



Agenda
Sierra Nevada Swimming
Board of Directors Meeting
Thursday, October 16, 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

Adric Jope

Age Group Vice Chair

Summer Huntsman

Program Dev't Vice Chair

Brandon Mills

Technical Planning Chair

Alan Rosenfeld

Safe Sport Chair

Deanna Hogenboom

Athlete Representatives

Enzo Suh - SR

Jamie Ling - JR

Maria Zhang

Lynnmarie Wang

Coaches Representatives

Reed Miller

Officials Chair

Jason Shibata

Diversity, Equity, Inclusion

Leslie Juarez-Michel

Operational Risk/Safety

Hope Gawlick

At-Large

Grace Ekerneff

Jeff Jones

Darin Mai

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 September 18, 2025 Board Meeting
3. Report of Executive Committee (Update Only)
4. Reports of Officers, Committees and Coordinators (If Not Provided In Writing)
5. Announcements (Glasgow)
6. Unfinished (Old) Business (10 minutes)
 - A. Budget Update (Savage)
 - B. Equipment Sale
 - C. Chair Duty Statements (Adams)
7. New Business (20 minutes)
 - A. Championship Meets (Rosenfeld)
Safe Sport certified
Teams in good standing financially
 - B. Short Course Championship Renaming (Shibata)
8. Closed Session
9. Adjournment



Sierra Nevada Swimming

Board of Directors Meeting Minutes

September 18, 2025

Open Session called to order by Daryn Glasgow at 7:33pm. **Quorum present (16).**

1. Roll Call of Board Members
2. Review and adopt of minutes from the June 26, 2025 Board Meeting.

Motion 2526-01 to adopt minutes from the June 26, 2025 Board Meeting. Deanna Hogenboom, Second Stephen Adams. For 14, Against 0, Abstained 2. Approved

Darin Mai Arrived at 7:36pm

3. Report of Executive Committee (Update Only)
4. Reports of Officers, Committees and Coordinators
5. Advice and Consent to Appointments

Darin Mai has been appointed to fill the vacant at large position.

6. Unfinished (Old) Business

A. Director of Operations Job Description

7. New Business

A. Equipment Sale Agreement

Continued to a future meeting.

B. Golden Goggles Award Ceremony

Motion 2526-02: Motion to approve a reimbursement to AQUA and DART for the cost of a coach to attend the Golden Goggle Awards, up to \$2,000. Leslie Juarez-Michel, Second Hope Gawlick. For 15, Against 0, Abstained 2. Approved

C. Updated Chair Duty Statements

Stephen Adams will circulate the current draft versions of the board member duties. Each board member is to review the current version and submit their own draft by the next board meeting on 10/16/2025. The Operational Risk and Safety Chair duty statement will be provided as an example.

D. Updated Time Standards for 2026-2028

To be presented to the Coaches Committee and the Athletes Committee and brought back to a future meeting.

E. Renaming the SNS 14-U Short Course Champs in honor of Ted Curley will be brought to the next meeting.

8. Adjournment at 8:10pm

Adjournment at pm.

Present: Daryn Glasgow, Stephen Adams, Roberta Savage, Adric Jope, Summer Huntsman, Brandon Mills, Alan Rosenfeld, Deanna Hogenboom, Enzo Suh (Athlete), Maria Zhang (Athlete), Lynnmarie Wang (Athlete), Reed Miller, Jason Shibata, Leslie Juarez-Michel, Hope Gawlick, Jeff Jones, Darin Mai

Staff: Alison Appel

Absent: Jamie Ling (Athlete), Grace Erkeneff, Marc Stanley, Mark Brown

Guests: Brian Clark (DDUR), Jeff Lilley (SPKS), Dara Warner (ROC), Erik Didriksen (UNAT), Matt Biondi (RAD)

Respectfully submitted,

Hope Gawlick

SNS Secretary



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to the Secretary and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: 10/6/2025

Board Member: Daryn Glasgow

Board Position: General Chair

Announcements:

- The new addition of USA Swimming's Leap Program is currently being tested by 3 LSCs. We will be responsible for completing the new program by September 30, 2026.
- We are looking for people that would be willing to help with the Awards Banquet. Items would include discussion of awards, planning and logistics. Contact Brandon Mills to help
- We need Board members to join the Olympic Trials/Olympic Funding committee to update and develop policies in advance of 2028. Contact me to join

Board Meeting Agenda/Discussion Items: None

Questions for the Board / Larger Group: None

General Action Items Completed:

- Attended budget meetings with Program Development Chair and Coaches Chair to develop their specific budget for the year
- Attended USA Swimming Annual Business Meeting – General Chair Track
- Worked with Board to send out SNS Newsletter
- Weekly meeting with Finance Vice Chair
- Completed with the Personnel Committee the SNS Job Description for Director of Operations.
- Initial planning/discussions about WZ with Program Development chair and Treasurer – signed a contract for hotel accommodations near 2026 WZ in Gresham
- Authorize paying bills

Action Items In-Progress / Pending:

- Always in progress – Updating the SNS website.
- Working with Personnel Committee on getting the job description posted and start to accept applications for a SNS employee.
- Working with Program Development on Camps and projects.
 - Launch Camp
 - Caps
 - Awards Banquet
- Working with Coaches Chair on Coach education
- Working with Governance on updating / refresh of Policies and Procedures
- Monthly SNS Newsletter – Last Monday of every month.



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to Secretary, Executive Director and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: 10/6/2025

Board Member: Stephen Adams

Board Position: Administrative Vice Chair, Governance Committee, Personnel Committee

Announcements:

- Director of Operations job posting should be listed no later than 10/12/2025

Board Meeting Agenda/Discussion Items:

- None

Questions for the Board / Larger Group:

- None

General Action Items Completed:

- 9/29/2025 – Assist with the development of the SNS Newsletter

Position Specific Action Items Completed:

- 9/11/2025 – Personnel Meeting for developing the duty statement for the new SNS Director Position.
- 9/14/2025 – Completed duty statement and statement of qualifications
- 10/12/2025 – Post job listing for Director of Operations

Action Items In-Progress / Pending:

- 10/23/2025 – Review all duty statements and submit to GC for review.
- 10/30/2025 – Establish full Governance Committee
- 11/16/2025 – Review and circulate waivers for SNS events.
- 12/16/2025 – Complete review and reformatting of existing SNS Bylaws and Policies & Procedures
- 9/2026 – LEAD Accreditation Process due or starting



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to the Secretary, Executive Director and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: October 6, 2025

Board Member: Roberta Savage

Board Position: Finance Vice Chair; Governance Committee

Announcements:

- N/A

Board Meeting Agenda/Discussion Items:

- Budget Updates – Officials, Coaches, Camps

Questions for the Board / Larger Group:

- **Reminder:** Finance Committee recommends that the Board determine an Olympic funding policy and a policy to address when current or former SNS athletes receive USA swimming awards at the level of Golden Goggle Award

General Action Items Completed:

- Attended USA Swimming Annual Business Meeting – Safe Sport Track – sessions attended on improving SafeSport recognition, US Center for Safesport; USA Swimming's Safe Sport program
- Continue to monitor admin@snswimming.org email; send out all Board communications from this account
- Worked with Board and General Chair to send out SNS Newsletter

Position Specific Action Items Completed:

- Finance Committee meeting to be held on October 14th
- Budget meetings with Officials Chair, Program Development Chair and Coaches Chair to develop their specific budget for the year
- Multiple emails addressing various finance issues including money athletes earned at WZ and checking in with teams owing meet fees
- Weekly communication with Alison Appel re: various SNS finance issues
- Weekly meeting with General Chair
- Reviewed Treasurer's August 2025 report and all 2024/2025 End of Year reports
- Authorized payment of various bills
- Submitted updated Finance Vice Chair Job Description

Action Items In-Progress / Pending:

- Meet with Athlete's Committee re: Budget and WZ money
- Monthly Finance Committee meetings
- Audit in Fall 2025
- Review Finance Policies with Finance committee
- Weekly communications with Treasurer re: any finance issue
- Monthly monitoring of Treasurer's report



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to Secretary, Executive Director and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: October 4th

Board Member: Alan Rosenfeld

Board Position: Technical Planning Chair, Member of Technical Planning Committee, and Executive Director Search Committee

Announcements:

- Thanksgiving Thousand has moved from November 8th to November 15th and has been updated on the DND Website

Board Meeting Agenda/Discussion Items:

- Technical Planning would like to present the new updated time standards for 2026-2028 after being tabled and discussed by both the Coaches Committee and Athlete Committee

Questions for the Board / Larger Group:

General Action Items Completed:

Position Specific Action Items Completed:

- Created New Meet Bid and Meet Proposal for Hosting a Meet forms to reflect the new suggested dates for Championship Meets and including more language about fees and payment

Action Items In-Progress / Pending:

- Championship Meet Standards
 - Present to board on September 18th
 - Approve and send out new championship cuts September 21st
- New Championship Meet Format changes
 - Discussed and approved by Technical Planning Committee in November
 - Presented to board for final approval at November Meeting
 - Sent to teams hosting championship meets after meeting.
- Meet Bid Form Updates
 - Updated with changes recommended from Finance Committee October 3rd
 - I.e. Financial person included and reminders on the 40 day window for payment
 - Bids will be awarded to teams with Safe Sport Certifications and no overdue payments
 - Meet Bids Sent out to teams for championship meets – December 8th They will be due March 2nd
 - Meet bids for standard meets sent out December 16th They will be due March 16th
- Meet Bids Awarded by Technical Planning – March 5th
 - Winning Bids sent out to teams on March 8th

Sierra Nevada Swimming
2025 - 2028 LSC Championships
Time Standards 2% Cap Updated September 1st

8 & Under Girls				8 & Under Boys		
SCY	SCM	LCM	Spring Champs	LCM	SCM	SCY
19.29			25fr		21.39	19.29
42.39		47.99	50fr	49.39	47.79	43.09
23.59			25ba		26.99	24.29
26.19			25br		30.99	27.89
21.89			25fl		25.39	22.89
8 & Under Girls			Summer Champs	8 & Under Boys		
42.39		47.99	50fr	49.39	48.39	43.09
1:36.69		1:48.99	100fr	1:56.59	1:54.29	1:40.99
51.99		58.29	50ba	1:03.59	1:02.29	56.79
1:00.59		1:08.19	50br	1:11.49	1:10.09	1:02.69
53.19		59.69	50fl	1:03.09	1:01.79	55.79

10 & Under Girls				10 & Under Boys		
SCY	SCM	LCM		LCM	SCM	SCY
35.29		40.89	50fr	39.79		34.59
1:20.89		1:32.99	100fr	1:30.59		1:18.39
3:00.59		3:25.69	200fr	3:14.99		2:50.59
7:45.09		7:01.69	400M/500fr	6:52.49		7:33.79
43.29		49.69	50ba	49.29		42.89
1:33.99		1:48.09	100ba	1:44.49		1:30.09
48.69		55.49	50br	54.39		47.69
1:46.89		2:03.89	100br	1:59.19		1:42.29
42.69		48.09	50fl	46.39		41.29
1:41.39		1:55.39	100fl	1:52.89		1:38.99
1:33.19		N/A	100im	N/A		1:29.69
3:18.79		3:48.89	200im	3:43.69		3:15.99

11-12 Girls				11-12 Boys		
SCY	SCM	LCM		LCM	SCM	SCY
30.99		35.19	50fr	34.19		29.99
1:07.99		1:17.89	100fr	1:16.19		1:06.39
2:29.49		2:49.59	200fr	2:46.39		2:24.89
6:45.69		6:02.29	400M/500fr	5:53.89		6:29.99
12:53.79		11:44.19	800M/1000fr	11:25.89		12:37.29
21:32.09		22:22.99	1500M/1650fr	22:10.19		20:58.09
35.99		41.09	50ba	41.09		35.59
1:19.19		1:30.79	100ba	1:29.59		1:15.69
2:46.69		3:13.29	200ba	3:08.49		2:40.49
40.59		45.59	50br	45.89		40.09
1:28.49		1:39.99	100br	1:39.59		1:25.49
3:10.99		3:39.89	200br	3:31.59		3:02.39
33.59		37.99	50fl	38.69		34.19
1:18.89		1:30.49	100fl	1:27.29		1:16.09
2:50.29		3:15.99	200fl	3:10.19		2:43.99
1:17.49		N/A	100im	N/A		1:15.89
2:50.29		3:11.69	200im	3:08.99		2:45.79
6:03.69		6:56.79	400im	6:46.59		5:50.09

13-14 Girls				13-14 Boys		
SCY	SCM	LCM		LCM	SCM	SCY
29.59		33.89	50fr	31.19		27.09
1:04.59		1:13.89	100fr	1:08.39		59.09
2:19.79		2:39.49	200fr	2:29.19		2:09.59
6:18.29		5:39.19	400M/500fr	5:23.49		5:56.29
12:09.49		10:56.09	800M/1000fr	10:17.69		11:23.99
20:19.59		20:58.59	1500M/1650fr	19:46.79		19:11.09
33.12		38.49	50ba	36.73		31.29
1:10.19		1:21.59	100ba	1:17.69		1:06.19
2:32.59		2:58.39	200ba	2:48.79		2:23.69
37.97		44.17	50br	41.39		35.79
1:20.59		1:33.89	100br	1:26.49		1:14.79
2:57.39		3:24.59	200br	3:08.29		2:42.39
33.29		37.39	50fl	35.07		30.79
1:11.29		1:20.09	100fl	1:14.59		1:05.49
2:38.99		3:01.69	200fl	2:46.79		2:25.59
2:38.69		2:59.39	200im	2:46.79		2:25.49
5:39.69		6:28.19	400im	6:02.79		5:13.59

15-18 Girls				15-18 Boys		
SCY	SCM	LCM		LCM	SCM	SCY
28.89		32.79	50fr	29.99		25.79
1:02.51		1:11.33	100fr	1:05.39		56.39
2:15.59		2:33.99	200fr	2:22.49		2:05.39
6:12.39		5:29.89	400M/500fr	5:10.19		5:42.09
11:53.99		10:32.39	800M/1000fr	9:54.79		11:01.59
19:56.49		20:11.59	1500M/1650fr	18:58.49		18:22.79
31.79		37.72	50ba	34.95		29.73
1:07.99		1:20.69	100ba	1:13.69		1:02.69
2:30.59		2:53.39	200ba	2:39.99		2:17.09
36.83		43.06	50br	39.57		34.00
1:18.29		1:31.59	100br	1:23.09		1:11.39
2:52.69		3:17.29	200br	3:00.59		2:35.19
31.62		36.31	50fl	33.58		29.25
1:07.69		1:16.99	100fl	1:11.29		1:02.09
2:33.99		2:54.39	200fl	2:39.49		2:19.49
2:31.19		2:56.99	200im	2:41.69		2:20.19
5:29.69		6:15.79	400im	5:47.99		4:59.19

* Denotes these are "A" time standards



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to Secretary, Executive Director and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: October 4th

Board Member: Enzo Suh

Board Position: Senior Athlete Representative, Athlete Committee

Announcements:

- None

Board Meeting Agenda/Discussion Items:

- None

Questions for the Board / Larger Group:

- None

General Action Items Completed:

- None

Position Specific Action Items Completed:

- Athlete Committee meeting to be held on October 12th
- Multiple emails with Roberta Savage addressing money athletes earned at WZ
- Manage SNS Instagram in conjunction with Brandon Mills

Action Items In-Progress / Pending:

- Determine Purpose of WZ Meet Fundraising Sum by the end of the current swim season (2025-2026)
- Establish framework for Scholar Athlete Award



SIERRA NEVADA SWIMMING BOARD REPORT

Date: 10/3/2025

Board Member: Reed Miller

Board Position: Coach Representative, member of SNS Program Development Committee

Announcements:

- Napa ASCA Clinic to be held January 9-11
- Next coaches committee meeting scheduled for 11/5

Board Meeting Agenda/Discussion Items:

- N/A

Questions for the Board / Larger Group:

- N/A

General Action Items Completed:

- N/A

Position Specific Action Items Completed:

- Attended USA Swimming Annual Summit from September 25th - 27th
 - Notes From Coach Track below
- Coaches committee meeting on 9/30
- Confirmed coaches budget for '25-'26
 - '25-'26 Budget - \$10,000
 - Napa ASCA Clinic
 - Budget - \$7000
 - 40 coaches (one/team initially) at \$175/registration (whatever early bird amount is)
 - Cover two coaches/team if fewer than 20 teams attend
 - We haven't had more than 15 teams go to either ASCA Clinic we've subsidized
 - Coach meeting/educational event
 - Budget - \$3000
 - Will work with Coaches Committee to decide what it will look like

Action Items In-Progress / Pending:

- Communicating with coaches committee, technical planning, and athlete committee to determine best path forward for SNS time standards
- Reaching out to other LSC's to determine options for coach recognition at the LSC level
- Working with program development to build template for coach applications for LSC camps (Jotform)

Coach Track Notes from Annual Summit

Talk 1: Bridging the gap - coaches advisory council meeting

- CAC objectives
 - Create more engagement and voting opportunities for coaches in USA Swimming.
 - Restructure USA swimming camps.
 - Select national committees.
 - Provisional coaching certification (three years to complete the full process of becoming fully certified USA Swimming coach).
 - Where to start with open water for coaches and officials (launches next spring).
 - USA swimming CEO search insight from Michael Lawrence (was on committee).
 - Over 100 applicants
 - Had issues getting board to regularly update the general membership

Talk 2: Get real with coaching - panel discussion for dealing with chaos

- Group of coaches presenting on their struggles and solutions with restricted parameters in different capacities. No specific takeaways.

Talk 3: Breaking Barriers together - coaches and GC's collaborate for growth

Top 5 issues as voted in the meeting

1. Pool availability - How do we find more pool time/space?
2. Cost - How do we manage our membership's cost while club costs rise?
3. Internal conflicts - Club level vs. LSC level
4. Other sports - How do we compete with other sports in terms of time, cost, and product value?
5. Sanctions - Meet sanctioning (I think this had to do with Block Party meets)



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to the Secretary, Executive Director and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: 09-29-2025

Board Member: Jason Shibata

Board Position: Officials Chair

Announcements:

- Official's Committee has been selected for 2025-2026 swim year:
 - Bonnie Ragland
 - Leia Richter
 - Blake Cunningham
 - Stan Ling
 - Jamie Ling (Athlete Rep)
 - Bill Rose (Advisor)
 - Bill Fisher (Advisor)

Board Meeting Agenda/Discussion Items:

- The Official's Committee would like to make a motion to rename the SNS Short Course Championship Meet to "The Ted Curley Classic" starting this year in recognition of Ted's 20+ years of dedication and service to the SNS LSC, its Board, teams, coaches, swimmers and officials. Ted was one of the original and senior officials in our LSC who has trained and mentored countless number of officials. He played an integral part in developing SNS officials to be recognized and selected for national meets. Ted loved working the SNS Short Course Championships and being part of this meet for the LSC and its swimmers. It was one of his favorite meets alongside The Bill Rose Classic. There is no greater gesture the LSC can do to remember an incredible person who tirelessly and unselfishly gave his time then to rename this meet after Ted. When a team needed help or an official needed some guidance, Ted was always there. Not only did he love being an official, but he also loved being Sierra Nevada Swimming.
- Officials Committee Budget has been set with the following allocation of funds:
 - National Evaluators (2 planned for 2025/2026) - \$3,000
 - Officials Reimbursement and Training - \$4,000
 - Officials Recognition and Awards: \$3,000

Total Budget: \$10,000

Questions for the Board / Larger Group:

- None

General Action Items Completed:

- Welcome email sent to all registered officials informing them to ensure that membership is in Good Standings as well as informing new officials how to get certified.
- Updated Officials link of SNS website
- Order memorial pin with Ted Curley's initials to hand out to officials at upcoming meets.

Position Specific Action Items Completed:

- Selected members of Officials Committee
- Developed action items and focus for committee in the upcoming year
- Assisted with obtaining OQM for Winterfest Meet in December

Action Items In-Progress / Pending:

- Select Meet Referees for SNS Championship Meets
- Review list of SNS Meet Referees and finalize criteria
- Determine education dates for Chief Judge, Starter, Deck Referee and Admin
- Finalizing guidelines and application form with Mark Brown and Technical Planning Committee to set up “Ready Set Race – SNS Block Party”
- Developing training for SNS N2 National Evaluators – in-person training to be scheduled in November (Saturday – TBD) – facilitators will be Bill Rose and Jason Shibata



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to Secretary, Executive Director and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: October 7, 2025

Board Member: Leslie Juarez Michel

Board Position: DEI Chair

Announcements:

- WZ Meets first Monday of every Month

Board Meeting Agenda/Discussion Items:

- WZ proposal for DEI funds passed
- 2026 DEI Camp to take place in Reno

Questions for the Board / Larger Group:

- None at this time

General Action Items Completed:

- Attended WZ meeting

Position Specific Action Items Completed:

- Created committee

Action Items In-Progress / Pending:

- Disability time standards to be presented this fall.



SIERRA NEVADA SWIMMING BOARD REPORT

To be submitted to Secretary, Executive Director and General Chair 10 days before the next BOD meeting. When no Board meeting is scheduled for the month, it is due on the last Friday of the month.

Date: October 13, 2025

Board Member: Jeffrey M. Jones

Board Position: Member At-Large, Finance Committee

Announcements:

Board Meeting Agenda/Discussion Items:

- I believe the Finance Committee should review (post mortem) the 2024-2025 Budget to Actual to better understand how we can better prepare the 2025-2026 Budget.

Questions for the Board / Larger Group:

●

General Action Items Completed:

●

Position Specific Action Items Completed:

●

Action Items In-Progress / Pending:

- We have not had our 2nd Finance Committee yet. We meet the 2nd Tuesday of every month, which falls on October 14, 2025 this month. Therefore, I have nothing to report further. We are expected to begin discussions on the review of the SNS Financial Policies to bring to the BOD.

Summary of Sale of SNS Equipment

COMPLETED BY: MARK BROWN

REVIEWED BY: ALISON APPEL, ROBERTA SAVAGE, STEPHEN ADAMS, DARYN GLASGOW

This document provides a comprehensive justification for the \$50 sale price of Sierra Nevada Swimming's (SNS) timing equipment to TJ Kay/ItsAboutTime4Swim. The decision reflects a strategic partnership that prioritizes financial sustainability and operational stability.

1. Financial and Operational Background

SNS has consistently incurred financial losses averaging approximately \$15,000 per year related to equipment ownership. These losses include storage rental, insurance, repairs, replacement purchases, and volunteer coordination. Maintaining this model is not financially sustainable and diverts resources away from athlete and club development.

2. Value Exchange Beyond Purchase Price

The \$50 sale price reflects a structured exchange of ongoing operational value rather than the asset's book or resale value. Under the terms of the agreement, TJ Kay/ItsAboutTime4Swim will:

- Assume all responsibility for equipment storage, maintenance, and repairs.
- Provide free use of timing equipment for all SNS Championship and JR+ meets through August 2028.
- Maintain existing rental rates for all SNS clubs through the agreement period based upon the 2024-2025 season rates.
- Absorb all future risk of equipment damage, replacement, or obsolescence.
- The current fair market value of all equipment being sold is unclear due to the current condition of the equipment. Much of the equipment is towards the end of its useful life.

3. Rationale for a \$50 Sale Price

The \$50 sale price is the amount that SNS was able to sell to a buyer who was willing to pay and who would also provide SNS and our clubs significant benefit for the next 3 years. The sale price is justified due to the additional benefits to SNS which include (1) SNS clubs access to stable rental rates for the next three years and (2) SNS secures equipment rentals for all championship meets at no cost, if needed, through August 2028. Additionally, TJ Kay assumes all risk in maintaining the equipment over the next 3 years.

By transferring ownership for a nominal fee, SNS ensures continuity of service, predictable access for key meets, and the elimination of all future maintenance and storage liabilities. The financial benefit to SNS over the life of the agreement exceeds \$48,000, making the \$50 sale price a fiscally sound and equitable decision.

4. Strategic Advantages to SNS

- Immediate elimination of storage, repair, and replacement expenses.
 - Continued free access to timing equipment for SNS Championship and JR+ meets.
 - Transfer of all equipment-related liability to the contractor.
 - Strengthened partnership with a long-standing, trusted service provider.
 - Simplified administrative oversight and improved financial predictability.
-
- Contractor continues to provide stable rental rates and equipment to SNS teams who rent equipment through August 2028

5. Summary Statement

The \$50 sale price to TJ Kay/ItsAboutTime4Swim represents a fair and strategically justified decision based on the total value of services and savings already provided, the elimination of ongoing losses, and the assurance of free and reliable meet support through 2028. The nominal sale price reflects recognition of the commitment to work together to continue providing service and equipment to SNS and its clubs and ensures ongoing financial and operational benefits that far exceed the sale value of the assets.

EXHIBIT 1 – OTHER CONSIDERED OPTIONS

Option 1: Sell to TJ Kay/ItsAboutTime4Swim

- One-time payment of \$50.
- SNS eliminates all future maintenance, storage, and replacement costs.
- Contractor provides free timing equipment for all SNS Championship and JR+ meets through August 2028.
- Provides maximum predictability and eliminates liability.
- Best option for long-term stability and simplicity.

Contractor continues to provide stable rental rates and equipment to SNS teams who rent equipment through August 2028

Option 2: Sell Equipment on the Open Market

- Estimated resale value: \$20,000-\$31,400 (midpoint $\approx$ \$25,700).
- Likely net after fees and transport: \$13,000 – \$17,000.
- Ends annual losses ($\sim$ \$15,000/year) but requires sales logistics and buyer verification.
- SNS loses guaranteed access to free equipment for key meets.
- Provides short-term gain, but adds future rental costs for major events.

No stable rental rates or equipment for the SNS teams who rent equipment

Unknown amount of staff time/wages to sell equipment

Option 3: Retain Ownership

- Ongoing annual loss of approximately \$15,000.
- Continued expenses for storage, insurance, and volunteer management.
- Full control over scheduling and availability.
- Equipment continues to age, with unpredictable future repair and replacement costs.

Unclear if SNS would be able to maintain stable rental rates and equipment to SNS teams who rent equipment due to increased maintenance costs

Summary Comparison

Scenario	Immediate Cash Gain	Annual Cost Impact	Access to Equipment
Sell to TJ Kay	\$50	\$0 / year	Free use for Champs & JR+ meets
Open-Market Sale	\$13-\$17K	\$0 / year	Must rent or repurchase
Keep Equipment	\$0	-\$15K / year	Full ownership

EXHIBIT 2 – ESTIMATED EQUIPMENT PURCHASE/REPLACEMENT COSTS

Annual Equipment Purchase Plan

Category	Purpose	Annual Refresh Plan	Estimated Annual Cost
Touchpads & Cables	Replace aging or failed pads/cables	Replace 4 pads per year (4–5-year rotation)	\$4,500 – \$5,500
Starter & Timing Consoles	Maintain functional redundancy	Replace/refurbish 1 console every 3 years	\$2,000 (amortized)
Watches / Stopwatches / Plungers	Replace worn/failed field devices	10–15% of total inventory annually	\$100 – \$200
Storage Boxes / Pelican Cases	Protect gear in transit	Replace 4 ever 3 to 4 years.	\$300 – \$500
Misc. Cables / Connectors / Labels	Maintain reliable connections	Ongoing replacements	\$200 – \$400
Laptops (Timing & Meet Ops)	Meet management and timing interface reliability	Replace 2 laptops every 5–6 years (≈ 1 every 3 yrs avg)	\$600 – \$900 (amortized)
Contingency / Emergency Reserve	Funds for urgent pad or console failure	Held annually	\$1,000

➡ Revised total annual equipment budget: approximately \$8,000 – \$10,000

Recommended Replacement Cycle

Equipment	Expected Lifespan	Replacement Cycle	Notes
Touchpads	4–5 years	Replace 4 per year	Maintain 1–2 spares ready for emergencies
Starter / Console	5–6 years	Replace 1 every 3 years	Keep firmware current and calibrated
Stopwatches / Plungers	2–3 years	Replace annually	Ensures consistent backup timing
Storage / Cases	5 years	Replace as damaged	Prevents damage to high-value gear
Timing Cables / Connectors	4–5 years	Replace 20% per year	Reduces meet-day failures
Laptops	5–6 years	Replace 2 per cycle (~1 every 3 yrs)	Keep compatible with timing software

EXHIBIT 3 – FAIR MARKET VALUE OF EQUIPMENT

Fair Market Value Estimate – SNS Timing Equipment

The following table provides an estimated fair-market valuation for Sierra Nevada Swimming's timing equipment inventory based on age, condition, and comparable resale data for used competitive swimming timing systems. Prices reflect estimated 2025 values assuming average wear and fully operational condition.

Equipment Item	Condition	Quantity	Estimated Unit Value (USD)	Estimated Total Value (USD)
Colorado System 6 Timing Consoles (2014)	Age: 11 years; fair condition	2	\$900 – \$1,300	\$1,800 – \$2,600
Colorado Gen 7 Timing Consoles (2018)	Age: 7 years; fair condition	2	\$2,200 – \$2,800	\$4,400 – \$5,600
Touch Pads (2021, fair condition)	Age: 4 years; fair to non-working condition	24 – 10-14 are functional	\$150	\$3,600
Timing Buttons (2013)	Age 12 years; fair to non-working condition	85 – unclear how many are functional	\$20 – \$40	\$1,700 – \$3,400
Scoreboards (CTS/LED-REX, 2017)	Age: 8 years; good condition	13 panels that make a single complete scoreboard	\$600 – \$900	\$7,800 – \$11,700
Start Horns (2012)	Age 13 years; fair condition	8	\$100 – \$200	\$800 – \$1,600
Cables & Harness Sets (2012)	Age 13 years; fair condition	10	\$100 – \$200	\$1,000 – \$2,000
Microphones / Cables	Fair condition	20	\$50 – \$75	\$1,000 – \$1,500

SNS Equipment

	Calendar Year	2019	2020	2021	2022	2023	2024
Revenue							
	Rentals	\$ 3,065.00	\$ 3,375.00	\$ 6,885.00	\$ 6,600.00	\$ 6,885.00	\$ 9,010.00
Expenses							
	Wages & Payroll Taxes	\$ 3,813.68	\$ 3,076.20	\$ 5,458.00	\$ 5,559.65	\$ 5,120.24	\$ 4,947.75
	Approx Workers Comp	\$ 134.13	\$ 83.99	\$ 139.10	\$ 141.97	\$ 274.71	\$ (59.16)
	Locker Rental	\$ 4,520.00	\$ 5,424.00	\$ 4,666.15	\$ 2,904.00	\$ 2,904.00	\$ 3,144.00
	Insurance	\$ 443.00	\$ 470.00	\$ 470.00	\$ 470.00	\$ 632.42	\$ 635.49
	Repairs	\$ 2,152.99	\$ 2,992.00	\$ -	\$ -	\$ -	\$ -
	New Equipment*	\$ 22,475.01	\$ 1,599.18	\$ 2,000.00	\$ 21,582.00	\$ 101.26	\$ -
	Misc Equip Expenses	\$ 1,369.72	\$ 196.92	\$ 321.75	\$ 321.75	\$ 323.25	\$ 350.00
	Total Expenses	\$ 34,908.53	\$ 13,842.29	\$ 13,055.00	\$ 30,979.37	\$ 9,355.88	\$ 9,018.08
	Total Cost to SNS	(31,843.53)	(10,467.29)	(6,170.00)	(24,379.37)	(2,470.88)	(8.08)
	*Equip Purchases	Omega Start V	10 used touchpads	48 radios / headsets	20 touchpads	watches	

4 touchpads

EQUIPMENT SALE 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 selling 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 Sale

1.1. SNS agrees to sell all SNS-owned swim meet timing equipment to Contractor, excluding the Omega starters, radios and administrative stamps. The equipment is sold As Is.

1.2. Contractor will pay SNS \$50 for the swim meet timing equipment.

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

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 to SNS Clubs for SNS sanctioned meets, as of the Effective Date of this Agreement.

2.2. Attached as Exhibit B is the current rates charged for swim meet timing equipment as of the Effective Date of this Agreement.

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 sold equipment.

4.2. SNS is not liable for any future loss, damage, or maintenance expenses related to the sold equipment. SNS is not responsible for any replacement of the equipment sold to Contractor.

4.3 The Contractor shall maintain the equipment in good working order and in the same operational condition as it was on the date of sale, for the duration of the agreement period from September 1, 2025, to August 31, 2028.

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.

6.3 In the event the Contractor ceases to rent swim equipment or the contract is terminated prior to the expiration date, SNS shall have the right to repurchase all equipment specified in this agreement for the sum of \$50.

6.4 Contractor will ensure that the equipment is insured against loss.

7. SNS Due Diligence

7.1 During the 2024-2025 season, the SNS Treasurer conducted an expense analysis of SNS equipment rental showing that SNS loses money managing equipment rentals across the last five (7) years.

7.2 At a SNS Coaches Meeting held on June 7, 2025, the SNS coaches supported disposing of the SNS equipment.

7.3. The SNS Finance Committee on June 17, 2025, discussed disposing of the SNS equipment and an earlier version of this Agreement. The Finance Committee met on October 14, 2025 and approved the Sale of the Equipment, excluding the Omegas with a 6 to 1 vote with 2 additional votes in favor submitted by email.

7.4. The SNS Treasurer, SNS Registrar, SNS General Chair, and SNS Finance Vice Chair all support this sale.

7.5. A Summary of Sale of SNS Equipment was completed by Mark Brown and reviewed by Alison Appel, Roberta Savage, Stephen Adams and Daryn Glasgow. This document was presented to the SNS Board.

The SNS Board of Directors approved the sale of the SNS swim meet timing equipment on _____.

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:

Exhibit A: SNS Swim Meet Equipment Sale

Equipment that will be sold/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
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
TIMING BUTTONS	85	2013
TOUCH PADS	40	2021
Misc cable, boxes, storage devices	1	2010
KEYBOARD TRAINER	1	2010
SCOREBOARD CTS/LED-REX	13 panels for 1 scoreboard	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
Omega starters	2	2018
ADMINISTRATIVE OFFICIAL STAMPS	1 SET	2025
DIGITAL FRS RADIOS	50	2012

Exhibit B

EXHIBIT B – EQUIPMENT SALE 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