlete Rep Elections, Future Plans for Athlete Involvement in LSC

Items In-Progress/pending: In 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



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Hope Gawlick (hope.gawlick@gmail.com) and Daryn Glasgow (coachglasgow@gmail.com) 10 days before the next BOD meeting and when no Board meeting, on the last Friday of the month

Board Member: Reed Miller

Board Position: Coaches Representative

Date: 6/19/2025

Date of Next Committee Meeting:

Announcements:

- **Proposed coaches budget '25 - '26**
 - **\$10,000 total**
 - **\$3,000 - Coaches meeting/summit**
 - **\$7,000 - ASCA Napa Clinic in January**
 - **Assumes 40 coaches at last year's early bird pricing (\$175)**
 - **We only had 11-12 teams take advantage of this in January of '25, so the LSC only spent \$3,330. Hoping that putting information out in early fall will make this better attended.**
 - **Will likely be under what is budgeted.**
- **ASCA World Clinic**
 - **We have received submissions for intent to attend from 13 teams. Teams have submitted an estimate of total coaches to attend and that number across teams stands at 27 currently. The last day to declare intent to receive LSC funding is July 30th.**
 - **Received a discount code from ASCA to maintain the early bird pricing (\$425 instead of \$475) for all coaches that register from SNS for the duration of the registration period. This has been sent out to all coaches and will be sent out again in early July.**



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Hope Gawlick (hope.gawlick@gmail.com) and Daryn Glasgow (coachglasgow@gmail.com) 10 days before the next BOD meeting and when no Board meeting, on the last Friday of the month

Board Member: Jason Shibata

Board Position: Officials Chair

Date: 06-24-2025

Date of Next Committee Meeting: July 16, 2025

Action Items Completed:

1. Official's Communication/Newsletter sent in May
2. 3 OQMs submitted (Summer Sanders, Bill Rose Classic and Age Group Zones)
3. 15 new officials have registered since May 2025 (mostly NVAL)
4. SNS Officials represented at TYR Pro Sacramento (10) and Ft. Lauderdale (3) and Toyota Nationals (4)

Board Meeting Agenda/Discussion Items:

1. Update Reimbursement Policy for National Evaluator to include rental car or ride share (Uber/Lyft) expenses. Currently the policy only covers airfare and parking.
2. Update policy for National Evaluators to have hotel costs covered by the host team.

Action Items In-Progress / Pending:

1. Official Recognition Program
2. Develop Criteria for Meet Referee
3. Select Meet Referee for 2026 Championship Meets

Announcements:

Questions for the Board / Larger Group: _____



SIERRA NEVADA SWIMMING COMMITTEE REPORT

To be submitted to Hope Gawlick (hope.gawlick@gmail.com) and Daryn Glasgow (coachglasgow@gmail.com) 10 days before the next BOD meeting and when no Board meeting, on the last Friday of the month

Board Member: Leslie Juarez Michel

Board Position: DEI Chair

Date: June 22, 2025

Date of Next Committee Meeting: Not scheduled

Action Items Completed:

1. Updated DEI page on SNS website
2. Attended Western Zone DEI Meeting with audio only
3. Began process of introducing parallel time standards for SNS Championship meets.

Board Meeting Agenda/Discussion Items:

1. Motion to use USA Swimming parallel time standards (using BB/A) for SNS championship meets.

Action Items In-Progress / Pending:

- 1.

Announcements:

Questions for the Board / Larger Group: _____

	Meet/Event Name	Host	Format	Course	Location	Contact	Phone	e-mail	Event Fee	Splash Fee	Misc. Fee	Notes
August 2025												
August 16th	Board Workshop	SNS			Roseville Aquatic Center							
September 2025												
September 3-5	Asca world clinic											
September 6th	CAJ Fall Sprint Pentathlon	CAJ	Pentathlon	SCY	2320 North Ave Chico	Andrew Hasek		coachandrew@chicoaquajets.org	\$5	\$14		
September 7th	Back To School Meet	CA GOLD	AGO	SCY	3 S Pacific Ave Lodi Lodi	John Griffin		swimlodi@gmail.com	\$5	\$10		
September 14th	September Hot Dog Meet	CA GOLD	AGO	SCY	3 S Pacific Ave Lodi	John Griffin		swimlodi@gmail.com	\$5	\$10		
September 21st	RAD Sprint and Relay Meet	RAD	AGO	SCY	11555 Old Oregon Trail Redding							
September 20-21	Super League	SMST	Dual Meet	SCY	Steve Miklos Aquatic Center	Kathleen Calkins		meetdirector@sierramarlins.net			35	
September 20-21	WAC T/F	WAC	Mock T/F	SCY	Sierra College	Kai Pistorius		kainoapistorius@yahoo.com	\$6	\$14		
September 24-27th	USA Swimming ABM and HOD	SNS	Meeting		Denver, Colorado							
September 27	Senior Camp	SNS										
October 2025												
October 3-5th	Spooktacular	CCA	AGO	SCY	Roseville Aquatics Center	Daryn Glasgow		coachglasgow@gmail.com	\$5	\$14		
October 4-5th	Fall Invite	DART Solano	Invite	SCY	Solano City College	Ricky Silva		rickysilvascsc@gmail.com	\$5	\$17		
October 4th	Bill Fisher Classic 2025	Shasta YMCA	AGO	SCY	1155 Court St Redding	Felix Moreno		fmoreno@slymca.org	\$5	\$10		
October 11-12	Sac Regional Open	AQUA	Mock T/F	SCY	Whitney High School	Darin Mai		coachdarin@aquasoilswimteam.com	\$5	\$14		
October 18th-19th	Lodi Pumpkim Meet	CA GOLD	AGO	SCY	3 S Pacific Ave Lodi Lodi	John Griffin		swimlodi@gmail.com	\$5	\$10		
October 25th	Pirate Pentathlon	WOOD	Pentathlon	SCY	Charles Brooks Community	Ann Brunson		coachann.wst@gmail.com	\$5	\$10		
October 25th	Golden Bouy Dual Meet	CCA	Dual	SCY	Roseville Aquatic Center	Daryn Glasgow		coachglasgow@gmail.com			\$30	
November 2025												
November 1st or 2nd	Age Group Camp 10 and Under	SNS										
November 7-9th	Folsom Classic	SMST	JR+ T/F	SCY	Steve Miklos Aquatic Center	Kathleen Calkins		meetdirector@sierramarlins.net	\$12	\$20		
November 8th	LIFE Thanksgiving Thousand	LIFE	AGO	SCY	Lifetime Arden	Adric Jope		coachadric@gmail.com	\$0	\$25		
November 8-9th	RAD AGO Trials and Finals	RAD	T/F	SCY	11555 Old Oregon Trail Redding	Rob Smith		reddingmeetdirector@gmail.com	\$8	\$20		
November 21-23	WAC Cranberry Classic	WAC	AGO	SCY	Sierra College	Kai Pistorius		kainoapistorius@yahoo.com	\$5	\$14		
November 22nd	CCA Quad 1	CCA	Invite	SCY	Roseville Aquatic Center	Daryn Glasgow		coachglasgow@gmail.com			\$30	
December 2025												
December 5-6th	Matt Casto Memorial Meet	EGAC	AGO	SCY	District 56	Hillary Hong		coachhillary@egacgators.com	\$6.00	\$18.00		
December 6th	North State Winter Champs	Shasta YMCA	AGO	SCY	1155 Court St Redding	Felix Moreno		fmoreno@slymca.org	\$5	\$10		
December 12-14th	Winter Invitational	DART Solano	Invite	SCY	Solano City College	Ricky Silva		rickysilvascsc@gmail.com	\$5	\$17		
December 12-14th	Winterfest	Sparks	T/F	SCY	Moana Springs	Mollie Miller		meetdirector.sparksiranhas@gmail.com	\$8	\$20		
January 2026												
January 3-5th	Pacific Coaches Clinic Napa											
January 10th	SNS Awards Banquet	SNS										
January 17th	Senior 13+	CCA	Senior	LCM/SCY	Roseville Aquatic Center	Daryn Glasgow		coachglasgow@gmail.com			30	
January 23-25th	New Year, New Speeds Meet	VACA	AGO	SCY	1100 Alamo Dr Vacaville	Grace Erkeneff		gracekellogg88@gmail.com	\$5	\$14		
January 30-Feb 1	SNS Senior Short Course Champs	WOOD	Championship	SCY	Charles Brooks Community	Ann Brunson		coachann.wst@gmail.com				
February 2026												
February 21-22	WAC Last Chance	WAC	AGO	SCY	Sierra College	Kai Pistorius		kainoapistorius@yahoo.com	\$5	\$14		
February 21-22	SCY Last Chance Qualifier	EGAC	AGO	SCY	District 56	Hillary Hong		coachhillary@egacgators.com	\$6.00	\$18.00		
February 21-22	Last Chance Invite	DART Solano	Invite	SCY	Solano City College	Ricky Silva		rickysilvascsc@gmail.com	\$5	\$17		
February 21	Last Chance Invite	Shasta YMCA	AGO	SCY	1155 Court St Redding	Felix Moreno		fmoreno@slymca.org	\$5	\$10		
March 2026												
March 6-8th	SNS 14 U Short Course Champs	Marlins	Championship	SCY	Steve Miklos Aquatic Center	Kathleen Calkins		meetdirector@sierramarlins.net				
March 15th	Age Group Camp 10 and Under	SNS										
March 19th-22nd	SWAGR?											
March 27th-29th	Splash Bash Finale	VACA	AGO	SCY	1100 Alamo Dr Vacaville	Grace Erkeneff		gracekellogg88@gmail.com	\$5	\$14		
March 28th	CAJ Spring Takeoff	CAJ	AGO	SCY	2320 North Ave Chico	Andrew Hasek		coachandrew@chicoaquajets.org	\$5	\$14		
April 2026												
April 11th	CCA Quad 2	CCA	Invite	LCM	Roseville Aquatic Center	Daryn Glasgow		coachglasgow@gmail.com			30	
April 10-12th	Spring Splash	SMST	AGO	LCM	Steve Miklos Aquatic Center	Kathleen Calkins		meetdirector@sierramarlins.net	\$8	\$20		
April 18-19th	Splash Into Spring LCM	EGAC	AGO	LCM	District 56	Hillary Hong		coachhillary@egacgators.com	\$6.00	\$18.00		
April 19th	April Hot Dog Meet	CA GOLD	AGO	SCY	3 S Pacific Ave Lodi	John Griffin		swimlodi@gmail.com	\$5	\$10		
April 25th	Age Group Select Camp (11/12)	SNS										
April 26th	Long Course Invite	DART Solano	Invite	LCM	Solano City College	Ricky Silva		rickysilvascsc@gmail.com	\$5	\$17		
May 2026												
May 2nd	Kalsbeek Family Classic	Shasta YMCA	AGO	SCY	1155 Court St Redding	Felix Moreno		fmoreno@slymca.org	\$5	\$10		
May 3rd	Age Group Select Camp 13/14	SNS										
May 9th	CAA Quad 3	CCA	Invite	SCY then LCM	Roseville Aquatic Center	Daryn Glasgow		coachglasgow@gmail.com			\$30	Post Section in the AM and then LCM for Age Group PM.
May 15-17th	Spring Classic	WOOD	AGO	LCM	Charles Brooks Community	Ann Brunson		coachann.wst@gmail.com	\$5	\$10		

[illegible]

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

Account Cash Balance 4/30/2025:	\$ 305,899.77
Income Registrations:	\$ 4,721.00
Income Meet Fees:	\$ 6,752.50
Income Sanction Fees:	\$ 20.00
Income Equipment Rentals:	\$ -
Income Fines	\$ -
Elite Camp Co-Pays	\$ 55.05
Expenses*:	\$ (37,181.64)
USA Swimming 4% Tech Fee	\$ (188.84)
Transfer to Investment Account	\$ -
Account Cash Balance 5/30/2025:	\$ 280,077.84

*(payroll, supplies, storage, Elite Camp, Senior Travel. Thank yous, Zoom yearly, Dropbox switched to Yearly, Officials Travel)

**May Meet fees \$12,827 and Equipment Rental \$325 checks were deposited on 5/30 but not credited until 6/2. They will appear next month)

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

Account Cash Balance 5/30/2025:	\$ 280,077.84
Savings Account Balance 5/31/2025:	\$ 633,953.12
Assets:	\$ 914,030.96

Sierra Nevada Swimming

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

September 2024 - August 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
301 Meet Fees	134,865.25	202,500.00	-67,634.75	66.60 %
Fines and penalties	200.00		200.00	
Total 301 Meet Fees	135,065.25	202,500.00	-67,434.75	66.70 %
302 Sanction Fees	1,658.75	1,375.00	283.75	120.64 %
304 Equipment Rentals	3,075.00	5,000.00	-1,925.00	61.50 %
5011 Banquet Attendee Fee	3,702.91	3,500.00	202.91	105.80 %
50704 WZ Officials Travel Reimbursement	434.86		434.86	
5131 WZ Team Swimmer Contribution		58,375.00	-58,375.00	
5151 Launch / CTS Camp Athlete Contribution - Spring	825.00	3,000.00	-2,175.00	27.50 %
5152 Launch / CTS Camp Athlete Contribution - Fall	2,245.07	3,000.00	-754.93	74.84 %
5153 Age Elite Camp Athlete Contribution	2,145.45	8,000.00	-5,854.55	26.82 %
5154 Leadership Camp Athlete Contribution		2,400.00	-2,400.00	
5155 Senior Athlete Camp Contribution		0.00	0.00	
5156 5156 DEI Camp Athlete Contribution	270.00	0.00	270.00	
Registrations				
300 Member Fees	81,142.00	94,000.00	-12,858.00	86.32 %
3012 USA Swimming Tech Fee 4%	-3,245.68		-3,245.68	
Total Registrations	77,896.32	94,000.00	-16,103.68	82.87 %
Total Revenue	\$227,318.61	\$381,150.00	\$ -153,831.39	59.64 %
GROSS PROFIT	\$227,318.61	\$381,150.00	\$ -153,831.39	59.64 %
Expenditures				
500 Registration/General Office				
50001 Executive Director Discretionary Fund		1,000.00	-1,000.00	
50002 Staff Holiday Bonuses	803.96	600.00	203.96	133.99 %
5001 Office Equip		50.00	-50.00	
500116 Diversity & Inclusion (DEI) Camp WZ	963.20	1,000.00	-36.80	96.32 %
5002 Postage	138.95	50.00	88.95	277.90 %
5003 Phone/Internet/Software/SAAS	468.37	525.00	-56.63	89.21 %
5004 Copying/Supplies		275.00	-275.00	
5005 USA Staff Annual Dues	418.00	432.00	-14.00	96.76 %
5010 Workers Compensation	30.00	2,310.00	-2,280.00	1.30 %
503001 Registrar, Membership & Meet Sanctions Chair Contractor	18,346.89	23,690.04	-5,343.15	77.45 %
524 Office/General Administrative Expenditures/Thank You's	191.90	250.00	-58.10	76.76 %
Bank charges		40.00	-40.00	
Payroll Expenses (ATA Payroll runs)				
Taxes	4,011.41	11,520.00	-7,508.59	34.82 %
Wages	49,791.00	72,309.96	-22,518.96	68.86 %
Total Payroll Expenses (ATA Payroll runs)	53,802.41	83,829.96	-30,027.55	64.18 %
Total 500 Registration/General Office	75,163.68	114,052.00	-38,888.32	65.90 %
501 Awards Banquet				
5012 Facility		2,000.00	-2,000.00	

Sierra Nevada Swimming

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

September 2024 - August 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5013 Dinner	7,039.86	3,500.00	3,539.86	201.14 %
5014 Speaker Honorarium	400.00	0.00	400.00	
5017 Awards	1,522.04	1,500.00	22.04	101.47 %
Total 501 Awards Banquet	8,961.90	7,000.00	1,961.90	128.03 %
502 Equipment				
5021 Locker Rental	2,394.00	3,000.00	-606.00	79.80 %
5022 Insurance	790.74	470.00	320.74	168.24 %
5023 Supplies		450.00	-450.00	
5024 Repairs		2,000.00	-2,000.00	
5026 Shipping Fees		400.00	-400.00	
5029 New Equipment		0.00	0.00	
Total 502 Equipment	3,184.74	6,320.00	-3,135.26	50.39 %
503 Governance				
5006 PO Box Rental Fee	100.00		100.00	
50300 Other Professional Services		800.00	-800.00	
50309 General Chair Expense Fund		800.00	-800.00	
50310 Other USA Swimming Mandatory Meetings (ex ABM)	1,121.30		1,121.30	
50310-A Other USA S Mandatory Meetings (ex ABM) - Transportation	3,519.38	4,000.00	-480.62	87.98 %
50310-B Other USA S Mandatory Meetings (ex ABM) - Hotel	3,033.37	3,668.00	-634.63	82.70 %
50310-C Other USA S Mandatory Meetings (ex ABM) - Per Diem	1,312.00	1,342.25	-30.25	97.75 %
50310-D 50310-D Other USA S Mandatory Meetings (ex ABM) - Food	131.40		131.40	
Total 50310 Other USA Swimming Mandatory Meetings (ex ABM)	9,117.45	9,010.25	107.20	101.19 %
5035 Misc		500.00	-500.00	
50364 Safe Sport		500.00	-500.00	
Total 503 Governance	9,217.45	11,610.25	-2,392.80	79.39 %
504 Communications				
5041 Web Site	12.00	50.00	-38.00	24.00 %
5044 Zoom License	159.90	400.00	-240.10	39.98 %
5046 JotForm	234.00		234.00	
Total 504 Communications	405.90	450.00	-44.10	90.20 %
507 Officials				
50701 Officials Tier 1 Meet Travel Reimbursement		2,400.00	-2,400.00	
50702 Officials Tier 2 Meet Travel Reimbursement	800.00	2,400.00	-1,600.00	33.33 %
50703 Officials Tier 3 Meet Travel Reimbursement	1,791.94	2,400.00	-608.06	74.66 %
5076 Miscellaneous		500.00	-500.00	
5077 Officials Training		1,000.00	-1,000.00	
5078 National Evaluator		3,000.00	-3,000.00	
5079 Official's OQM Social		1,000.00	-1,000.00	
Total 507 Officials	2,591.94	12,700.00	-10,108.06	20.41 %
510 Adaptive Swimming		0.00	0.00	
511 Swim Camps	13.50		13.50	
5111 Age Launch/ CTS Catch The Spirit - Fall Camp -1	6,442.15	6,370.00	72.15	101.13 %

Sierra Nevada Swimming

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

September 2024 - August 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5112 Age Group Elite Camp	7,086.10	11,830.00	-4,743.90	59.90 %
5113 Leadership Camp		5,000.00	-5,000.00	
5115 Age Launch / CTS Catch The Spirit - Spring Camp - 2	5,767.83	6,723.00	-955.17	85.79 %
5117 Diversity & Inclusion (DEI) Camp SN	1,028.69	3,000.00	-1,971.31	34.29 %
Total 511 Swim Camps	20,338.27	32,923.00	-12,584.73	61.78 %
512 LSC Championship Meets / JOs / BRC / Scholar Athlete				
512-0 Award Mailing		100.00	-100.00	
51200 Promotional Incentives	715.40	500.00	215.40	143.08 %
512017A SNS Scholar Athlete Awards		1,750.00	-1,750.00	
5121A LCM Summer BRC Host Team Stipend		5,000.00	-5,000.00	
5121B SCY Championship Host Team Stipend	3,750.00	3,750.00	0.00	100.00 %
5121C Senior Championship Host Team Stipend	3,125.00	3,125.00	0.00	100.00 %
5122 SCY Championships Awards	3,636.78	3,050.00	586.78	119.24 %
5123 SCY Swimmer Bag Tags	1,055.99	1,000.00	55.99	105.60 %
5125 LCM Summer BRC Awards		3,150.00	-3,150.00	
5126 NVAL Bag Tags		1,300.00	-1,300.00	
5127 LCM Summer BRC Bag Tags		1,000.00	-1,000.00	
5128A 5128 A Senior Championship Trophies	183.62	350.00	-166.38	52.46 %
5129 A Medals		0.00	0.00	
Total 512 LSC Championship Meets / JOs / BRC / Scholar Athlete	12,466.79	24,075.00	-11,608.21	51.78 %
513 Western Zone Team				
5132 Ground Transportation		5,000.00	-5,000.00	
5133 Airfare		50,000.00	-50,000.00	
5134 Housing		32,000.00	-32,000.00	
5135 Meals		9,500.00	-9,500.00	
5136 Coach Stipends		3,850.00	-3,850.00	
5137 Team Social		3,200.00	-3,200.00	
5139 Meet Entry Fees		3,200.00	-3,200.00	
5140 Supplies, copies, first aid	43.08	1,000.00	-956.92	4.31 %
5142 Team Uniforms		9,000.00	-9,000.00	
5144 Chaperone USA Swim Registration	118.00		118.00	
Total 513 Western Zone Team	161.08	116,750.00	-116,588.92	0.14 %
516 Senior				
51611 Travel Awards per Swimmer / Club Achievement		70,000.00	-70,000.00	
51611B Senior Travel Bronze Award	5,700.00		5,700.00	
51611G Senior Travel Gold Award	9,000.00		9,000.00	
51611S Senior Travel Silver Award	13,800.00		13,800.00	
Total 51611 Travel Awards per Swimmer / Club Achievement	28,500.00	70,000.00	-41,500.00	40.71 %
Total 516 Senior	28,500.00	70,000.00	-41,500.00	40.71 %
518 Finance				
519 Accounting & Tax Prep	22,900.93	19,800.00	3,100.93	115.66 %
5191 Postage	36.75		36.75	

Sierra Nevada Swimming

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

September 2024 - August 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 519 Accounting & Tax Prep	22,937.68	19,800.00	3,137.68	115.85 %
5190 Yearly Audit	2,146.00	3,410.00	-1,264.00	62.93 %
523 Quickbooks Online	895.65	924.00	-28.35	96.93 %
Total 518 Finance	25,979.33	24,134.00	1,845.33	107.65 %
526 Coach Education / Event / Business Meeting	3,330.00	1,000.00	2,330.00	333.00 %
Taxes & Licenses	200.00		200.00	
Unapplied Cash Bill Payment Expense	0.00		0.00	
Total Expenditures	\$190,501.08	\$421,014.25	\$ -230,513.17	45.25 %
NET OPERATING REVENUE	\$36,817.53	\$ -39,864.25	\$76,681.78	-92.36 %
NET REVENUE	\$36,817.53	\$ -39,864.25	\$76,681.78	-92.36 %



2025-2026 BUDGET HIGHLIGHTS

- **ALIGNED OFFICIALS BUDGET AND CAMP BUDGET TO ACTUAL SPENDING FROM LAST SEASON, WHICH IS CONSISTENT WITH THIS SEASON**
- **INCREASED WESTERN ZONES CO-PAY TO 60% TO REFLECT THE INCREASED TEAM ACTIVITIES THAT WILL BE CREATED IN 25/26**
- **REMOVED ALL SCHOLAR-ATHLETE FUNDING**
- **MEET FEES AND REGISTRATION REVENUES PROJECTED WITH A MINIMAL INCREASE**
- **CAMPS, OFFICIALS, COACHES AND SENIOR CHAIRS HAVE A LUMP SUM IN THE BUDGET WITH CO-PAYS WHERE APPROPRIATE; THESE CHAIRS WILL BRING A BUDGET TO THE BOARD IN EARLY FALL 2026**
- **INCREASED COACHES BUDGET TO INCLUDE NAPA CLINIC PARTICIPATION; INCLUDES \$17,000 FUNDING FOR WORLD CLINIC (APPROVED BY BOD TO PULL FROM INVESTMENT FUND IF NEEDED)**

Sierra Nevada Swimming 2025-2026 Season						
Item	Schedule				Totals	Notes
Income						
Registration (Member) Fees	C				\$ 98,500.00	
Meet Fees	A				\$ 203,000.00	
Sanction Fees	A				\$ 1,375.00	
Age Group and Senior Camp Copays					\$ 10,500.00	
Age Group Western Zone Copays	I				\$ 61,890.00	
Awards Banquet Copays	F				\$ 2,500.00	
Transfer from Investment Income					\$ 17,000.00	earmarked for Coaches World Clinic funding
Total Income					\$ 394,765.00	
		General Fund	Age Group Fund	Senior Fund		
Expenses						
General Fund - Administrative		-	-	-		
Staff Wages	C	\$ 97,080.00	\$ -	\$ -	\$ 97,080.00	
5010 Workers Compensation	C	\$ 2,486.00	\$ -	\$ -	\$ 2,486.00	
Office Staff Expenses	C	\$ 6,080.00			\$ 6,080.00	
Payroll Taxes	C	\$ 11,649.60	\$ -	\$ -	\$ 11,649.60	
General Fund						
Governance	E	\$ 8,568.00	\$ -	\$ -	\$ 8,568.00	
Officials	D	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	
504 Communications	G	\$ 766.00	\$ -	\$ -	\$ 766.00	
Athletes						
Athlete Swim Camps		\$ -	\$ 21,000.00		\$ 21,000.00	
Championship Host Team Stipends	H	\$ 11,875.00	\$ -	\$ -	\$ 11,875.00	
Championship Meet Awards, Trophies & Bag tags	H	\$ 11,000.00	\$ -	\$ -	\$ 11,000.00	
Western Zone Team	I	\$ -	\$ 103,150.00	\$ -	\$ 103,150.00	
Awards Banquet	F			\$ -	\$ 5,000.00	
Senior Travel Program	K	\$ -	\$ -	\$ 80,000.00	\$ 80,000.00	
Olympic Trials		\$ -	\$ -	\$ -	\$ -	Use Investment Fund
Coaches						
Coach Development	B	\$ 10,000.00		\$ -	\$ 10,000.00	
2025 World Coaches Clinic*		\$ 17,000.00			\$ 17,000.00	*One-time Funding Approved by Board at April, 2025 Board meeting - to be pulled from investment fund if needed
Finance	J	\$ 30,424.00	\$ -	\$ -	\$ 30,424.00	
Outreach Reimbursement	A					if submitted, use Investment Fund
Total Expenses		\$ 216,928.60	\$ 124,150.00	\$ 80,000.00	\$ 426,078.60	
Income in Excess of Expenses					\$ (31,313.60)	

Meet Fees Income
2025-2026 Season
Schedule A

Item					2025/2026 Budget
	General	Senior	Age	Fines	Total
Projected 2025-2026 Meets	\$44,660	\$64,960	\$93,380		\$203,000
Historic Distribution %	22.0%	32.0%	46.0%		100%
Sanction Fees	\$ 1,375.00				
	55 Meets				
	2.5 average days per meet				
	\$10 sanction fee per day				

projection of \$203,000-206,000 on 4/18/2025

**Club Development Committee
2025-2026 Season
Schedule B**

	2025/2026
Item	Budget
506 Club Development	
5065 USA Swimming Club Recognition Award	\$ -
Total 506 Club Development	\$ -

*Club Recognition Program is a voluntary USA Swimming
Program that SN awards Teams for achieving levels 1-4*

	Total
5138 Coaches Budget	\$10,000
One time funds	
September 2025 World Coaches Clinic (one coach per team at the Early Bird Rate)	\$17,000

**Registration/Office Staff
2025-2026 Season
SCHEDULE C**

	2025/2026
Item	Budget
Registrations Income	
300 Member Fees**	\$98,500
Total Registrations Income	\$98,500

Office Staff Expenses	
500 Registration/Office Staff	-
5001 Office Equip	\$ 2,000.00
5002 Postage	\$ 150.00
5003 Phone/Internet	\$ 525.00
5004 Copying/Supplies	\$ 275.00
524 Office/General Administrative Expenditures	\$ 250.00
5005 USA Swimming Membership Fees	\$ 480.00
50001 Executive Director Discretionary Fund	\$ 1,000.00
500116 Western Zone Diversity Fund	\$ 1,000.00
50002 Staff Holiday Bonus	\$ 400.00
Bank charges	\$0
Total 500 Registration/General Office	\$ 6,080.00

Executive Director, Registrar, Equipment Coordinator

Office Staff Payroll Expenses	
Taxes	\$ 11,649.60
Wages	\$ 97,080.00
5010 Workers Compensation	\$ 2,486.00
Total Payroll Expenses	\$ 111,215.60

**range of \$98,500-100,000 from Mark on 4/22

**Officials Committee
2025-2026 Season
SCHEDULE D**

	2025/2026
Item	Budget
507 Officials	
50701 Officials Tier 1 Meet Travel Reimbursement	
50702 Officials Tier 2 Meet Travel Reimbursement	
50703 Officials Tier 3 Meet Travel Reimbursement	
5071 USA-S Officials Clinic Reg.	
5072 USA-S Officials Clinic Transp.	
5073 Western Zone Hotel	
5074 Postage	
5075 Office Expense/Printing	
5076 Miscellaneous	
5077 Officials Training	
5078 National Evaluator	
5079 Official's Social after BRC	
Total 507 Officials	\$10,000

**Governance Committee
2025-2026 Season
SCHEDULE E**

	2025/2026
Item	Budget
Expenses	
503 Governance	
5035 Misc	\$ -
5036 Diversity Symposium	\$ -
5037 Zones Workshop	
5032/5033 Annual Business Meeting	
50331 Travel Workshop	\$ 4,000.00
50332 Hotel Workshop	\$ 3,668.00
50333 Per Diem Workshop	\$ 100.00
50364 Safe Sport	\$ -
5039 House of Delegates Expenses	\$ -
509 General Chair Expense Fund	\$ 800.00
50300 Other professional services	\$ -
Total	\$ 8,568.00

**Banquet Committee
2025-2026 Season
SCHEDULE F**

	2025/2026
Item	BUDGET
Income	
5011 Attendee Fee	\$2,500
Expenses	
5012 Facility	
5013 Food	
5014 Speaker Honorarium	
5015 Speaker Transportation-Air Fare	
5016 Speaker Hotel	
5017 Awards	
5018 Decorations	
5019 AV Equipment Rental	
5020 Programs	
Total Expenses	\$5,000
Net Cost	2500

**Communications/Technology
Committee
2025-2026 Season
SCHEDULE G**

	2025/2026
Item	Budget
Expenses	
5044 Zoom License	\$400
5041 Web Site	\$12
5046 Jotform	\$234
5045 Dropbox	\$120
Total Expenses	\$766

Awards Committee
2025-2026 Season
SCHEDULE H

	2025/2026	
Item	Budget	Totals
Championship Host Team Stipend		
5121 LCM Champs Summer Host Team	\$ 5,000.00	
5122A SCY Champs Host Team	\$ 3,750.00	
5128 Senior Champs Host Team	\$ 3,125.00	
Total		\$ 11,875.00
Expenses Awards & Trophies		
5128A Senior Short Course Champs Trophies		
5122 Age Group Short Course Champs Awards (Medals & Trophies)		
5125 Bill Rose Classic Awards (Medals & Trophies)		
Total Awards and Trophies		\$ 7,500.00
Expenses Bag Tags		
5123 Age Group Short Course Champs	\$ 1,200.00	
5127 Bag Tags	\$ 1,200.00	
5126 NVAL Bag Tags	\$ 1,000.00	
Total Bag Tags		\$ 3,400.00
512-O postage	\$100.00	\$100.00
51200 Promotional Material/Incentives (ED)	\$0.00	\$0.00
512017A Scholar Athlete Awards	\$ -	\$0.00
Total Awards Expenses		\$ 11,000.00

AGE GROUP WESTERN ZONES BUDGET
2025-2026 Season
SCHEDULE I

Item	2025/2026 Budget	Per Person	Number
Income			
5131 WZ Athlete Fee Copay (income)	\$ 61,890.00	\$ 1,289	48
Expenses			
513 Western Zone Team			
5132 Ground Transportation	\$ 10,000.00	\$ 166	60
5133 Airfare	\$ 18,000.00	\$ 300	60
5134 Housing	\$ 36,000.00	\$ 600	60
5135 Meals	\$ 17,700.00	\$ 200	60
5136 Coach Stipends	\$ 3,850.00	\$ 533	6
5137 Team Social	\$ 3,200.00	\$ 53	60
5138 Coaches Business Meeting Dinner			
5139 Meet Entry Fees	\$ 8,000.00		
5140 Supplies, copies, first aid	\$ 1,000.00		
5142 Team Uniforms	\$ 5,400.00	\$ 90	60
5143 Shade Tent Rentals			
Total 513 Western Zone Team	\$ 103,150.00		
Co-pay total			
Net Cost	\$ 41,260.00		

Co-pay percentage

Number of Coaches	6
Number of Chaperones	6
Number of Athletes	48

**Finance Committee
2025-2026 Season
SCHEDULE J**

Item	2025/2026 Budget
519 Accounting & Tax Prep	\$27,000
5190 Yearly Audit	\$2,500
521 Finance State Fees	\$0
523 Quickbooks Online	\$924
Total 518 Finance	\$30,424

Senior
2025-2026 Season
SCHEDULE K

Item	2025/2026
	Budget
51611 Senior Travel Program	\$ 80,000.00
51612 Olympic Trials Distribution	
5114 OTC Camp	
Total Senior	\$80,000

EQUIPMENT TRANSFER AND RENTAL AGREEMENT

Between Sierra Nevada Swimming and TJ Kay/Itsabouttime4swim

Effective Date: September 1, 2025

Expiration Date: August 31, 2028

This Agreement is made and entered into by and between Sierra Nevada Swimming (hereinafter "SNS") and TJ Kay/Itsabouttime4swim (hereinafter "Contractor") for the purpose of transferring specified swim meet timing equipment owned by SNS to Contractor and setting financial terms for the rental of swim meet timing equipment provided by Contractor to SNS Clubs for SNS Sanctioned meets through the end of the 2027-2028 swim season.

This Agreement has no impact on fees Contractor may charge any SNS Club for swim meet support (either flat fee or hourly rate work) before, during or after any swim meet starting September 1, 2025. This Agreement has no impact on the fees Contractor may charge SNS Clubs for equipment not included in this equipment transfer Agreement.

1. Equipment Transfer

1.1. SNS agrees to transfer ownership of all SNS-owned swim meet timing equipment to Contractor, excluding Omega starters (2) , radios and administrative stamps.

1.2. This transfer shall be at no cost to the Contractor.

1.3. A list of swim meet equipment to be transferred to Contractor is included as Exhibit A to this agreement, titled 'Exhibit A: SNS Swim Meet Equipment Transfer.'

2. Swim Meet Equipment Rental Rate Agreement

2.1. In exchange for the swim meet equipment transfer, Contractor agrees to continue providing swim meet timing equipment at the current rates charged as of the date of this Agreement to SNS Clubs for SNS sanctioned meets.

2.2. Attached as Exhibit B is the current rates charged for swim meet timing equipment.

2.3. Contractor agrees to charge SNS Clubs the rates listed in Exhibit B from September 1, 2025, through August 31, 2028.

3. Complimentary Equipment Use

3.1. Contractor agrees that all swim meet equipment shall be provided at no charge for use at:

- All SNS Championship meets, and

- Any SNS sanctioned meets classified as Junior+ (JR+) or higher that are included in the SNS Meet Calendar.

3.2. This shall remain unchanged from September 1, 2025, through August 31, 2028.

4. Liability & Maintenance

4.1. Upon transfer, Contractor assumes full responsibility for the maintenance, repair, and storage of all transferred equipment.

4.2. SNS is not liable for any future loss, damage, or maintenance expenses related to the transferred equipment.

5. Termination

5.1. This Agreement shall remain in effect through the expiration date unless terminated early by mutual written consent of both parties.

5.2. Upon termination of this Agreement, Contractor maintains all swim meet timing equipment and is no longer obligated to provide SNS and SNS Clubs meet timing equipment at the rates listed in Sections 2 & 3, above.

5.3. In the event of breach of any terms herein, the non-breaching party may terminate the agreement with 30 days' written notice and an opportunity to cure the breach.

6. Miscellaneous

6.1. This Agreement shall be governed by and construed in accordance with the laws of the State of California.

6.2. This document constitutes the entire agreement between the parties and supersedes all prior discussions or understandings.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date below.

Sierra Nevada Swimming

By: _____

Name:

Title:

Date:

TJ Kay

Signature: _____

Date:

EQUIPMENT TRANSFER AND RENTAL AGREEMENT

Between Sierra Nevada Swimming and TJ Kay/Itsabouttime4swim

Exhibit A: SNS Swim Meet Equipment Transfer

Equipment that will transfer to TJ Kay as of September 1, 2025

Description	Quantity	Year Purchased
BROTHER 2170 PRINTERS	1	2014
HORN CABLES	6	2012
START HORNS	8	2012
MICROPHONE CABLES 25M	8	2012
MICROPHONE CABLES 2M	8	2012
DIGITAL STOP WATCHES	50	2023
TOUCH PAD CADDIES	3	2013
TEST METER	2	2013
TOUCH PAD BRACKETS	22	2013
PUMPS	3	2013
LIGHTS	3	2013
SYSTEM 6 TIMING CONSOLE	4	2014
SYSTEM 5 TIMING CONSOLE	0	N/A
PA DECK CABLE - 10 LANE	3	2012
BC DECK CABLE - 10 LANE	3	2012
PA DECK CABLE - 8 LANE	2	2012
BC DECK CABLE - 8 LANE	2	2012
CABLE HARNESS EXTENSION	2	2012
DAKTRONIX START UNIT	0	N/A
MICROPHONES	0	N/A
TIMING BUTTONS	85	2013
TOUCH PADS	40	2021
Misc cable, boxes, storage devices	1	2010
KEYBOARD TRAINER	1	2010
SCOREBOARD CTS/LED-REX	13	2017
champion starter	2	2018
Gen7 legacy	2	2018
microphones 100'	2	2013
Microphones 25	2	2018

Equipment that will remain with SNS

Description	Quantity	Year Purchased
ADMINISTRATIVE OFFICIAL STAMPS	1 SET	2025
DIGITAL FRS RADIOS	50	2012
Omega starters	2	2018

EQUIPMENT TRANSFER AND RENTAL AGREEMENT

Between Sierra Nevada Swimming and TJ Kay/Itsabouttime4swim

EXHIBIT B – EQUIPMENT TRANSFER AND RENTAL AGREEMENT



SIERRA NEVADA SWIMMING, INC. Equipment Rental Policy

Sierra Nevada Swimming (SNS) maintains timing/starting equipment for use by its member clubs at SNS swim meets. This timing equipment can also be rented by non-SNS clubs (if not needed for an SNS-sanctioned meet) using a different fee structure. For all Non-LSC teams, please use the LSC rental request form and indicate you are a non-LSC team.

Current Contact (as of 1/2024):

T.J. Kay, Sierra Nevada Swimming Equipment Chair

Phone: (916) 747-0263

Email: Sns_equipment@yahoo.com

To request a current list of SNS equipment, contact the SNS Equipment Chair.

SNS equipment is free for (1) Jr+ or higher meets where the LSC collects meet fees, (2) the SNS Championship Meets, and (3) SWAGR meets held in our LSC.

Requesting Equipment

Prior to requesting any equipment, the clubs should contact the SNS Equipment Chair to see if the proposed date is available.

Once the date is secured, the team should fill out the **Rental Equipment Request** form to request SNS equipment and sign the **Rental Equipment Agreement Contract**. Return both documents with a check made payable to 'Sierra Nevada Swimming' for the rental and deposit fees, if required. *Do not bring your check when you pick up the equipment.* The Rental Equipment Form and Contract are found at the end of this document.

Mail Check, Contract, and Form to SNS Equipment Chair, 6721 5th Street, Rio Linda, CA 95673

Contract and form can be emailed, in advance, to SNS Equipment Chair, however, no equipment will be reserved for any team and any date until the required form, contract and rental fees have been received by SNS. Submit your request early during summer months because there are many weekends with multiple meets utilizing SNS equipment.

Each team/club requesting rental of the equipment is responsible for providing their own SNS-approved Colorado operators. SNS does not include an operator with the rental of the equipment. SNS reserves the right not to rent to a team without an approved Colorado Operator.

Picking Up the Equipment

Pick up will not be scheduled unless SNS has received all necessary fees, forms and contract.

Contact SNS Equipment Chair several weeks prior to your meet to schedule your equipment pickup. Equipment pickup is generally scheduled on Mondays or Tuesdays of the week of the meet. The equipment return date will be scheduled during the checkout. Equipment returns are generally scheduled for the Monday or Tuesday following the meet.

48 hours prior to your scheduled pickup date/time, contact SNS Equipment Chair and confirm the scheduled pickup. At that time, SNS Equipment Chair will provide pick-up instructions to the club.

The equipment for meets not utilizing touch pads will fit into a small pickup truck or minivan. However, the scoreboard is 8' long and extends beyond the tailgate.

The equipment for meets utilizing touch pads requires a long-bed truck or trailer because the touch pads are transported on a Touch pad caddy, this is quite heavy and will fit on the back of a pickup truck. You are required to provide your own ropes or tie-down straps to secure the equipment. Equipment committee personnel will not release equipment to any team if in their opinion the vehicle is not sufficient to transport the equipment in a safe and secure manner.

Each container of SNS equipment is color coded.

SNS equipment will only be transferred directly from one team to another team without going back to the storage locker at the approval and discretion of the SNS Equipment Chair.

Using the Equipment

The equipment should be stored in a clean, dry and shaded environment prior to set-up. The Colorado timing console is a computer and needs to be stored out of direct sunlight and somewhere it doesn't get above 80 degrees. **The Touch pads must be stored in the shade.**

When installing the Colorado system for use, velcro strips should be used to connect all cables above the starting blocks. **DO NOT USE ANY TAPE TO SECURE ANY CABLES.** The tape has sticky resins and it's likely the cables will get damaged when the tape/tie strips are cut off.

Please operate all SNS equipment on a separate dedicated electrical ground (30 amps) line which must be connected to a shock -proof electrical multi-voltage transformer. The machine will give incorrect times if the electrical lines are overloaded or not protected for shock, or worse will cause extreme internal damage.

Returning the Equipment

When returning the equipment after the meet, expect to remain at the locker for about 30 minutes while the equipment is inventoried.

Dry off the equipment as best as possible before repacking once the meet is over. Make sure all electronics and stop watches are turned off. Repack the equipment as shown in the color-coded boxes. It should be packaged the same way that you received it. The color coding of the container/boxes is a guide to packing up the equipment.

The equipment return date will be arranged and scheduled during the checkout. The equipment must be returned by the Tuesday following the meet to allow us to properly checkout the equipment before the following weekend rental, unless otherwise agreed upon by equipment committee personnel.

Damaged or Unreturned Equipment

It is the club's responsibility to notify SNS Equipment Chair during meet setup and equipment testing if any equipment is not functioning properly. Equipment returned damaged will result in club being billed for repairs or replacement.

Also, if equipment from the itemized list of equipment rented is missing upon return, clubs will be notified of missing items and have 7 days from notice to find and return items or clubs will be billed for replacement.

If equipment is not returned, or returned damaged, then the actual cost to repair/replace the equipment will be billed to the club.

Non-SNS LSC Sanctioned Meet Fee for SNS Club (starting 24/25 season)

For any non-SNS LSC Sanctioned Meet, the SNS Club will be charged an additional \$50 fee per meet fee.

Non-LSC Club Additional Fee

In order to rent SNS equipment, all non-LSC Clubs will be charged an additional \$200 fee.

Rentals by Clubs outside of SNS LSC

Any rental by a Club outside of the SNS LSC must be paid in advance.



SIERRA NEVADA SWIMMING, INC.
SNS Club Equipment Rental Request Form
 Revised 5/2024

Team	Sanction #	Meet Dates
Meet Director		
Colorado Operator		

Team Contact Information	
Name	
Address	
Phone	
Email	

ITEMS REQUESTED (Please check all items being requested):

Item	QTY	Rental Cost	Total Cost
☐ Complete Timing Unit (no Scoreboard)		\$225.00	
☐ Complete Timing Unit (w/ one Scoreboard)		\$325.00	
☐ Scoreboard Only		\$100.00	
☐ 8 lane Scoreboard (need trailer)		\$800.00	
☐ Starting-only Unit		\$175.00	
☐ CTS system (SYS6 or GEN7)		\$175.00	
☐ DQ slips		\$20.00	
☐ Far End Finish-only Unit (w/buttons) (walk timers)		\$75.00	
☐ One Course Touch Pads *		\$200.00	
☐ Two Courses Touch Pads *		\$320.00	
☐ Official Radios for 10 officials W/charger and headsets		\$75.00	
☐ Non-LSC team fee		\$200.00	
☐ Non-SNS LSC Sanctioned Meet		\$50	
Type of Meet		☐ LCM ☐ SCY	
TOTAL: (payable to Sierra Nevada Swimming)			
☐ Jr+ meet		No Charge	

****a \$20 fee will be charged for any bounced check or failed transaction**

Special Request/Other Items:

Deposit & Fees Received	Form/Contract Received	Equipment Pick-Up	Equipment Returned

SNS Rental Equipment Agreement Contract

This is a legal contract. Please read, understand the requirements and sign. This must be returned when submitting an equipment request and check.

This document is for all conditional responsibilities that the renters are to adhere to; that all equipment will be returned in the same condition as when received. Any damage due to negligence will be the responsibility of the renters.

Please operate all SNS equipment on a separate dedicated electrical ground (30 amps) line which must be connected to a shock -proof electrical multi-voltage transformer. The machine will give incorrect times if the electrical lines are overloaded or not protected for shock, or worse will cause extreme internal damage, in which case the cost of repair will be the renter's responsibility.

If there are any problems, please contact the SNS Equipment Chairman.

All loss/damages (other than normal wear and tear, determined by the SNS Equipment Chairman) will be the responsibility of the renters. Cost/replacement must be paid immediately (within 30 days from notification), or future rentals will be jeopardized.

Print Name	
Signature	
Date	

Return this Contract, the SNS Equipment Rental Request Form and a check for the total amount of the rental to SNS.

Mail Check, Contract, and Form to SNS Equipment Chair, 6721 5th Street, Rio Linda, CA 95673

SIERRA NEVADA SWIMMING

SENIOR TRAVEL STIPEND PROGRAM

Rules & Guidelines (effective 6/2025)

Program Overview

The Sierra Nevada Swimming (SNS) Senior Travel Stipend Program is established to financially support SNS athletes competing at national-level meets during two designated periods: **Spring** and **Summer**.

Stipend is awarded based on the **qualifying standard achieved**. This is an automatic award if the athlete attends an eligible meet during the Defined Meet Periods.

SNS is not responsible for monitoring college compliance issues. If you have any concern that accepting this stipend will impact college funding, contact your college coach, college compliance office, or NCAA eligibility center before applying.

- In the event that college rules change regarding an athlete's receipt of a stipend, SNS will revisit and revise this policy to return it to a reimbursement program.
-

Qualifying Standards & Stipend Amounts

To be eligible for travel stipend, athletes shall meet one of the following qualifying standards. The stipend amount is determined by the highest-level time standard achieved:

- **Gold – \$950:** US Nationals
- **Silver – \$800:** USA Junior Summer Championships ("A" Standard)
- **Bronze – \$500:** USA Junior Winter Championships ("A" Standard)
- **Futures – \$200:** USA Swimming Futures 18&U Standard

The athlete is eligible for the stipend at the **highest-level time standard** they achieve during the designated qualifying period.

Relay-only athletes are not eligible for the stipend.

1. Meet Attendance Requirement

- Athletes **must attend at least one approved meet during one of the Defined Meet Periods** listed below.

Defined Meet Periods

- **Spring Meet Period:** September 1– March 31
- **Summer Meet Period:** April 1– August 15

Approved Meets

Spring Meet Period	Summer Meet Period
US Open	TYR Summer Championships
US Winter Junior Championships	US Nationals
TYR Pro Series	Summer Junior Nationals
Sectionals	TYR Pro Series
NCSA Championships	Futures
World Aquatics	Sectionals
	Senior Zones
	World Aquatics
	NCSA Summer Championships

2. Qualifying Standards Requirement

- The athlete **must achieve one of the official Qualifying Standards** during the designated qualifying period that makes them eligible for specific national-level meets.

Qualifying Periods (Example Season below)

- Summer:** June 1, 2024 – August 15, 2025 (~15 months)
- Spring:** November 1, 2024 – March 31, 2026 (16 months)

3. Additional Criteria for Athlete Eligibility

To receive the stipend, the following eligibility criteria must also be met:

- The athlete may compete either attached or unattached at the meet where they achieve the qualifying time standard. However, they **must also compete in at least two swim meets representing an SNS Club Team** (including swimmers registered as Unattached but affiliated with SNS) during the **six months prior** to the national-level meet.
- The athlete **must train with a registered SNS Club Team or Coach**, and **must maintain continuous SNS registration for six months** prior to achieving the qualifying time.
Example: If an athlete achieves the qualifying time on January 15, 2026, they must have been continuously registered with SNS since July 15, 2025.
- The athlete **must represent SNS as their primary LSC** at the national-level meet for which they are requesting the stipend.

4. **Paralympic athletes** competing at the **national level** may qualify under the **Silver standard**, while those competing at the **international level** may qualify under the **Gold standard**.
 5. The athlete **must verify that they achieved a qualifying time standard**, as follows:
 - Confirm the qualifying time is listed in the **USA Swimming SWIMS database**:
<https://data.usaswimming.org/datahub/usas/individualsearch>
 - **If not listed in the SWIMS database** and the time was achieved at an **observed, NCAA, or out-of-LSC** meet, contact the **SNS Times Coordinator: Mark Brown** – mark.brown.15@gmail.com
-

4. Stipend Process

Defined Meet Period	Application Opens	Deadline to Submit	Payment by
Spring	March 1 st	April 15th	May 1st
Summer	July 15th	August 30th	September 15th

1. A stipend request form must be completed in full, including the athlete's USA Swimming ID, contact email, and signature. Incomplete requests will be given one opportunity to amend their submission within 10 days of notification from SNS.
 2. The above chart lists the submission deadlines. The deadline is based on when the submission is received and is due by 11:59 PM PT. Late submissions are subject to SNS Board approval.
 3. Upon submission, the applicant will immediately receive a confirmation email. This is proof of submission. If you do not receive a confirmation email, reapply until you do.
 4. Once an athlete's submission is confirmed by SNS:
 - A second email is sent with notification of approval or denial.
 - Checks or payment will be made out to the athlete or parent only (not to teams or coaches).
 - Checks not deposited within 60 days will be voided. A reminder will be issued after 30 days. At 60 days, a stop payment will be placed.
-

SIERRA NEVADA SWIMMING
National Evaluator Reimbursement for OQMs

SNS is obligated to pay for the expenses of the National Evaluator for certain Official Qualifying Meets (OQM). It is the responsibility of the Host Club Team and the Officials Chair to monitor the reimbursement for National Evaluators at designated meets and to ensure that SNS Treasurer is provided with the necessary documentation to make timely payment to the National Evaluator.

INITIAL NOTIFICATION BY CLUB

When a SNS Club team submits an application to host a meet that may require SNS to fund any component of the meet, per the bid sheet, the Club must notify SNS Executive Director, General Chair and Finance Chair so that the potential funding can be included in the annual Budget.

REIMBURSEMENT PROCESS:

- Each National Evaluator must fill out a reimbursement request form. Forms must be filled out completely, including USA Swimming ID, contact email, a signature, to be accepted and relevant receipts. Officials must submit receipts to support their request for reimbursement. Any receipts sent digitally can only be .jpeg or .pdf formats. (No iPhone .HEIC files.)
- The National Evaluator will submit their completed form to the Officials Chair for approval within 10 days of the last day of the Meet. The Officials Chair will confirm receipt of request within 5 days.
- Upon receipt of a National Evaluators request for reimbursement, the Officials Chair will review and determine if the reimbursement request complies with the SNS policy and if so, will authorize payment. Incomplete requests will be given one opportunity to amend their initial submission which must be within 10 days of notification from SNS that the reimbursement request was incomplete. If it is not properly amended, reimbursement will not be approved.
- Once the Officials Chair has approved the reimbursement, the National Evaluator request including all receipts will be sent to the Treasurer for payment.
- Once a National Evaluator's submission is confirmed and approved, the following applies:
 - Checks not deposited or cashed within 60 days will be considered forfeited and a stop payment issued. One warning will be issued by the SNS Executive Director to the submitted contact email at 30 days for any outstanding checks at that time. At 60 days the check will receive a stop payment.
- Payment can be made electronically, through SNS approved electronic transfers, at the election of the National Evaluator.

Travel and Entertainment Expenditure Policy. SNS will not reimburse for expenses incurred that are not covered by the SNS Travel and Entertainment Expenditure Policy.

FAQs Regarding Reimbursable Expenses

For a complete understanding of what is reimbursable, please review the SNS Travel and Entertainment Policy. Below are some of the more common answers to questions that arise with the submission of a reimbursement request.

1. Meals and alcohol are never reimbursable and must be excluded from any reimbursement request.
2. For any travel expense (hotel, airfare, rental car, mileage) it must be a direct expense for participation in the Meet. To be eligible for reimbursement, the travel must be within one week of the Meet (before or after).
3. Car travel in your own vehicle is either (a) direct receipts for gas/tolls/parking, or (b) standard mileage reimbursement. If claiming mileage reimbursement, the Athlete will need to list the exact mileage being requested. The SNS Treasurer will apply the current IRS mileage reimbursement set for the year. For example: if the round trip mileage from home to the Pool is 68 miles and the Athlete attended for 4 days the total mileage is 272 OR if the Athlete drives to a meet and stays in a hotel, the mileage to calculate is the roundtrip mileage from your home to the pool (if it is 429 from the Athlete's home to the pool, the Athlete or Official will request reimbursement for 858 miles).
4. Entertainment, personal items, caps, goggles, swimsuits, meet shirts, pharmacy items like cold medicine or sunscreen, and person services like a masseuse are not reimbursable.