



Agenda
Sierra Nevada Swimming
Board of Directors Meeting
Thursday, December 10, 2025 @ 7:30 PM
Zoom Format

Board of Directors

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

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 October 16 , 2025 Board Meeting
3. Report of Executive Committee (No report)
4. Reports of Officers, Committees and Coordinators
Governance/Nominating Committee (Adams)
Governance/Director of Operations (Adams)
5. Announcements (Glasgow)
USA Swimming mandated bylaw changes
6. Unfinished (Old) Business
7. New Business (20 minutes)
Ripon Aquatics Transfer (Glasgow)
Ready, Set, Race (Shibata)
8. Closed Session
9. Adjournment



Sierra Nevada Swimming

Board of Directors Meeting Minutes

October 16, 2025

Open Session called to order by Daryn Glasgow at 7:37pm. **Quorum present (13).**

1. Roll Call of Board Members
2. Review and adopt of minutes from the September 18, 2025 Board Meeting.

Motion 2526-03: Motion to adopt minutes from the September 18, 2025 Board Meeting. Deanna Hogenboom, Second Stephen Adams. For 11, Against 0, Abstained 2. Motion Passes.

3. Report of Executive Committee
4. Reports of Officers, Committees and Coordinators
5. Announcements

From General Chair:

- Congratulations Kota Charles for making USA Swimming's 2025 National Select Camp
- 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.
- I will be reaching out to our Championship Meet hosts to go over awards for SNS championship meets.
- 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.

From Admin Vice Chair:

- Director of Operations job posted.

From Finance:

- The audit is completed and submitted to USA Swimming.
- No revisions required this year.

From Technical Planning:

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

From Coaches:

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

From Officials:

- 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)

From DEI Chair:

- WZ meets on the first Monday of every month.
- 2026 DEI Camp to take place in Reno.
- WZ proposal for DEI funds passed at the WZHOD in Denver. Moved to general for Athlete Summit.

6. Unfinished (Old) Business

- A. Budget Updated
- B. Equipment Sale

Motion 2526-04: Motion to review and approve Equipment Sale and Rental Agreement. Roberta Savage, Second Deanna Hogenboom. For 9, Against 1, Abstained 3. Motion Passes.

- C. Chair Duty Statements

7. New Business

- A. Championship Meets

Motion 2526-05: Motion to review and approve Updated Time Standards for 2026-2028 effective after short course championships (Starting March 9, 2026). Alan Rosenfeld, Second Reed Miller. For 12, Against 0, Abstained 1. Motion Passes.

Motion 2526-06: Motion to review and approve awarding of Championship Meets to teams that are Safe Sport certified in good financial standing with the LSC starting in the 2026-2027 Season. Alan Rosenfeld, Second Roberta Savage. For 11, Against 0, Abstained 2. Motion Passes.

- B. Renaming the SNS Short Course Champs in honor of Ted Curley.

Motion 2526-07: Motion to review and approve renaming the SNS 14 & Under Short Course Championship Meet to "The Ted Curley Classic." Jason Shibata, Second Hope Gawlick. For 11, Against 0, Abstained 2. Motion Passes.

8. Adjournment to Closed Session at 8:11pm.

9. Closed Session held.

10. Meeting Adjourned at 8:31pm.

Present: Daryn Glasgow, Stephen Adams, Roberta Savage, Brandon Mills, Alan Rosenfeld, Deanna Hogenboom, Maria Zhang (Athlete), Lynnmarie Wang (Athlete), Reed Miller, Jason Shibata, Leslie Juarez-Michel, Hope Gawlick, Jeff Jones, Marc Stanley (Non-Voting)

Staff: None

Absent: Adric Joep, Summer Huntsman, Enzo Suh (Athlete), Jamie Ling (Athlete), Darin Mai, Grace Erkeneff, Alison Appel, Mark Brown

Guests: Andrew Hasek (Chico Aquajets), Kati Dawson (SPKS), Betsy Aird (North State Narwhals), Chris Breitbart (WAC), Sandi Hanson (Rocklin), Steve Heath (Unattached), Hillary Hong (EGAC), Chris Cromeyer (Elk Grove Piranhas) Jeff Lilley (PAC Piranhas)

Respectfully submitted,

Hope Gawlick

SNS Secretary



SIERRA NEVADA
S W I M M I N G

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: 11/7/2025

Board Member: Daryn Glasgow

Board Position: General Chair

Announcements:

- SNS Awards Banquet Date Change to Sunday, January 11, 2026
- Spring Sectional Meet Announcements:
 - Here is the link to the meet announcement for the CCA/ Roseville meet -
-
https://www.gomotionapp.com/wzone/_eventform_/1482853_41f862e0-e2eb-4d64-b6c2-9d4a9cd0e52d.pdf
 - Here is the link to the meet announcement for the NCA / Oceanside meet -
-
https://www.gomotionapp.com/wzone/_eventform_/1482849_03de0f50-cfd7-4054-adbb53c0690e86a5.pdf
- Summer Novato Sectional meet date change: **Thursday July 23rd– Sunday, July**

26th. Board Meeting Agenda Items: None

General Action Items Completed:

- Worked with Board to send out SNS Newsletter
- Weekly meeting with Finance Vice Chair
- 11/5/2025 – attended Coach Committee Meeting.
- Authorize paying bills

Action Items In-Progress / Pending:

- Always in progress – Updating the SNS website.
- Working with Personnel Committee on hiring new Director of Operations
- Working with Program Development on Camps and projects.
 - Launch Camp
 - Awards Banquet

- 2026 Camps
 - Western Zones
- Working with Governance on updating / refresh of Policies and Procedures
- Monthly SNS Newsletter – Last Monday of every month.



SIERRA NEVADA SWIMMING BOARD REPORT

SIERRA NEVADA S W I M M I N G

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: 12/10/2025

Board Member: Daryn Glasgow

Board Position: General Chair

Announcements:

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- Spring Sectional Meet Announcements:
 - Here is the link to the meet announcement for the CCA/ Roseville meet -
- https://www.gomotionapp.com/wzone/_eventform_/1482853_41f862e0-e2eb-4d64-b6c2-9d4a9cd0e52d.pdf
 - Here is the link to the meet announcement for the NCA / Oceanside meet -
- https://www.gomotionapp.com/wzone/_eventform_/1482849_03de0f50-cfd7-4054-adbb-53c0690e86a5.pdf
- Summer Novato Sectional meet date change: **Thursday July 23rd – Sunday, July 26th.**

Board Meeting Agenda Items:

- **Accept Ripon Aquatics as a member of Sierra Nevada Swimming**

General Action Items Completed:

- Worked with Pacific Swimming to get Ripon Aquatics released.
- Worked with Board to send out SNS Newsletter
- Weekly meeting with Finance Vice Chair
- 11/5/2025 – attended Coach Committee Meeting.
- Authorize paying bills

Action Items In-Progress / Pending:

- Always in progress – Updating the SNS website.
- Working with Personnel Committee on hiring new Director of Operations
- Working with Program Development on Camps and projects.
 - Launch Camp
 - Awards Banquet
 - 2026 Camps
 - Western Zones
- 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: 12/06/2025

Board Member: Stephen Adams

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

Announcements:

- None

Board Meeting Agenda/Discussion Items:

- Bylaw Update Per USA Swimming 9/2025 HOD – Notified 12/1/2025
- Nominating Committee Update
- Director of Operations Update

Questions for the Board / Larger Group:

- None

General Action Items Completed:

- None

Position Specific Action Items Completed:

- 10/20/2025 – Establish evaluation criteria for Director of Operations application
- 10/28/2025 – Personnel Committee meeting to discuss Director of Operations process
- 11/21/2025 – Conducted first round interviews for Director of Operations
- 12/6/2025 – Established schedule for second round interviews
- 12/6/2025 – Complete mandated bylaw update per USA Swimming

Action Items In-Progress / Pending:

- 12/2025 – Working with the Personnel Committee to finalize second round interviews for the Director of Operations.
- 12/30/2025 – Establish full Governance Committee
- 1/30/2026 – Review all duty statements and submit to GC for review.
- 1/30/2026 – Complete review and reformatting of existing SNS Bylaws and Policies & Procedures
- 9/30/2026 – LEAD Accreditation Process due



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: December 2, 2025

Board Member: Roberta Savage

Board Position: Finance Vice Chair

Announcements:

- N/A

Board Meeting Agenda/Discussion Items:

- N/A

Questions for the Board / Larger Group:

- N/A

General Action Items Completed:

- 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
- Met with Deanna and Alison to review/provide feedback to Athlete's committee re: Senior Award
- Communicated with Championship host teams re: Awards
- Communications re: 24/25 awards

Position Specific Action Items Completed:

- Met with Finance Team at First Western to review investment fund
- Weekly communication with Alison Appel re: various SNS finance issues
- Weekly meeting with General Chair re: various SNS issues
- Reviewed Treasurer's September and October reports – see attached
- Authorized payment of various bills
- Audit completed

Action Items In-Progress / Pending:

- Monthly Finance Committee meetings
- Review Finance Policies with Finance committee
- Weekly communications with Treasurer re: any finance issue
- Monthly monitoring of Treasurer's report

For Period: October 1, 2025 - October 31, 2025

Account Cash Balance 9/30/2025:	\$ 259,734.48
Income Registrations:	\$ 14,918.00
Income Meet Fees: *	\$ 24,810.75
Income Sanction Fees: *	\$ 190.00
Income Equipment Rentals: *	\$ 590.00
Income Fines *	\$ 300.00
ISDA & Launch Camp Copays	\$ 1,815.00
Refund of Worker's Comp Premium	\$ 2,512.00
Expenses**:	\$ (25,896.51)
USA Swimming 4% Tech Fee	\$ (596.72)
Transfer to Investment Account	\$ -
Account Cash Balance 10/31/2025:	\$ 278,377.00
 Restricted Deposit for Athletes	 \$ 2,454.24

* September check deposit was not credited to account until 10/2/2025 so both September and October deposits in this report; Equip Rentals are from last season

** (payroll, storage, ABM partial expenses; ISDA Camp expenses, Golden Goggles, WZ old DEI fee now called Program Fee)

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

Account Cash Balance 10/31/2025:	\$ 278,377.00
Savings Account Balance 10/31/2025:	\$ 666,676.32
Assets:	\$ 945,053.32



SIERRA NEVADA SWIMMING BOARD REPORT

Date: 11/14/2025

Board Member: Adric Jope

Board Position: Senior Chair

Announcements:

The Western Zone Sectional Committee has made the decision of the committee is to hold the Novato Sectional meet ***Thursday July 23rd – Sunday, July 26th***. This is one week later than was originally scheduled

Board Meeting Agenda Items:

- n/a

Questions for the Board / Larger Group:

- n/a

General Action Items Completed:

- n/a

Position Specific Action Items Completed:

- n/a

Action Items In-Progress / Pending:

- n/a



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:

- Matt Casto Meet has been changed from a 3 day meet to a one day Sunday only (December 7th) meet
- Added DEI Camp to SNS Website for February 15th

Board Meeting Agenda/Discussion Items:

Questions for the Board / Larger Group:

General Action Items Completed:

Position Specific Action Items Completed:

Action Items In-Progress / Pending:

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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: 11/12/25

Board Member: Deanna Hogenboom

Board Position: Safe Sport Chair

Announcements:

- Sierra Nevada Swimming has 46 registered clubs.
- 8 clubs have full Safe Sport Recognition status—17% of club membership
- 14 clubs are in progress = 48% of club membership either in progress or fully certified
- SNS board approved my initiative to require Safe Sport Program Recognition or in-progress status in order to host LSC Championship meets moving forward.

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:

- Closed one Safe Sport report completely with USA Swimming from Western Zones. No further action needed.

Action Items In-Progress / Pending:

- Two reports open under review
- One open and closed report with SafeSport that was determined to fall under code of conduct for all parties; confirmed such directly with SafeSport and communicated with team and coach.
- Provided input to Athlete Committee regarding their initiative to provide Scholar Athlete Awards in 2026. Met with Alison Appel and Roberta Savage to edit Athlete Committee Senior Award proposal. Provided edits to Enzo Suh for review and presentation to board.



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: December 2, 2025

Board Member: Enzo Suh

Board Position: Senior Athlete Representative

Announcements:

- Inaugural Scholar-Athlete Senior Recognition Program

Board Meeting Agenda/Discussion Items:

- Motion for approval of Scholar-Athlete Senior Recognition Program

Questions for the Board / Larger Group:

- N/A

General Action Items Completed:

- Held meeting with Athlete Committee on 11/12
- Email correspondence with Deanna, Roberta, and Alison to review/draft Senior Award

Position Specific Action Items Completed:

- Communicated with Brandon Mills on SNS Instagram content

Action Items In-Progress / Pending:

- Scholar Athlete

Sierra Nevada Swimming Scholar-Athlete Senior Recognition Program

Program Proposal Draft Last Revised 24
November 2025

1. Pilot Program Overview

1.1 Statement of Purpose

The Scholar-Athlete Senior Recognition Program honors graduating high school seniors (one male and one female athlete) annually who have demonstrated a long-term commitment to competitive swimming within the Sierra Nevada Swimming LSC and who have also excelled academically.

1.2 Pilot Program Outline

As this will be a new program for SNS, we are requesting a 3 year pilot program to evaluate the reception of program and the ability of the Athlete Committee to raise funds to further its continuation.

- 3 year pilot
- Equal financial commitment (50/50 or \$500/\$500) between Athlete Committee and SNS
- Review at the end of each year during the budgeting cycle (Spring timeframe) to ensure program is working and is well received.
 - No expansion is possible unless Athlete Committee has generated additional funds for the program.
 - There needs to be continued commitment from the incumbent Athlete Committee to continue the program.
 - The current Board of Directors has the right to discontinue the program if the Athlete Committee does not fulfill their obligations to the program.

2. Award Structure

2.1 Number of Recipients

- Two recipients annually (one male, one female).

2.2 Funding Amount

- Each recipient will receive \$500.
- Future Athlete Committee portions of the SNS budget will allocate \$500 in funds to this program
- Existing Athlete Committee WZAG Earnings Fund will also serve as \$500 towards the award each year.

2.3 Year Pilot Program

- A three-year financial commitment from SNS and the Athlete's Committee.
- SNS will include in the Athlete's budget \$500 for the 26/27 and 27/28 seasons to fund half of the awards.
- The Athlete Committee will use \$500 from the Athlete Committee WZAG Earnings Fund to fund half of the award for the 25/26, 26/27, and 27/28 season.

3. Application Criteria

3.1 Membership & Registration within SNS

- Must be a currently registered SNS athlete.
- Must have been registered with SNS for at least two consecutive years.

- Both year-round (Premium or Outreach) and seasonal (NVAL) athletes are eligible, provided they meet minimum participation requirements.
- Verification of registration status will be conducted through the SNS Registrar.

3.2 Scholar Athlete Requirement

- Must have achieved SNS Scholar-Athlete status at least twice (non-consecutive years permitted).
- If Scholar-Athlete status was not achieved prior to junior year, a fall transcript meeting the minimum GPA standard may be used.
- Scholar-Athlete status and verification will be reviewed by the SNS Operations Director.

3.3 Competition Requirement

- Must have competed in at least six (6) LSC-sanctioned meets in the previous 18 months, evaluated as of the beginning of the applicant's junior or senior year (aligned with application year). The NVAL seasonal athletes they will have 24 months to complete the six (6) LSC-sanctioned meet requirement.
- Meets must be verified through official meet results available via the SNS Registrar or USA Swimming's database. If a qualifying meet is not in the SWIMS database, the applicant must include documentation of participation.

3.4 Academic Requirement

- Must have achieved SNS Scholar-Athlete status at least twice (non-consecutive years permitted).
- If Scholar-Athlete status was not achieved prior to junior year, a fall transcript meeting the minimum GPA standard may be used.
- Scholar-Athlete status and verification will be reviewed by the SNS Operations Director.

3.5 Graduation Requirement

- Applicants must be graduating high-school seniors within the current swim year (December through June).
 - For example, for the 2025–2026 cycle, eligible graduation dates are December 2025 through June 2026.
- Early or mid-year graduates must provide proof of expected graduation date via school transcript or official letter.

4. Application Components

4.1 Application Form (Jot form)

- Jotform created with connection to Google Sheets & Dropbox along with emails. Treasurer will assist with making the form and granting access to Athlete Committee.
- Distributed via SNS email, SNS website, and SNS Instagram to all clubs. The form will collect:
 - Name
 - SNS Club Affiliation
 - USA Swimming registration number
 - Graduating Year
 - List of Qualifying Meets outside of SWIMS database
 - List of years on the SNS Scholar Athlete list (transcript only upon request from SNS)

4.2 Personal Statement (150 words)

- Prompt: “What is the most important lesson you learned from swimming?”
- The prompt may be updated annually at the discretion of SNS.
- The prompt is not judged and may be used for marketing purposes

5. Selection Process

- The SNS Athlete Committee will create a standardized size paper slip with each applicant’s name and team
- A separate bowl, bag, or hat will be filled with the female applicants and a random selection of the winner will be drawn. The same will be done with the male applicants.

5.1 Announcement of Winners

- The Athlete Committee will announce the winners on a date and time set forth with the announcement of the program
 - This may be conducted live on a medium like Instagram Live
 - The winners will be announced on SNS Social Media along with direct emails to the winners. Winners will also be announced in the SNS Newsletter.
 - The Athlete Committee will have announcement content written and reviewed by the SNS Operations Director at least 7 days prior to the winners being selected so that when winners are selected, their names, team, and prompt response are ready to be publicized.

5.2 Documentation & Oversight

- The Athlete Committee will maintain a record of all selections, randomization procedures, and final decisions.
- Any disputes or clarifications regarding eligibility, selection, or verification will be adjudicated by the SNS Operations Director.

6. Proposed Timeline

6.1 Announcement Date

- The Senior Recognition Program application will be released simultaneously with the SNS Scholar-Athlete Award application.

6.2 Timeline

- Mid-January
 - Application opens and is distributed via SNS email to all clubs, posted on SNS Instagram, and added to SNS website as an announcement.
- Mid-February
 - Application closes. Late submissions will not be considered.
- March
 - SNS Registrar and SNS Operations Director verify applicant pool
- Mid-April
 - Recipient drawing
 - Recipient names and contact info passed to Treasurer
- By Mid-May
 - Treasurer collects mailing address or Zelle information from the recipients
 - Treasurer issues checks to recipient

7. Administration

7.1 Disbursement Verification & Compliance

- Recognition funds will be issued directly to recipients or legal guardians via check or Zelle from Sierra Nevada Swimming.
- Once recipients are selected, the Senior Athlete Representative will submit a disbursement request to the SNS Treasurer, including each recipient's full legal name, preferred mailing address, email address and phone number
- The SNS Treasurer will process payments and will maintain a record of all disbursements for audit and financial reporting purposes.
- Because each payment is under the IRS threshold, recipients will not receive a Form 1099.

7.2 Appeals/exceptions/dispute for eligibility

- Any exceptions, appeals, or disputes related to eligibility will be reviewed and adjudicated by the Operations Director and reported to the General Chair.

7.3 Program Summary & Evaluation

- The Athlete Committee will prepare an annual program report for the Board, detailing:
 - Number of applicants and recipients
 - Representation across clubs and gender
 - Program expenses and budget utilization
 - Compliance with eligibility and disbursement procedures



SIERRA NEVADA SWIMMING BOARD REPORT

Date: 11/9/2025

Board Member: Reed Miller

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

Announcements:

- Napa ASCA Clinic to be held January 9-11 (registration open)

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:

- Emailed SNS coaches update
 - Napa Clinic information (Clinic registration and reimbursement form)
 - SNS camp interest form (Jotform)
 - Novato Summer Sectionals date change (July 23rd-26th)
- Coaches committee meeting on 11/5
 - Discussion included coach recognition, educational/social events, mentorship programs, SNS camps

Action Items In-Progress / Pending:

- Reaching out to other LSC's to determine options for coach recognition at the LSC level
- Beginning stages of planning for coaches educational/social event



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: 12-07-25 (Same Board report as November 2025)

Board Member: Jason Shibata

Board Position: Officials Chair

Announcements:

- Meet Referees and National Evaluators have been selected for the following meets:
 - SNS Senior Short Course Championships – Leia Richter
 - Ted Curley Classic (SNS 14&U Short Course Championships – Bill Fisher
 - Summer Sanders (OQM) – Scott Hastings (National Evaluator: Trish Martin)
 - Bill Rose Classic (OQM) – Jason Shibata (National Evaluator: Kathleen Scandary)
- Leia Richter, Stephen Adams and Jason Shibata were selected to work the World Aquatics World Cup meet in Westmont, Illinois in October.

Board Meeting Agenda/Discussion Items:

- SNS Block Party – Ready, Set, Race
- SNS Zoom Account Access for Committee Chairs

Questions for the Board / Larger Group:

- None

General Action Items Completed:

- Officials Committee met on October 13, 2025
- Officials Update sent November 3, 2026

Position Specific Action Items Completed:

- Selected Meet Referee for SNS Championship Meets

Action Items In-Progress / Pending:

- 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
- Next Meeting – Did not meet in November. Next meeting will be in January.



SIERRA NEVADA SWIMMING BOARD REPORT

SIERRA NEVADA S W I M M I N G

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: November 6, 2025

Board Member: Leslie Juarez Michel

Board Position: DEI Chair

Announcements:

- SNS Food Drive Through December
- SNS DEI Camp February 15, 2026
- National DEI Committee Unable to meet last month due to lack of quorum, however they will likely appoint a new chair
- Western Zones DEI Workshop 2026 in Reno at UNR
- Western Zones DEI Camp 2027 in Reno at UNR

Board Meeting Agenda Items:

- N/A

Questions for the Board / Larger Group:

- N/A

General Action Items Completed:

- N/A

Position Specific Action Items Completed:

- Met with Western Zones DEI Committee November 3
- Met with SNS DEI Committee on November 4

Action Items In-Progress / Pending:

- Planning SNS DEI Camp in February 2026
- Planning a winter Food Drive to benefit SVDP Food Lockers
-



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: December 02, 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:

- November and December meetings of the Finance Committee were cancelled. We are however starting to review SNS' financial policies with a view to update.

The Sierra Nevada Board has begun looking into Olympic Trial funding/ reimbursement for Sierra Nevada Club teams and coaches that will be attending the Olympic Trials competition put on by USA Swimming in 2028.

The Board will be reviewing what is appropriate amounts and criteria for the Sierra Nevada coaches coaching swimmers registered and representing Sierra Nevada swimmers.

More information to come as the information is gathered.



AMENDED AND RESTATED BYLAWS

OF

SIERRA NEVADA SWIMMING, INC

USA SWIMMING LOCAL SWIM COMMITTEE



EFFECTIVE DATES

By Resolution of the House of Delegates of Sierra Nevada Swimming, Inc. on August 31, 2021 , these Amended and Restated Bylaws are adopted, effective immediately.

Approved by USA Swimming Rules and Regulations Committee on December 14, 2024.

The following changes were made by the USA Swimming House of Delegates, effective September 27, 2025, to change to bring the LSC Bylaws into alignment and conformity with USA Swimming desired practices, and to remove references to specific policy numbers in the Operating Policy Manual.

To the extent these required bylaws conflict with applicable law, applicable law prevails.

AMENDED AND RESTATED BYLAWS OF SIERRA NEVADA SWIMMING, LSC

ARTICLE 1
NAME, OBJECTIVES, TERRITORY AND JURISDICTION

- 1.1 NAME - The name of the corporation shall be Sierra Nevada Swimming, Inc. (SNS). From this point will be referred to as SNS
- 1.2 OBJECTIVES The objectives and primary purpose of SNS shall be the education, instruction and training of individuals to develop and improve their capabilities in the sport of swimming. SNS shall promote swimming for the benefit of swimmers of all ages and abilities, in accordance with the standards, rules, regulations, policies and procedures of World Aquatics, USA Swimming, and SNS and its Articles of Incorporation.
- 1.3 GEOGRAPHIC TERRITORY - The geographic territory of SNS is as set forth in Article 603 of the USA Swimming Rules and Regulations.
- 1.4 JURISDICTION SNS shall have jurisdiction over the sport of swimming as delegated to it as a Local Swimming Committee by USA Swimming to conduct swimming programs consistent with SNS's objectives and those of USA Swimming and to sanction, approve, observe and oversee competitive swimming events within the Territory and to conduct competitive swimming events within the Territory, its Region and its Zone (as those terms are defined in Part Six of the USA Swimming Rules and Regulations). SNS shall discharge faithfully its duties and obligations as a Local Swimming Committee of USA Swimming in accordance with these Bylaws, the USA Swimming Rules and Regulations and all applicable policies and procedures.
- 1.5 COMPLIANCE WITH USA SWIMMING AGREEMENTS - SNS shall comply with all agreements between SNS and USA Swimming.

ARTICLE 2
MEMBERSHIP

- 2.1 MEMBERS The membership of SNS shall consist of the clubs, organizations and individuals who have registered with SNS as set forth in the USA Swimming Corporate Bylaws, including the optional categories of seasonal athlete membership, Flex membership, and single event open water athlete membership.
- .1 MEMBERS - A Member's status is subject to the Member's continued satisfaction of the criteria for membership and compliance with the Member's responsibilities under these Bylaws, the USA Swimming Corporate Bylaws, the rules, regulations, policies, procedures, and code of conduct of SNS and USA Swimming.
- 2 MEMBERSHIP A PRIVILEGE NOT A RIGHT - Membership in SNS and USA Swimming is a privilege and shall not be interpreted as a right. Membership may be terminated by the National Board of Review or the U.S. Center for SafeSport in accordance with the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual.
- 2.2 MEMBERS' RESPONSIBILITIES
- .1 COMPLIANCE - Each Group and Individual Member shall abide by the codes of conduct and ethics, policies, procedures, rules, and regulations adopted by USA Swimming and SNS, including its obligations and responsibilities set forth in these Bylaws.
- 2 RESPONSIBILITY FOR INFRACTIONS A Group Member or Individual Member, as defined in USA Swimming Corporate Bylaws, may be held responsible for infractions of the policies, procedures, rules, regulations or codes of conduct or ethics adopted by USA Swimming or SNS, including its responsibilities as set forth in these Bylaws.

ARTICLE 3
DUES AND FEES

- 3.1 MEMBERSHIP FEES - Membership fees shall be as established in the USA Swimming Corporate Bylaws. Local fees, as permitted, shall be as established by the SNS House of Delegates.
- 3.2 SANCTION, APPROVAL AND OTHER FEES

- 1 SANCTION AND APPROVAL FEES - The SNS Board of Directors shall establish reasonable fees, procedures, and documentation required of an applicant for a sanction or approval for, or observation of, a swimming competition to be conducted within the Territory.
 - 2 SERVICE CHARGES - In addition to, or in place of, a sanction or approval fee, the SNS Board of Directors may establish a reasonable service charge consistent with the nature of the event.
 - 3 PAYMENT - Each applicant for a sanction, approval or observation shall submit with its application the fees and any service charges specified by SNS. If any of the sanction or approval fees or service charges are due at a time following the submission for sanction or approval, the applicant shall promptly pay those fees or service charges to SNS when due in accordance with SNS's fee schedule.
 - 4 FINES - The SNS Board of Directors may establish fines for noncompliance with policies adopted by the SNS House of Delegates and/or the Board of Directors.
- 3.3 FAILURE TO PAY- Membership rights may be suspended in accordance with the USA Swimming Corporate Bylaws (Delinquent Dues and Fees).

ARTICLE 4 HOUSE OF DELEGATES

- 4.1 MEMBERS The House of Delegates of SNS shall consist of the Group Member Representatives, the Board of Directors Members, certain committee chairs and coordinators, the Non-Athlete At-Large House Members, and the Athlete At-Large House Members appointed.
- 1 GROUP MEMBER REPRESENTATIVES - Each Group Member (Club) in good standing shall appoint from its membership a Group Delegation of one or more Group Member Representatives and may appoint one or more alternates for each representative. The appointment shall be in writing, addressed to the Secretary of SNS and duly certified by the chief executive officer or secretary of the appointing Group Member. The appointing Group Member may withdraw one or more of its Group Member Representatives or one or more of its alternates and substitute new Group Member Representatives or new alternates by written notice, addressed to the Secretary of SNS and signed by the chief executive officer or secretary of the appointing Group Member. **The representatives of any Group Member are required to be Individual Members of USA Swimming.**

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

<u>Registered Swimmers</u>	<u>Maximum Number of Representatives</u>	<u>Minimum Required Representatives</u>
0-24	1	none
25-99	2	At least 1 athlete
100-174	3	At least 1 coach and 1 athlete
175-249	4	At least 1 coach and 1 athlete
250+	5	At least 1 coach and 1 athlete

- A. Group Member Athlete Representative shall be an athlete member who satisfies the following qualifications: An Athlete Representative must (a) be an Athlete Member or a Seasonal Athlete Member in good standing; (b) be at least thirteen (13) years of age; (c) be currently competing, or have competed during the three (3) immediately preceding years, in the program of swimming conducted by SNS or another LSC; and (d) has his or her place of permanent residence in the

Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education).

B. Group Member Coach Representative shall be a coach member who has satisfied all the membership requirements of a coach member at the time of any House of Delegates meeting at which he or she is to be a Group Member Coach Representative.

2 BOARD OF DIRECTORS - Board of Director Members as designated in Section 5.

3 NON-ATHLETE AT-LARGE HOUSE MEMBERS - Up to ten (10) non-athlete members of the House of Delegates may be appointed as At-Large House Members by the General Chair with the advice and consent of the Board of Directors. At-Large House Members shall hold office from the date of appointment through the conclusion of the annual meeting of the House of Delegates following such appointment or until their successors are appointed to the House of Delegates.

4 ATHLETE AT-LARGE HOUSE MEMBERS - A sufficient number of athletes to ensure that Athlete Representatives constitute at least 20% of the voting membership of the House of Delegates shall be appointed by the General Chair with advice and consent of the Board of Directors and shall hold office from the date of appointment through the conclusion of the annual meeting of the House of Delegates following such appointment or until their successors are appointed to the House of Delegates.

4.2 ELIGIBILITY Only Individual Members in good standing shall be eligible to be elected or appointed as at-large members of the House of Delegates.

4.3 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in House of Delegates meetings may only have one vote regardless of the number of positions held by such member.

4.4 VOICE AND VOTING RIGHTS OF MEMBERS - The voice and voting rights of members of the House of Delegates and of individuals shall be as follows:

.1 GROUP MEMBER REPRESENTATIVES, BOARD MEMBERS, AT-LARGE HOUSE MEMBERS - Each of the Group Member Representatives, the Board Members, and the At-Large House Members shall have both voice and vote in meetings of the House of Delegates.

.2 INDIVIDUALS - Individuals who are not members of the House of Delegates may attend open meetings of the House of Delegates and its committees and be heard at the discretion of the presiding officer.

4.5 DUTIES AND POWERS The House of Delegates shall oversee the establishment of policies, procedures and programs. In addition to the duties and powers prescribed in the USA Swimming Rules and Regulations, USA Swimming Corporate Bylaws, or elsewhere in these Bylaws, the House of Delegates shall:

.1 Elect the officers, Athlete Board Representatives, Coach Representative, members of the Administrative Review Board, and the committee chairs and coordinators listed in Articles 6 and 7;

.2 Elect alternates to the USA Swimming House of Delegates in accordance with the USA Swimming Corporate Bylaws;

.3 Elect the members of the Nominating Committee;

.4 Review, modify and adopt the annual budget of SNS recommended by the Board of Directors;

.5 Call regular and special meetings of the House of Delegates;

.6 Ratify or prospectively modify or rescind policy and program established by the Board of Directors, except any action or authorization by the Board of Directors with respect to contracts or upon which any person may have relied shall not be modified or rescinded;

.7 Establish joint administrative committees, or undertake joint activities with other sports organizations where deemed helpful or necessary by SNS;

.8 Amend the Bylaws of SNS in accordance with Section 9.3; and

- 9 Remove from office any persons elected by the House of Delegates (Board Members, members of the Administrative Review Board, or committee chairs or coordinators) who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the National Board of Review for any of the reasons set forth in the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual. However, no such individual may be removed without receiving thirty (30) days' written notice by the Secretary or other officer designated by the House of Delegates specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reason and an opportunity to respond in writing within twenty (20) days to such allegations.
- 4.6 ANNUAL AND REGULAR MEETINGS - The annual meeting of the House of Delegates of SNS shall be held in the summer. Regular meetings of the House of Delegates may be held in accordance with a schedule adopted by the House of Delegates or the Board of Directors.
- 4.7 SPECIAL MEETINGS - Special meetings of the House of Delegates may be called by the Board of Directors or the General Chair. Should the Board of Directors or the General Chair fail to call the annual or scheduled regular meetings or should a special meeting be appropriate or helpful, a meeting of the House of Delegates may be called by a petition signed by at least five (5) group members of the House of Delegates.
- 4.8 MEETING LOCATION AND TIME – Meetings of the House of Delegates may be held at any date, time, and place, including via telecommunication (unless prohibited by state or local laws), as may be fixed in the notice of such meeting. All in-person meetings of the House of Delegates shall take place at a site within the Territory. The House of Delegates or the Board of Directors shall determine the location and time of all meetings of the House of Delegates. All meetings conducted via telecommunications shall include means by which all persons participating in the meeting can hear each other at the same time and which ensures all votes duly cast by voting members are officially recorded.
- 4.9 OPEN MEETINGS/CLOSED SESSIONS - House of Delegates meetings shall be open to all members of SNS. Issues pertaining to personnel, disciplinary action, legal, tax or similar affairs of SNS shall be deliberated and decided in a closed session which only House of Delegates members may attend. By a majority vote, the House of Delegates may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the House of Delegates.
- 4.10 QUORUM - A quorum of the House of Delegates shall consist of those members present and voting.
- 4.11 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before the House of Delegates shall be determined by a **majority vote**.
- 4.12 PROXY VOTE - Voting by proxy in any meeting of the House of Delegates shall not be permitted.
- 4.13 NOTICES
 - .1 TIME Not less than twenty (20) days' written notice shall be given to each member of the House of Delegates for any annual, regular or special meeting of the House of Delegates. See Section 14.1.3 for the various permitted means of notice.
 - .2 INFORMATION The notice of a meeting shall contain the time, date and site. For special meetings of the House of Delegates, the expected purpose (which may be general) of the meeting shall be stated. If an expected purpose is the amendment of the Bylaws, a copy of the proposed amendment shall be included in the notice. Failure to have included in the notice any germane amendments subsequently adopted by the House of Delegates at the noticed meeting shall not be the basis for any claim that the amendments as so adopted are invalid.

ARTICLE 5
BOARD OF DIRECTORS

- 5.1 **MEMBERS** - The Board of Directors shall consist of the following officers, committee chairs, and representatives of SNS, together with those additional members designated in Sections 5.2 and 5.3;
- .1 General Chair
 - .2 Administrative Vice-Chair
 - .3 Finance Vice-Chair
 - .4 Coach Representative
 - .5 Athlete Board Representatives (2) (*1 SR Representative and 1 JR Representative*)
 - .6 Secretary (*staff member with no vote*)
 - .7 Treasurer (*staff member with no vote*)
 - .8 Senior Vice-Chair
 - .9 Age Group Vice-Chair
 - .10 Safe Sport Chair-
 - .11 Technical Chair
 - .12 Officials Chair
 - .13 Program Development Vice-Chair
 - .14 Diversity, Equity & Inclusion (DEI) Chair
 - .15 Operational Risk Chair
- 5.2 **AT-LARGE BOARD MEMBERS** - The General Chair may appoint no more than three (3) Non-Athlete At-Large Board Members, with advice and consent from the Board of Directors. Additionally, a sufficient number of Athlete Representatives shall be elected, by the Athletes Committee at the annual House of Delegates meeting, as At-Large Board Members such that athletes constitute at least twenty percent (20%) of the voting membership of the Board of Directors at any given time (including the Athlete Board Representatives). The Athlete At-Large Board Members shall meet the same requirements and be elected at the same time and place as the Athlete Board Representatives set forth in Section 6.2.1. All At-Large Board Members shall hold office from the date of their election or appointment through the conclusion of the second annual meeting of the House of Delegates following such election or appointment, or until their successors are elected or appointed.
- 5.3 **EX-OFFICIO MEMBERS** The following persons shall be ex-officio members of the Board of Directors:
Immediate Past General Chair if a member in good standing.
- 5.4 **LIMITATIONS**
- .1 No more than three (3) Members of any Group Member shall serve as voting members on the Board of Directors at any time. This limitation shall be applied separately as to Athlete Members and Non-Athlete Members.
 - .2 No employee of SNS may serve as a voting member of the Board of Directors.
- 5.5 **VOICE AND VOTING RIGHTS OF BOARD MEMBERS** The voice and voting rights of Board Members and individuals shall be as follows:
- .1 **BOARD MEMBERS** - Each Board Member (other than the ex-officio members) shall have both voice and vote in meetings of the Board of Directors and its committees.
 - .2 **EX-OFFICIO BOARD MEMBERS** - Unless entitled to vote under another provision of these Bylaws, the ex-officio members shall have voice but no vote in meetings of the Board of Directors and its committees.
 - .3 **GENERAL** - Anyone may attend open meetings of the Board of Directors and its committees and be heard at the discretion of the presiding officer.
- 5.6 **DUTIES AND POWERS** The Board of Directors shall act for SNS and the House of Delegates during the intervals between meetings of the House of Delegates, except that it shall not remove a Board Member, an Administrative Review Board member, or other person not appointed by the Board of Directors or amend these Bylaws. Any actions taken are subject to the exercise by the House of Delegates of its powers of ratification or prospective modification or rescission.

In addition to the powers and duties prescribed in the USA Swimming Rules and Regulations or elsewhere in these Bylaws, the Board of Directors shall have the power and it shall be its duty to:

- .1 Establish and direct policies, procedures and programs for SNS;
- .2 Oversee the conduct by the officers and staff of SNS of the day-to-day management of the affairs of SNS;
- .3 Elect Athlete At-Large Board Members if they are not elected in a timely fashion;
- .4 Provide advice and consent to appointments proposed by the General Chair as required under these Bylaws or the SNS Policies and Procedures;
- .5 Cause the preparation and presentation to the House of Delegates of the annual budget of SNS and make a recommendation to the House of Delegates concerning the approval or disapproval thereof;
- .6 Approve the annual review/audit;
- .7 Call regular or special meetings of the Board of Directors or the House of Delegates;
- .8 Retain such independent contractors and employ such persons as the Board shall determine are necessary or appropriate to conduct the affairs of SNS;
- .9 Appoint other officers, agents, or committees or coordinators, to hold office for the terms specified. These appointees shall have the authority and perform the duties as provided in these Bylaws, the SNS Policies and Procedures or as may be provided in the resolutions appointing them, including any powers of the Board of Directors as may be specified, except as may be inconsistent with any other provision of these Bylaws. To the extent not provided elsewhere in these Bylaws, the Board of Directors may delegate to any officer, agent, or committee or coordinator the power to appoint any such subordinate officers, agents, or committees or coordinators and to prescribe their respective terms of office, authorities and duties; and
- .10 Remove from office any Board Members, committee chairs, or committee members or coordinators of SNS who were appointed/elected by the Board and who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the National Board of Review for any of the reasons set forth in the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual. However, no At- Large Board Member, or committee chair or coordinator may be removed without receiving the thirty (30) days' written notice specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reasons and an opportunity to respond in writing within twenty (20) days to such allegations.

5.7 MEETINGS Board of Directors meetings shall be open. Matters relating to personnel, disciplinary action, legal, taxation or similar affairs shall be deliberated and decided in a closed session which only Board Members are entitled to attend. By a majority vote on a motion of a question of privilege, the Board of Directors may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the Board of Directors.

5.8 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT Members of the Board of Directors may participate in meetings of the Board of Directors through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by such means shall constitute presence at a meeting.

5.9 REGULAR MEETINGS - Regular meetings of the Board of Directors shall be held in accordance with a schedule adopted by the Board of Directors.

5.10 SPECIAL MEETINGS - Special meetings of the Board of Directors may be called by the General Chair. Should the Board of Directors or the General Chair fail to call regular meetings or should a special meeting be appropriate or helpful, a meeting of the Board of Directors shall be called at the written request of any three (3) Board Members.

5.11 QUORUM - A quorum of the Board of Directors shall consist of a majority of the voting members.

5.12 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before the Board of Directors shall be determined by a majority vote.

- 5.13 PROXY VOTE - Voting by proxy in any meeting of the Board of Directors shall not be permitted.
- 5.14 ACTION BY WRITTEN CONSENT Any action required or permitted to be taken at any meeting of the Board of Directors may be taken without a meeting if all the Board Members entitled to vote consent to the action in writing and the written consents are filed with the records of the respective meetings. These consents shall be treated for all purposes as votes taken at a meeting.
- 5.15 MAIL/EMAIL VOTE - Any action which may be taken at any regular or special meeting of the Board of Directors, except elections, or removals of appointed Board members, committee chairs and members, may be taken without a meeting. If an action is to be taken without a meeting, the Secretary, by first class mail, postage prepaid, or email, shall distribute a ballot to every Board Member entitled to vote on the matter. The ballot shall set forth the proposed action, provide an opportunity to specify approval or disapproval, and provide a reasonable time (but in no event less than the period specified in Section 5.16) within which to return the ballot to the Secretary. Action by ballot shall be valid only when the number of votes cast in favor of the proposed action within the time period specified constitutes a majority of the votes entitled to be cast.
- 5.16 NOTICES -
- .1 TIME Not less than six (6) days' written notice shall be given to each Board Member for any annual, regular or special meeting of the Board of Directors. (See Section 14.1.3 for the permitted means of notice.)
 - .2 INFORMATION The notice of a meeting shall contain the time, date and site and in the case of special meetings, the expected purpose.

ARTICLE 6 OFFICERS AND DIRECTORS

- 6.1 OFFICERS - The officers shall be as listed herein and shall be elected by the House of Delegates at its annual meeting.
- .1 General Chair (*odd/even years for 3-year term*)
 - .2 Administrative Vice-Chair (*even/odd years for 3-year term*)
 - .3 Finance Vice-Chair (*odd/even years for 3-year term*)
 - .4 Senior Vice-Chair (*even/odd years for 3 year-term*)
 - .5 Age Group Vice-Chair (*odd/even years for 3-year term*)
 - .6 Secretary (*position filled by staff and not elected by HOD*)
 - .7 Treasurer (*position filled by staff and not elected by HOD*)
 - .8 Program Development Vice-Chair (*even/odd years for 3-year term*)
- 6.2 OTHER DIRECTORS
- .1 ATHLETE BOARD REPRESENTATIVES
Two (2) Athlete Board Representatives shall be elected, one each year for a two-year term, or until their respective successors are elected. At the time of election, the Athlete Board Representative must (a) be an athlete member in good standing; (b) be at least a sophomore in high school or at least 16 years of age, (c) be currently competing, or have competed within the two (2) immediately preceding years, in a USA Swimming sanctioned event conducted by SNS or another LSC; and (d) have their place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education). The balloting shall take place at a meeting called for that purpose by the Senior Athlete Board Representative or the Athletes Committee, or failing that, at a time and in a manner designated by the Board of Directors. At least twenty (20) days' written notice of the election shall be given to all clubs. The Athlete Board Representatives elected shall be determined by a majority of the members of the Athletes Committee present and voting.
 - .2 COACH REPRESENTATIVE -
One (1) Coach Representative shall be elected, in even years for a **two-year term**, or until a successor is elected. The election of the Coach Representative shall be conducted at the annual meeting of the House of Delegates and determined by a majority vote of the members of the House of Delegates present and voting, or, failing that, at a time and place and in a manner designated by the Board of Directors.

.3 COMMITTEE CHAIRS/AT-LARGE BOARD MEMBERS -

A. The following at-large Board members shall be elected as follows:

- (1) The Athlete At-Large Board members shall be elected by the athletes at the same time and in the same manner as the Athlete Board Representatives.
- (2) The Non-Athlete At-large Board members shall be appointed by the General Chair with advice and consent of the Board of Directors. Up to three (3) Non-Athlete At-Large Board Members may be appointed.

B. The following committee chairs shall be elected by the House of Delegates:

- (1) Safe Sport Chair (*even/odd years for 3-year term*)
- (2) Officials Chair (*odd/even years for 3-year term*)
- (3) Technical Chair (*even/odd years for 3-year term*)
- (4) DEI Chair (*odd/even years for 3-year term*)
- (5) Operational Risk Chair (*even/odd years for 3-year term*)

6.3 ELIGIBILITY - Only Individual Members of USA Swimming in good standing with SNS and USA Swimming shall be eligible to hold office and must maintain their eligibility throughout their term of office.

6.4 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in Board of Directors meetings may only have one vote, regardless of the number of positions held by such Member.

6.5 OFFICES SPLIT OR COMBINED -

.1 OFFICE HELD BY TWO PERSONS - Any office other than General Chair, Finance Vice-Chair and Treasurer, may be held jointly by two Individual Members. Two individuals who are sharing an office **shall share one vote.**

.2 OFFICES COMBINED - Any office other than General Chair may be combined with any other office except that the offices of Finance Vice-Chair and Treasurer may not be combined.

6.6 TERMS OF OFFICE -

.1 TERM OF OFFICE - The terms of office of all members of the Board of Directors, except the Athlete Representatives as described in 6.2.1 and Coach Representative as described in 6.2.2, shall be three (3)- years.

.2 COMMENCEMENT OF TERM - Each person elected or appointed to a position shall assume office upon the start of the fiscal year of SNS and serve until a successor takes office.

.3 CONSECUTIVE TERMS LIMITATION - Except for the Secretary and Treasurer, no Individual Member who has served **two** successive terms shall be eligible for re-election or appointment to the same position until a lapse of one term. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of this successive term limitation.

6.7 DUTIES - The duties of the officers and other Board Members shall be to attend and participate in all meetings of the House of Delegates and the Board of Directors and as defined in these Bylaws, the SNS Policies and Procedures, and applicable state laws.

6.8 RESIGNATIONS - Any officer may resign by submitting a written resignation to the General Chair or the Board of Directors specifying an effective date of the resignation. In the absence of a specified effective date, any such resignation shall take effect upon the appointment or election of a successor.

6.9 VACANCIES AND INCAPACITIES -

.1 OFFICE OF GENERAL CHAIR - In the event of a vacancy in the office of General Chair, or of the General Chair's temporary or permanent incapacity, the Administrative Vice-Chair shall become the acting General Chair until an election can be held at the next meeting of the House of Delegates to fill the remaining term, if any, of the former General Chair, or until the General Chair ceases to suffer from any temporary incapacity. While serving as acting General Chair, the Administrative Vice-Chair shall vacate the office of Administrative Vice-Chair, except in the case of the General Chair's temporary incapacity. If the General Chair is to be absent

from the Territory, the General Chair may, but is not obligated to, designate the Administrative Vice-Chair as acting General Chair for the duration of the absence.

.2 OFFICES OF ATHLETE BOARD REPRESENTATIVES OR COACH REPRESENTATIVES OR ANY POSITION ELECTED - In the event of a vacancy or of the permanent incapacity of a person holding the office of Athlete Board Representative or Coach Representative, or person who has been elected, the General Chair may appoint, with the advice and consent of the Board of Directors, an eligible member to serve the remainder of the term of office or until the respective body shall elect a successor.

.3 DETERMINATION OF VACANCY OR INCAPACITY - The determination of when an office becomes vacant or an officer becomes incapacitated shall be within the discretion of the Board of Directors or the House of Delegates with the advice and consent of the electing body. The determination as to when the General Chair is temporarily incapacitated shall be made, where the circumstances permit, by the General Chair and otherwise shall be within the discretion of the Board of Directors, subject to any subsequent action by the House of Delegates.

6.10 REMOVAL OF DIRECTORS - Directors may be removed in accordance with 4.5.9 and 5.6.10 of these Bylaws.

6.11 OFFICERS' POWERS GENERALLY -

.1 AUTHORITY TO EXECUTE CONTRACTS, ETC. - The General Chair, Administrative Vice-Chair, Senior Vice-Chair, Age Group Vice-Chair and Finance Vice-Chair each may sign and execute in the name of SNS deeds, mortgages, bonds, contracts, agreements, or other instruments duly authorized by the SNS Policies and Procedures, the Board of Directors or the House of Delegates, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors to another officer or agent, expressly requires two or more signatures or is required by law to be otherwise executed. Additional signing authority may be provided by standing resolutions of the Board of Directors or the House of Delegates.

.2 ADDITIONAL POWERS AND DUTIES - Each officer shall have other powers and perform other duties as prescribed in the SNS Policies and Procedures *or* by the House of Delegates, the Board of Directors, the General Chair, the respective division chair, the delegating officer, or these Bylaws.

.3 DELEGATION - Officers of SNS may delegate any portion of their powers or duties to an individual or a committee, except that neither the Finance Vice-Chair nor the Treasurer may delegate duties to the other without the consent of the Board of Directors. In addition, the authority to sign checks, drafts, orders of withdrawal or wire transfers shall not be delegated other than by the Board of Directors. Except as otherwise provided in these Bylaws and with the consent of the Board of Directors, any officer may delegate any portion of that officer's **powers or duties to the paid staff of SNS**. A delegation of powers or duties shall not relieve the delegating officer of the ultimate responsibility to see that these duties and obligations are properly executed or fulfilled.

6.12 DEPOSITORIES AND BANKING AUTHORITY -

.1 DEPOSITORIES, ETC. - All receipts, income, charges and fees of SNS shall be deposited to its credit in the banks, trust companies, other depositories or custodians, investment companies or investment management companies as the Board of Directors determines.

.2 SIGNATURE AUTHORITY - All checks, drafts or other orders for the payment or transfer of money, and all notes or other evidences of indebtedness issued in the name of SNS shall be signed by the General Chair, the Treasurer or other officer or officers or agent or agents of SNS, and in the manner, as shall be determined by the Finance Vice-Chair, the Finance Committee or the Board of Directors.

ARTICLE 7 DIVISIONS, COMMITTEES AND COORDINATORS

7.1 DIVISIONAL ORGANIZATION AND JURISDICTIONS, STANDING COMMITTEES AND COORDINATORS - The divisions of SNS shall each be chaired as indicated below with respective duties, jurisdiction and responsibilities described in the SNS **Policies and Procedures**.

.1 ADMINISTRATIVE DIVISION - Administrative Vice-Chair

2 AGE GROUP DIVISION - Age Group Vice-Chair

- 3 SENIOR DIVISION - Senior Vice-Chair
- 4 FINANCE DIVISION - Finance Vice-Chair
- 5 ATHLETES DIVISION - Senior Athlete Representative
- 6 COACHES DIVISION - Coach Representative
- 7 PROGRAM DEVELOPMENTAL DIVISION – Program Development Vice-Chair

72 ELECTED, EX OFFICIO AND APPOINTED CHAIRS AND COORDINATORS

- 1. ELECTED CHAIRS AND COORDINATORS - Committee chairs and coordinators who are not Board members, but are elected by the House of Delegates, a committee or division, are as follows:
 - i. Disability/Adaptive Coordinator shall be elected by the House of Delegates.
 - ii. The Nominating Committee Chair shall be elected by the Nominating Committee from among its members
 - iii. The Governance Committee Chair shall be elected by the Governance Committee from among its members
- 2. EX-OFFICIO CHAIR - Certain other committee chairs are designated ex-officio by virtue of an office currently held.
- 3. APPOINTED CHAIRS AND COORDINATORS - The chairs of all other committees and all other coordinators shall be appointed by the General Chair with the advice and consent of the Board of Directors and the respective division chair. The appointed committee chair or coordinator shall assume office upon appointment or the date designated by the General Chair and shall serve until a successor is appointed and assumes office.

73 COMMITTEES In addition to the standing committees listed herein, the Board of Directors and the House of Delegates are each authorized to establish additional committees to meet programming needs. Except as otherwise provided in these Bylaws or the SNS Policies and Procedures, members of each committee shall be appointed by the General Chair with the advice and consent of the respective division chair and the chair of the committee. Athlete Representatives of each committee shall be appointed by the General Chair with the advice of the Senior Athlete Board Representative. Athlete membership shall constitute at least twenty percent (20%) of the voting membership of every committee. The division chair shall be an ex-officio member, with voice and vote, of each committee within the respective division.

74 STANDING COMMITTEES & COORDINATORS

- 1. ATHLETES COMMITTEE -
 - A. CHAIR - The Senior Athlete Board Representative or their designee shall be the chair of the committee.
 - B. MEMBERS - The Athletes' Committee shall consist of the Athlete Board Representatives, the Athlete At-Large Board Members, and the Group Member Athlete Representatives.
 - C. DUTIES - The Athletes' Committee shall have general charge of the business and affairs of the Athletes of SNS, and shall undertake such activities (a) delegated to it by the Board of Directors or the General Chair or (b) undertaken by the Committee as being in the best interests of the Athlete Members, SNS, USA Swimming and the sport of swimming
- 2. FINANCE COMMITTEE -
 - A. CHAIR - The chair shall be the Finance Vice-Chair.
 - B. MEMBERS - The members of the Finance Committee shall be the Finance Vice-Chair, the Treasurer, two (2) additional members and a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
 - C. DUTIES -
 - (1) To develop, establish where so authorized, or recommend to the Board of Directors, and supervise the execution of policy regarding the investment of SNS's working capital, funded reserves and endowment funds, within the guidelines, if any, established by the Board of Directors or the House of Delegates. The Finance Committee shall also regularly review SNS's equipment needs (both operational and office) and the various methods available to finance the acquisition of any needed equipment and decide the recommendation of the best financing method.
 - (2) To submit the review or audit and other reports and make recommendations to the Board of Directors with

regard thereto.

- (3) To consult with the officers, committee chairs and coordinators and prepare and present a proposed budget for consideration and approval by the Board of Directors and the House of Delegates. The officers, committee chairs and coordinators shall provide promptly such financial information (current and projected) and budget proposals as the Finance Committee may request. The proposed budget may contain alternatives.
- (4) To complete and submit any state and local reports and filings.

3 AUDIT COMMITTEE -

- A. CHAIR – The Chair shall be the Finance Vice-Chair.
- B. MEMBERS – If conducted internally, a minimum of three (3) committee members with a sufficient number of Athlete Representatives to constitute at least 20% of the voting membership, must conduct the review or audit. The Treasurer cannot be a member of the group performing the audit, but can be present to provide clarification, information and answer questions.
- C. DUTIES - To conduct a reviewer audit or recommend an independent auditor to conduct the required annual review or audit of the books of SNS.

4 NOMINATING COMMITTEE -

- A. CHAIR - The Chair shall be elected annually by the Nominating Committee from among its own members.
- B. MEMBERS - The House of Delegates shall annually elect at least three (3) individuals to the Nominating Committee to serve a one-year term, with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee. Terms shall commence at the conclusion of the meeting at which members were elected and end when their successors assume office. If any member of the Nominating Committee resigns or otherwise becomes unable to participate in its affairs, the General Chair, with the advice and consent of the Board of Directors, shall appoint a successor to serve until the next meeting of the House of Delegates. No individual shall be eligible to serve more than six (6) consecutive years on the Nominating Committee until after a lapse of two years. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of the successive term limitation. In no case shall the General Chair or paid staff serve on the Nominating Committee.
- C. QUORUM - A quorum for any meeting of the Nominating Committee shall consist of a majority of its voting members.
- D. DUTIES -
 - (1) To work with the Board on succession planning assessing current and anticipated needs for Board composition;
 - (2) To nominate Board members, Administrative Review Board members, and other coordinator or chair positions to be elected by the House of Delegates consistent with the matrix of skills, demographics, and talents needed.
 - (3) To publish the slate of candidates to the SNS membership at least twenty (20) days prior to the election. Additional nominations may be made from the floor of the House of Delegates by voting members of the House of Delegates.

5. GOVERNANCE COMMITTEE -

- A. CHAIR - The Chair shall be elected annually by the Governance Committee from among its own members.
- B. MEMBERS -

The Governance Committee members shall be appointed by the General Chair with advice and consent of the Board of Directors. The Committee shall be comprised of three (3) non-athlete members and a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee. Each non-athlete member shall serve a three-year term, staggered so that one-third (1/3) of such members are appointed each year. The Athlete member(s) shall serve terms of two years, staggered so that approximately one-half of such members are appointed each year. No more than one-half (1/2) of the Governance Committee members shall be members of the SNS Board of Directors at any given

time. After completion of two consecutive terms, members are not eligible for re-appointment to the Governance Committee until after a lapse of two years. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of the successive term limitation. In no case shall the General Chair serve on the Governance Committee.

C. DUTIES– It shall be the duty of the Governance Committee to:

- (1) To lead in the annual evaluation of the mission and vision statement of SNS;
- (2) To lead in the annual evaluation of the Bylaws of SNS;
- (3) To lead in the biennial review of all SNS governance documents;
- (4) To aid in the development of operating policies and procedures;
- (5) To ensure that the Boards's focus remains on the strategic plan;
- (6) To lead in the development and review of the job descriptions of Board officers;
- (7) To lead Board succession planning by working with the Nominating Committee to assess current and anticipated needs for Board composition;
- (8) To design and implement Board and Committee orientation and onboarding; and
- (9) To design and implement an ongoing program of Board education and development.

6 OPERATIONAL RISK COMMITTEE -

- A. CHAIR - The chair shall be the Operational Risk Chair.
- B. MEMBERS - The Committee shall be comprised of the Operational Risk Chair, at least three (3) members, including one coach and one official and with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
- C. DUTIES - The duties shall be as outlined in the SNS Policies and Procedures.

7 EXECUTIVE COMMITTEE

- A. AUTHORITY AND POWER - The Executive Committee shall have the authority and power to act for the Board of Directors and SNS between meetings of the Board and the House of Delegates. Limitations to the authority and power of the Executive Committee shall be determined by the Board of Directors and included in the SNS **Policies and Procedures**.
- B. MEMBERS - The members of the Executive Committee shall be the
- (1) General Chair, who shall act as chair
 - (2) Administrative Vice-Chair
 - (3) Senior Vice-Chair
 - (4) Age Group Vice-Chair
 - (5) Secretary
 - (6) Finance Vice-Chair
 - (7) Coach Representative
 - (8) Senior Athlete Board Representative and
 - (9) Junior Athlete Board Representative.
- C. MEETINGS AND NOTICE - Meetings of the Executive Committee shall be held at any time or place within the Territory when called by the General Chair or any three (3) members of the Committee with a minimum of five (5) days' notice required.
- D. QUORUM - A quorum of the Executive Committee shall consist of a majority of the members of the Committee.
- E. REPORT OF ACTION TO BOARD OF DIRECTORS -At the next regular or special meeting of the Board

of Directors, the Executive Committee shall make a report of its activities since the last Board of Director's meeting for ratification or prospective modification or rescission, provided, however, that any action of the Executive Committee upon which a third party may have relied (*e.g.*, by signing, or authorizing the signing of a contract) may not be modified or rescinded by the Board of Directors or the House of Delegates.

- 75 DUTIES OF CHAIRS AND COORDINATORS GENERALLY - The duties of the General Chair, the division chairs, committee chairs, and coordinators (in addition to those provided elsewhere in these Bylaws) shall be as follows:
- .1 Preside at all meetings of the respective division, committee or subcommittee;
 - 2 See that all duties and responsibilities of the coordinator or the respective division, committee or subcommittee in their charge are properly and promptly carried out;
 - 3 Appoint such committees or subcommittees as may be necessary to fulfill the duties and responsibilities of the coordinator or division or committee, respectively;
 - 4 Communicate with the General Chair, respective division, coordinator, committee or subcommittee members and the **staff** to keep them fully informed;
 - 5 Appoint a member as secretary of the committee or subcommittee charged with taking minutes of each meeting and forward reports or minutes of all meetings to the **staff** and;
 - .6 Perform the other specific duties listed in SNS's Policies and Procedures or as may be delegated by the General Chair, the respective division chair or committee chair, the Board of Directors or the House of Delegates.
- 7.6 DUTIES OF COMMITTEES GENERALLY Except as otherwise provided in these Bylaws, the duties of the committees shall be prescribed by the SNS Policies and Procedures.
- 7.7 REGULAR AND SPECIAL MEETINGS - Regular and special meetings of committees or sub-committees of SNS shall be held as determined by the respective Vice-chairs or committee or sub-committee chair.
- 7.8 OPEN MEETING/CLOSED SESSIONS Meetings of committees and sub-committees, other than a Personnel Committee meeting, shall be open to all members of SNS. Matters relating to personnel, disciplinary action, legal, taxation and similar affairs shall be deliberated and decided in a closed session which only the respective members are entitled to attend. By a majority vote, a committee or sub-committee may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the committee or sub-committee.
- 7.9 VOICE AND VOTING RIGHTS OF COMMITTEE MEMBERS Each Committee member shall have both voice and vote in their respective meetings.
- 7.10 ACTION BY WRITTEN CONSENT Any action required or permitted to be taken at any meeting of a committee may be taken without a meeting if all the committee members entitled to vote consent to the action in writing and the written consents are filed with the records of the meetings. These consents shall be treated for all purposes as a vote taken at a meeting.
- 7.11 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT Members of any committee may participate in a meeting of the committee or through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by such means shall constitute presence at a meeting.
- 7.12 QUORUM - Except as otherwise provided in these Bylaws or in the resolution or other action establishing a committee, a quorum of any committee shall consist of **those members present**.
- 7.13 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before a committee shall be determined by a majority vote.
- 7.14 PROXY VOTE - Voting by proxy in any meeting of a committee shall not be permitted.
- 7.15 NOTICES
- .1 TIME Except as otherwise provided in these Bylaws or the resolution or other action establishing a committee, not less than *five (5) days*' written notice shall be given for any meeting of a committee.

2 INFORMATION The notice of a meeting shall contain the time, date, and site.

- 7.16 RESIGNATIONS - Any committee chair or member or coordinator may resign by submitting a written resignation to the General Chair or the Board of Directors specifying an effective date of the resignation. If such date is not specified, the resignation shall take effect upon the appointment of a successor.
- 7.17 VACANCIES - The determination of when the position of an appointed committee chair, committee member or a coordinator becomes vacant or the person becomes incapacitated, if not made by the person, shall be within the discretion of the Board of Directors. In the event of a vacancy or permanent incapacity, the General Chair, with the advice and consent of the Board of Directors and the respective division chair, shall appoint a successor to serve until the conclusion of the incumbent's term. A temporary incapacity may be left unfilled at the discretion of the General Chair or an appointment may be made for the duration of the temporary incapacity.
- 7.18 DELEGATION - With the consent of the Board of Directors or the respective division chair, a committee chair or a coordinator may delegate a portion of their powers or duties to another officer of SNS, or to another committee, subcommittee, or coordinator, or with the consent of the Board of Directors and the Personnel Committee, to the paid staff of SNS. Notwithstanding any delegation, the ultimate responsibility for the delegated duties and obligations shall remain with the delegator.
- 7.19 APPLICATION TO COMMITTEES AND ADMINISTRATIVE REVIEW BOARD - Sections 7.5 through 7.18 shall apply to all committees, unless otherwise provided in these Bylaws, in the resolution creating the committee or in the SNS Policies and Procedures. These provisions shall also apply to Administrative Review Board meetings but shall not apply to its hearings or deliberations.

ARTICLE 8 ANNUAL AUDIT, REPORTS AND REMITTANCES

SNS shall submit any reports and remittances required by the USA Swimming Corporate Bylaws, by the USA Swimming Board of Directors, the President/CEO of USA Swimming or by any agreement between SNS and USA Swimming. Reports required to be submitted to USA Swimming by SNS include annual financial and federal tax reports and the annual audit or review.

ARTICLE 9 ORGANIZATION, AMENDMENT OF BYLAWS AND DISSOLUTION

- 9.1 NONPROFIT AND CHARITABLE PURPOSES - SNS is organized exclusively for charitable and educational purposes and for the purpose of fostering national or international amateur sports competition within the meaning of section 501(c)(3) of the IRS Code. Notwithstanding any other provision of these Bylaws, SNS shall not, except to an insubstantial degree, (1) engage in any activities or exercise any powers that are not in furtherance of the purposes and objectives of SNS or (2) engage in any activities not permitted to be carried on by: (A) a corporation exempt from federal income tax under such section 501(c)(3) of the IRS Code or (B) a corporation to which contributions, gifts and bequests are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code.
- 9.2 DEDICATION OF ASSETS, ETC. The revenues, properties and assets of SNS are irrevocably dedicated to the purposes set forth in Sections 1.2 and 9.1 of these Bylaws. No part of the net earnings, properties or assets of SNS shall inure to the benefit of any private person or any member, officer or director of SNS.
- 9.3 AMENDMENTS Any provision of these Bylaws not mandated by USA Swimming may be amended at any meeting of the SNS House of Delegates by a **two-thirds (2/3) vote of the members present and voting. Amendments so approved shall not take effect until reviewed and approved by the USA Swimming Rules and Regulations Committee.** Changes to Required LSC Bylaws shall be effective on the date established in the amending USA Swimming legislation.
- 9.4 DISSOLUTION SNS may be dissolved only upon a two-thirds (2/3) vote of all the voting members of the House of Delegates. Upon dissolution, the net assets of SNS shall not inure to the benefit of any private individual, unincorporated organization or corporation, including any member, officer or director of SNS, but shall be distributed to USA Swimming, to be used exclusively for educational or charitable purposes. If USA Swimming, is not then in existence, or is not then a corporation which is exempt under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code, the net assets of

SNS shall be distributed to a corporation or other organization meeting those criteria and designated by the House of Delegates at the time of dissolution, to be used exclusively for educational or charitable purposes.

ARTICLE 10 INDEMNIFICATION

- 10.1 INDEMNITY - SNS shall indemnify, protect and defend, in the manner and to the full extent permitted by law, any Indemnified Person in respect of any threatened, pending or completed action, suit or proceeding, whether or not by or in the right of SNS, and whether civil, criminal, administrative, investigative or otherwise, by reason of the fact that the Indemnified Person bears or bore one or more of the relationships to SNS specified in Section 10.3 and was acting or failing to act in one or more of those capacities or reasonably believed that to be the case. Where specifically required by law, this indemnification shall be made only as authorized in the specific case upon a determination, in the manner provided by law, that indemnification of the Indemnified Person is proper in the circumstances. SNS may, to the full extent permitted by law, purchase additional insurance to that provided by USA Swimming, and maintain insurance on behalf of any Indemnified Person against any liability that could be asserted against the Indemnified Person.
- 10.2 EXCLUSION - The indemnification provided by this Article 10, shall not apply to any Indemnified Party whose otherwise indemnified conduct is finally determined to have been in bad faith, self-dealing, gross negligence, wanton and willful disregard of applicable laws, rules and regulations, of the USA Swimming Rules and Regulations, of the USA Swimming Code of Conduct or these Bylaws or who is convicted of a crime (including felony, misdemeanor and lesser crimes) involving sexual misconduct, child abuse, violation of a law specifically designed to protect minors or similar offenses, or who is found by the National Board of Review or the U.S. Center for SafeSport to have committed actions which would be the basis for such a conviction and, in each case, the otherwise indemnifiable conduct (or failure to act) was, or was directly related to, the predicate acts of the conviction or finding.
- 10.3 INDEMNIFIED PERSONS - As used in this Article 10, "Indemnified Person" shall mean any person who is or was a Board Member, Administrative Review Board member, Group Member Representative, officer, official, coach, committee chair or member, coordinator, volunteer, employee or agent of SNS, or is or was serving at the direct request of SNS as a director, officer, Group Member Representative, meet director, official, coach, committee chair or member, coordinator, volunteer, employee or agent of another person or entity involved with the sport of swimming.
- 10.4 EXTENT OF INDEMNITY - To the full extent permitted by law, the indemnification provided in this Article shall include expenses (including attorneys' fees, disbursements and expenses), judgments, fines, penalties and amounts paid in settlement, and, except as limited by applicable laws, these expenses shall be paid by SNS in advance of the final disposition of such action, suit or proceeding. If doubt exists as to the applicability of an exclusion to SNS's obligation to indemnify, SNS may require an undertaking from the Indemnified Person obliging them to repay such sums if it is subsequently determined that an exclusion is applicable. In the case of any person engaged in the sport of swimming for compensation or other gain, if SNS determines that there is reasonable doubt as to such person's ability to make any repayment, SNS shall not be obligated to make any payments in advance of the final determination. This indemnification shall not be deemed to limit the right of SNS to indemnify any other person for any such expenses to the full extent permitted by law, nor shall it be deemed exclusive of any other rights to which any Indemnified Person may be entitled under any agreement, vote of members or disinterested directors or otherwise, both as to action in an official capacity and as to action in another capacity while holding such office.
- 10.5 SUCCESSORS, ETC. - The indemnification provided by this Article shall continue as to an Indemnified Person who has died or been determined to be legally incompetent and shall apply for the benefit of the successors, guardians, conservators, heirs, executors, administrators and trustees of the Indemnified Person.

ARTICLE 11 PARLIAMENTARY AUTHORITY

ROBERT'S RULES Robert's Rules of Order Newly Revised shall govern SNS and any of its constituent or component parts, committees, etc., in the conduct of meetings in all cases to which they apply and in which they are not inconsistent with these Bylaws and any special rules of order SNS, the House of Delegates, the Board of Directors or its divisions, committees, etc., may adopt.

ARTICLE 12 MISCELLANEOUS

- 121 EFFECT OF STATE LAW CHANGES (SEVERABILITY) - If any portion of these Bylaws shall be determined by a final judicial decision to be, or as a result of a change in the law of the **State of California** become, illegal, invalid or unenforceable, the remainder of these Bylaws shall continue in full force and effect.
- 122 FISCAL YEAR The fiscal year of SNS shall end on the last day of August.
- 123 TAX STATUS; INTERPRETATION OF BYLAWS It is intended that SNS shall have and continue to have the status of an organization which is exempt from federal income taxation under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible for federal income, estate and gift tax purposes under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code, respectively. Similarly, it is intended that SNS shall have that or similar status under the applicable state and local laws as will exempt it from taxation to the maximum extent possible to the extent not contrary to applicable federal requirements. These Bylaws shall be interpreted accordingly.

ARTICLE 13 ADMINISTRATIVE REVIEW BOARD

- 131 INTRODUCTION - USA Swimming was organized as the National Governing Body for the sport of swimming under the Amateur Sports Act of 1978, as amended by the Ted Stevens Olympic and Amateur Sports Act of 1998, both federal laws. These laws require USA Swimming to establish and maintain provisions for the swift and equitable resolution of all disputes involving any of its members. This Article, together with Section 2.2 and the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual, are intended to provide a mechanism for resolving in an orderly and fair way all manner and kinds of disputes that may arise among its members in connection with the sport of swimming. Accordingly, SNS has established the Administrative Review Board to hear complaints and appeals regarding administrative matters within SNS which do not rise to the level of Code of Conduct violations and are not appeals of sanction decisions. The Administrative Review Board shall have no jurisdiction to hear complaints regarding conduct that may violate the USA Swimming Code of Conduct or otherwise violate the policies, procedures, rules, and regulations adopted by USA Swimming, or conduct that may bring USA Swimming, SNS or the sport of swimming into disrepute. This Article, together with the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual, is intended to provide a fair hearing before a group of independent and impartial people. This Article and the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual shall be construed accordingly. *(The function of the Administrative Review Board is to handle matters internally that do not rise to the level of a Code of Conduct Violation.)*

132 ADMINISTRATIVE REVIEW BOARD ORGANIZATION

- .1 Establishment - The Administrative Review Board of SNS shall be independent and impartial.
- .2 Members - The Administrative Review Board shall have at least three (3) regular members and two (2) alternate members, with a sufficient number of Athlete Representatives to constitute at least 20% of the voting membership. At least three members of the Administrative Review Board shall hear each case, with a sufficient number of Athlete Representatives to constitute at least twenty percent (20%) of its membership. No hearing shall proceed without the required athlete representation. The House of Delegates may increase the number of regular or alternate members by resolution but subsequent to the adoption of these Bylaws may only decrease the number of regular or alternate members upon the expiration of the term of office of any incumbent members.
- .3 Election; Term of Office; Eligibility -
 - A. Election - The House of Delegates shall biennially elect regular and alternate members of the Administrative Review Board:
 - B. Term of Office - The term of office shall be two (2) years. Each member and alternate member shall assume office upon election and shall serve until a successor takes office.
 - C. Eligibility - Each regular and alternate member of the Administrative Review Board shall be an Individual Member of SNS and USA Swimming. **In no case shall members of the Board of Directors serve on the Administrative Review Board.**
- .4 Chair Elected by Board; Other Officers - The Chair of the Administrative Review Board (the "Chair") who must be a regular member, shall be elected biennially by a majority vote of the regular members of the Administrative

Review Board. The Chair shall biennially appoint a Vice-Chair and a Secretary of the Administrative Review Board, each of whom must be regular members.

- .5 Meetings - The Administrative Review Board shall meet for administrative purposes as necessary, to elect the Chair, to adopt rules and procedures and to conduct other business as may be helpful or necessary to achieve the purposes of the Administrative Review Board and efficiently exercise its duties and powers. Other meetings may be called by the Chair or any two regular members. When meeting for administrative purposes, Section 7.19 shall apply to the Administrative Review Board.
- .6 Participation Through Communications Equipment Members of the Administrative Review Board may participate in a meeting or hearing of the Administrative Review Board, and any hearing may be conducted, in whole or in part, through conference telephone or similar equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by these means shall constitute presence in person at such a meeting or hearing.
- .7 Quorum - A quorum for any administrative meeting of the Administrative Review Board shall be fifty percent (50%) of its regular members.
- .8 Resignations - Any regular or alternate member of the Administrative Review Board may resign by submitting a written resignation to the Chair, the General Chair or the Board of Directors specifying an effective date of the resignation. In the absence of a specified effective date, any such resignation shall take effect upon the appointment or election of a successor.
- .9 Determination of Vacancy or Incapacity - The determination of when an office becomes vacant or an officer becomes incapacitated shall be in accordance with 6.9.
- .10 Substitutions for Member - In the event that a regular member of the Administrative Review Board is unable or unwilling to promptly act for any reason, recuses themselves or is disqualified in any particular circumstance, the Chair (or, if the person so unable or unwilling to act or recused or disqualified is the Chair, the Vice-Chair; or failing that, the General Chair) shall appoint an alternate member to act in the regular member's place in respect of that circumstance.

133 GENERAL

- .1 Administrative Powers - The Administrative Review Board shall have the powers and the duty to:
 - A. administer and conduct the affairs and achieve the purposes of the Administrative Review Board,
 - B. establish policies, procedures and guidelines,
 - C. elect the Chair,
 - D. call regular or special meetings of the Administrative Review Board,
 - E. retain attorneys, agents and independent contractors and employ those persons which the Administrative Review Board may determine are appropriate, necessary or helpful in the administration and conduct of its affairs, and
 - F. take such action as may otherwise be appropriate, necessary or helpful in the administration and conduct of its affairs, the achievement of its purposes and the efficient exercise of its duties and powers.
- .2 Rule Making Powers - The Administrative Review Board shall have the power and the duty to promulgate reasonable rules and procedures consistent with the corporation laws of SNS with respect to any matter within its jurisdiction or appropriate, necessary or helpful in the administration and conduct of its affairs. Such rules and procedures shall have the same force and effect as if they had been adopted as part of these Bylaws.
- .3 Exercise of Powers and Decisions - Except for authority and power granted to the Chair, the exercise of the authority and powers of the Administrative Review Board and the decision of matters which are the subject of a hearing shall be decided by a majority vote of the Administrative Review Board. The views of any dissenters shall be included in the record of the proceeding if requested by the dissenters. The exercise of the Administrative Review Board's authority and power shall be solely in its discretion and the interests of justice and the sport of swimming.
- .4 Timeliness of Petition - The Administrative Review Board need not exercise its jurisdiction with respect to a complaint the subject matter of which occurred, or concerns or is founded on events which occurred, more than ninety (90) days prior to the date the complaint is received. A determination not to exercise its jurisdiction as a

result of the untimeliness of a complaint may be made by the Chair alone and may be the subject of a request for rehearing and, thereafter, appeal to the National Board of Review in accordance with the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual.

ARTICLE 14 CONVENTIONS AND DEFINITIONS

14.1 CONVENTIONS -

1. **TERMS GENERALLY** - Whenever the context may require, any pronoun or official title shall include the corresponding masculine, feminine and neuter forms. The words “include”, “includes” and “including” shall be deemed to be followed by the phrase “without limitation”. The singular shall include the plural and the plural shall include the singular as the context may require. Where the context permits, the term “or” shall be interpreted as though it were “and/or”. Captions have been used for convenience only and shall not be used in interpreting the Bylaws.
2. **CAPITALIZED TITLES** - Capitalized titles, such as Secretary or Treasurer, when appearing alone shall refer to SNS positions and not to USA Swimming or another organization.
3. **NOTICE DEEMED GIVEN; LAST KNOWN ADDRESS** -
 - A. **Notice by Mail** - Notice given and other writings delivered by first class mail, postage prepaid, and addressed to the last known address shall be deemed given or delivered upon the postmark date for all purposes under these Bylaws.
 - B. **Notice by Email** - Notice given and writings delivered by electronic mail to the last known email address shall be deemed given or delivered for all purposes under these Bylaws.
 - C. **Last Known Mail or Email Address** - For all purposes under these Bylaws, the last known mail or email address of a member of SNS shall be the mail or email address on file with SNS or in SWIMS.
4. **TIME PERIOD CONVENTION** - In computing time periods established by these Bylaws, the initial time period (days or hours) shall not be included but the last period shall be included.
5. **WAIVER OF NOTICE CONVENTION** - Untimely or insufficient notice for any meeting held under the authority of these Bylaws shall be considered to have been waived if a member attends or participates in the meeting to which such notice referred or to which notice was lacking without, at the earliest opportunity, raising an objection of untimely or insufficient notice having been given for such meeting. If the member is a Group Member Representative, then the relevant Group Member shall be treated as having waived the untimely or insufficient notice to the same extent.

14.2 DEFINITIONS - When used in these Bylaws, the following terms shall have the meanings indicated in this Section, and the definitions of such terms are equally applicable both to the singular and plural forms.

1. **ARTICLE** - a principal subdivision of these Bylaws.
2. **ARTICLES OF INCORPORATION** - the document filed with Secretary of State in the State of California pursuant to which SNS was formed.
3. **ATHLETE BOARD REPRESENTATIVE** - an Athlete Member elected to represent athletes in the House of Delegates and on the Board of Directors.
4. **ATHLETE REPRESENTATIVE** – shall be (a) an athlete member in good standing; (b) currently competing, or have competed within the two (2) immediately preceding years, in a USA Swimming sanctioned event conducted by SNS or another LSC, and (c) have their place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education).
5. **BOARD MEMBER** - a member of the Board of Directors, including the At-Large Board Members.
6. **BOARD OF DIRECTORS** - the Board of Directors of SNS.

- .7 BYLAWS - these bylaws as adopted and amended from time to time by, and in effect for, SNS.
- .8 COACH REPRESENTATIVE - a Coach Member elected to represent the coaches in the House of Delegates and on the Board of Directors.
- .9 GROUP MEMBER REPRESENTATIVE - an individual appointed to represent a Group Member in the House of Delegates.
- .10 HOUSE OF DELEGATES - the House of Delegates of SNS as established by Article 4 of these Bylaws.
- .11 IMMEDIATE PAST GENERAL CHAIR - the individual who is the immediate past General Chair of SNS.
- .12 IRS CODE - the current United States Internal Revenue Code.
- .13 LOCAL SWIMMING COMMITTEE / LSC - SNS as defined by the USA Swimming Corporate Bylaws.
- .14 MEMBER - a Group Member or an Individual Member.
- .15 NATIONAL BOARD OF REVIEW - the National Board of Review of USA Swimming established in accordance with the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual. Where the context requires, a reference to the National Board of Review shall include a reference to the USA Swimming Board of Directors when that body is acting upon an appeal from the National Board of Review.
- .16 POLICIES AND PROCEDURES - the principles, rules, and guidelines of SNS, as amended and adopted by the Board of Directors or the House of Delegates.
- .17 SECTION - a subdivision of the Articles of these Bylaws.
- .18 SNS – the California not-for-profit corporation to which these Bylaws pertain.
- .19 TERRITORY - the geographic territory over which SNS has jurisdiction as a Local Swimming Committee.
- .20 WORLD AQUATICS – the international governing body for the sport of swimming
- .21 USA SWIMMING - USA Swimming, Inc., a Colorado nonprofit corporation which is the national governing body for the United States for the sport of swimming.



AMENDED AND RESTATED BYLAWS

OF

SIERRA NEVADA SWIMMING, INC

USA SWIMMING LOCAL SWIM COMMITTEE



EFFECTIVE DATES

By Resolution of the House of Delegates of Sierra Nevada Swimming, Inc. on August 31, 2021 , these Amended and Restated Bylaws are adopted, effective immediately.

Approved by USA Swimming Rules and Regulations Committee on December 14, 2024.

The following changes were made by the USA Swimming House of Delegates, effective September 27, 2025, to change to bring the LSC Bylaws into alignment and conformity with USA Swimming desired practices, and to remove references to specific policy numbers in the Operating Policy Manual.

To the extent these required bylaws conflict with applicable law, applicable law prevails.

AMENDED AND RESTATED BYLAWS OF SIERRA NEVADA SWIMMING, LSC

ARTICLE 1
NAME, OBJECTIVES, TERRITORY AND JURISDICTION

- 1.1 NAME - The name of the corporation shall be Sierra Nevada Swimming, Inc. (SNS). From this point will be referred to as SNS
- 1.2 OBJECTIVES The objectives and primary purpose of SNS shall be the education, instruction and training of individuals to develop and improve their capabilities in the sport of swimming. SNS shall promote swimming for the benefit of swimmers of all ages and abilities, in accordance with the standards, rules, regulations, policies and procedures of World Aquatics, USA Swimming, and SNS and its Articles of Incorporation.
- 1.3 GEOGRAPHIC TERRITORY - The geographic territory of SNS is as set forth in Article 603 of the USA Swimming Rules and Regulations.
- 1.4 JURISDICTION SNS shall have jurisdiction over the sport of swimming as delegated to it as a Local Swimming Committee by USA Swimming to conduct swimming programs consistent with SNS's objectives and those of USA Swimming and to sanction, approve, observe and oversee competitive swimming events within the Territory and to conduct competitive swimming events within the Territory, its Region and its Zone (as those terms are defined in Part Six of the USA Swimming Rules and Regulations). SNS shall discharge faithfully its duties and obligations as a Local Swimming Committee of USA Swimming in accordance with these Bylaws, the USA Swimming Rules and Regulations and all applicable policies and procedures.
- 1.5 COMPLIANCE WITH USA SWIMMING AGREEMENTS - SNS shall comply with all agreements between SNS and USA Swimming.

ARTICLE 2
MEMBERSHIP

- 2.1 MEMBERS The membership of SNS shall consist of the clubs, organizations and individuals who have registered with SNS as set forth in the USA Swimming Corporate Bylaws, including the optional categories of seasonal athlete membership, Flex membership, and single event open water athlete membership.
- .1 MEMBERS - A Member's status is subject to the Member's continued satisfaction of the criteria for membership and compliance with the Member's responsibilities under these Bylaws, the USA Swimming Corporate Bylaws, the rules, regulations, policies, procedures, and code of conduct of SNS and USA Swimming.
- .2 MEMBERSHIP A PRIVILEGE NOT A RIGHT - Membership in SNS and USA Swimming is a privilege and shall not be interpreted as a right. Membership may be terminated by the National Board of Review or the U.S. Center for SafeSport in accordance with the National Board of Review procedures, pursuant to ~~Policy 26.0 of~~ the USA Swimming Operating Policy Manual.
- 2.2 MEMBERS' RESPONSIBILITIES
- .1 COMPLIANCE - Each Group and Individual Member shall abide by the codes of conduct and ethics, policies, procedures, rules, and regulations adopted by USA Swimming and SNS, including its obligations and responsibilities set forth in these Bylaws.
- .2 RESPONSIBILITY FOR INFRACTIONS A Group Member or Individual Member, as defined in USA Swimming Corporate Bylaws, may be held responsible for infractions of the policies, procedures, rules, regulations or codes of conduct or ethics adopted by USA Swimming or SNS, including its responsibilities as set forth in these Bylaws.

ARTICLE 3
DUES AND
FEES

- 3.1 MEMBERSHIP FEES - Membership fees shall be as established in the USA Swimming Corporate Bylaws. Local fees, as permitted, shall be as established by the SNS House of Delegates.

- .1 SANCTION AND APPROVAL FEES - The SNS Board of Directors shall establish reasonable fees, procedures, and documentation required of an applicant for a sanction or approval for, or observation of, a swimming competition to be conducted within the Territory.
 - .2 SERVICE CHARGES - In addition to, or in place of, a sanction or approval fee, the SNS Board of Directors may establish a reasonable service charge consistent with the nature of the event.
 - .3 PAYMENT - Each applicant for a sanction, approval or observation shall submit with its application the fees and any service charges specified by SNS. If any of the sanction or approval fees or service charges are due at a time following the submission for sanction or approval, the applicant shall promptly pay those fees or service charges to SNS when due in accordance with SNS's fee schedule.
 - .4 FINES - The SNS Board of Directors may establish fines for noncompliance with policies adopted by the SNS House of Delegates and/or the Board of Directors.
- 3.3 FAILURE TO PAY- Membership rights may be suspended in accordance with the USA Swimming Corporate Bylaws (Delinquent Dues and Fees).

ARTICLE 4 HOUSE OF DELEGATES

- 4.1 MEMBERS The House of Delegates of SNS shall consist of the Group Member Representatives, the Board of Directors Members, certain committee chairs and coordinators, the Non-Athlete At-Large House Members, and the Athlete At-Large House Members appointed.
- .1 GROUP MEMBER REPRESENTATIVES - Each Group Member (Club) in good standing shall appoint from its membership a Group Delegation of one or more Group Member Representatives and may appoint one or more alternates for each representative. The appointment shall be in writing, addressed to the Secretary of SNS and duly certified by the chief executive officer or secretary of the appointing Group Member. The appointing Group Member may withdraw one or more of its Group Member Representatives or one or more of its alternates and substitute new Group Member Representatives or new alternates by written notice, addressed to the Secretary of SNS and signed by the chief executive officer or secretary of the appointing Group Member. **The representatives of any Group Member are required to be Individual Members of USA Swimming.**

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

<u>Registered Swimmers</u>	<u>Maximum Number of Representatives</u>	<u>Minimum Required Representatives</u>
0-24	1	none
25-99	2	At least 1 athlete
100-174	3	At least 1 coach and 1 athlete
175-249	4	At least 1 coach and 1 athlete
250+	5	At least 1 coach and 1 athlete

- A. Group Member Athlete Representative shall be an athlete member who satisfies the following qualifications: An Athlete Representative must (a) be an Athlete Member or a Seasonal Athlete Member in good standing; (b) be at least thirteen (13) years of age; (c) be currently competing, or have competed during the three (3) immediately preceding years, in the program of swimming

conducted by SNS or another LSC; and (d) has his or her place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education).

- B. Group Member Coach Representative shall be a coach member who has satisfied all the membership requirements of a coach member at the time of any House of Delegates meeting at which he or she is to be a Group Member Coach Representative.

.2 BOARD OF DIRECTORS - Board of Director Members as designated in Section 5.

.3 NON-ATHLETE AT-LARGE HOUSE MEMBERS - Up to ten (10) non-athlete members of the House of Delegates may be appointed as At-Large House Members by the General Chair with the advice and consent of the Board of Directors. At-Large House Members shall hold office from the date of appointment through the conclusion of the annual meeting of the House of Delegates following such appointment or until their successors are appointed to the House of Delegates.

.4 ATHLETE AT-LARGE HOUSE MEMBERS - A sufficient number of athletes to ensure that Athlete Representatives constitute at least 20% of the voting membership of the House of Delegates shall be appointed by the General Chair with advice and consent of the Board of Directors and shall hold office from the date of appointment through the conclusion of the annual meeting of the House of Delegates following such appointment or until their successors are appointed to the House of Delegates.

4.2 ELIGIBILITY Only Individual Members in good standing shall be eligible to be elected or appointed as at-large members of the House of Delegates.

4.3 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in House of Delegates meetings may only have one vote regardless of the number of positions held by such member.

4.4 VOICE AND VOTING RIGHTS OF MEMBERS - The voice and voting rights of members of the House of Delegates and of individuals shall be as follows:

.1 GROUP MEMBER REPRESENTATIVES, BOARD MEMBERS, AT-LARGE HOUSE MEMBERS - Each of the Group Member Representatives, the Board Members, and the At-Large House Members shall have both voice and vote in meetings of the House of Delegates.

.2 INDIVIDUALS - Individuals who are not members of the House of Delegates may attend open meetings of the House of Delegates and its committees and be heard at the discretion of the presiding officer.

4.5 DUTIES AND POWERS The House of Delegates shall oversee the establishment of policies, procedures and programs. In addition to the duties and powers prescribed in the USA Swimming Rules and Regulations, USA Swimming Corporate Bylaws, or elsewhere in these Bylaws, the House of Delegates shall:

.1 Elect the officers, Athlete Board Representatives, Coach Representative, members of the Administrative Review Board, and the committee chairs and coordinators listed in Articles 6 and 7;

.2 Elect alternates to the USA Swimming House of Delegates in accordance with the USA Swimming Corporate Bylaws;

.3 Elect the members of the Nominating Committee;

.4 Review, modify and adopt the annual budget of SNS recommended by the Board of Directors;

.5 Call regular and special meetings of the House of Delegates;

.6 Ratify or prospectively modify or rescind policy and program established by the Board of Directors, except any action or authorization by the Board of Directors with respect to contracts or upon which any person may have relied shall not be modified or rescinded;

.7 Establish joint administrative committees, or undertake joint activities with other sports organizations where deemed helpful or necessary by SNS;

.8 Amend the Bylaws of SNS in accordance with Section 9.3; and

- .9 Remove from office any persons elected by the House of Delegates (Board Members, members of the Administrative Review Board, or committee chairs or coordinators) who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the National Board of Review for any of the reasons set forth in ~~the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual Article 404 of USA Swimming Rules and Regulations~~. However, no such individual may be removed without receiving thirty (30) days' written notice by the Secretary or other officer designated by the House of Delegates specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reason and an opportunity to respond in writing within twenty (20) days to such allegations.

4.6 ANNUAL AND REGULAR MEETINGS - The annual meeting of the House of Delegates of SNS shall be held in the summer. Regular meetings of the House of Delegates may be held in accordance with a schedule adopted by the House of Delegates or the Board of Directors.

4.7 SPECIAL MEETINGS - Special meetings of the House of Delegates may be called by the Board of Directors or the General Chair. Should the Board of Directors or the General Chair fail to call the annual or scheduled regular meetings or should a special meeting be appropriate or helpful, a meeting of the House of Delegates may be called by a petition signed by at least five (5) group members of the House of Delegates.

4.8 MEETING LOCATION AND TIME – Meetings of the House of Delegates may be held at any date, time, and place, including via telecommunication (unless prohibited by state or local laws), as may be fixed in the notice of such meeting. All in-person meetings of the House of Delegates shall take place at a site within the Territory. The House of Delegates or the Board of Directors shall determine the location and time of all meetings of the House of Delegates. All meetings conducted via telecommunications shall include means by which all persons participating in the meeting can hear each other at the same time and which ensures all votes duly cast by voting members are officially recorded.

4.9 OPEN MEETINGS/CLOSED SESSIONS - House of Delegates meetings shall be open to all members of SNS. Issues pertaining to personnel, disciplinary action, legal, tax or similar affairs of SNS shall be deliberated and decided in a closed session which only House of Delegates members may attend. By a majority vote, the House of Delegates may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the House of Delegates.

4.10 QUORUM - A quorum of the House of Delegates shall consist of those members present and voting.

4.11 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before the House of Delegates shall be determined by a **majority vote**.

4.12 PROXY VOTE - Voting by proxy in any meeting of the House of Delegates shall not be permitted.

4.13 NOTICES

.1 TIME Not less than twenty (20) days' written notice shall be given to each member of the House of Delegates for any annual, regular or special meeting of the House of Delegates. See Section 14.1.3 for the various permitted means of notice.

.2 INFORMATION The notice of a meeting shall contain the time, date and site. For special meetings of the House of Delegates, the expected purpose (which may be general) of the meeting shall be stated. If an expected purpose is the amendment of the Bylaws, a copy of the proposed amendment shall be included in the notice. Failure to have included in the notice any germane amendments subsequently adopted by the House of Delegates at the noticed meeting shall not be the basis for any claim that the amendments as so adopted are invalid.

ARTICLE 5
BOARD OF DIRECTORS

- 5.1 MEMBERS - The Board of Directors shall consist of the following officers, committee chairs, and representatives of SNS, together with those additional members designated in Sections 5.2 and 5.3;
- .1 General Chair
 - .2 Administrative Vice-Chair
 - .3 Finance Vice-Chair
 - .4 Coach Representative
 - .5 Athlete Board Representatives (2) (*1 SR Representative and 1 JR Representative*)
 - .6 Secretary (*staff member with no vote*)
 - .7 Treasurer (*staff member with no vote*)
 - .8 Senior Vice-Chair
 - .9 Age Group Vice-Chair
 - .10 Safe Sport Chair-
 - .11 Technical Chair
 - .12 Officials Chair
 - .13 Program Development Vice-Chair
 - .14 Diversity, Equity & Inclusion (DEI) Chair
 - .15 Operational Risk Chair
- 5.2 AT-LARGE BOARD MEMBERS - The General Chair may appoint no more than three (3) Non-Athlete At-Large Board Members, with advice and consent from the Board of Directors. Additionally, a sufficient number of Athlete Representatives shall be elected, by the Athletes Committee at the annual House of Delegates meeting, as At-Large Board Members such that athletes constitute at least twenty percent (20%) of the voting membership of the Board of Directors at any given time (including the Athlete Board Representatives). The Athlete At-Large Board Members shall meet the same requirements and be elected at the same time and place as the Athlete Board Representatives set forth in Section 6.2.1. All At-Large Board Members shall hold office from the date of their election or appointment through the conclusion of the second annual meeting of the House of Delegates following such election or appointment, or until their successors are elected or appointed.
- 5.3 EX-OFFICIO MEMBERS The following persons shall be ex-officio members of the Board of Directors: Immediate Past General Chair if a member in good standing.
- 5.4 LIMITATIONS
- .1 No more than three (3) Members of any Group Member shall serve as voting members on the Board of Directors at any time. This limitation shall be applied separately as to Athlete Members and Non-Athlete Members.
 - .2 No employee of SNS may serve as a voting member of the Board of Directors.
- 5.5 VOICE AND VOTING RIGHTS OF BOARD MEMBERS The voice and voting rights of Board Members and individuals shall be as follows:
- .1 BOARD MEMBERS - Each Board Member (other than the ex-officio members) shall have both voice and vote in meetings of the Board of Directors and its committees.
 - .2 EX-OFFICIO BOARD MEMBERS - Unless entitled to vote under another provision of these Bylaws, the ex-officio members shall have voice but no vote in meetings of the Board of Directors and its committees.
 - .3 GENERAL - Anyone may attend open meetings of the Board of Directors and its committees and be heard at the discretion of the presiding officer.
- 5.6 DUTIES AND POWERS The Board of Directors shall act for SNS and the House of Delegates during the intervals between meetings of the House of Delegates, except that it shall not remove a Board Member, an Administrative Review Board member, or other person not appointed by the Board of Directors or amend these Bylaws. Any actions taken are subject to the exercise by the House of Delegates of its powers of ratification or prospective modification or rescission.

In addition to the powers and duties prescribed in the USA Swimming Rules and Regulations or elsewhere in these Bylaws, the Board of Directors shall have the power and it shall be its duty to:

- .1 Establish and direct policies, procedures and programs for SNS;
- .2 Oversee the conduct by the officers and staff of SNS of the day-to-day management of the affairs of SNS;
- .3 Elect Athlete At-Large Board Members if they are not elected in a timely fashion;
- .4 Provide advice and consent to appointments proposed by the General Chair as required under these Bylaws or the SNS Policies and Procedures;
- .5 Cause the preparation and presentation to the House of Delegates of the annual budget of SNS and make a recommendation to the House of Delegates concerning the approval or disapproval thereof;
- .6 Approve the annual review/audit;
- .7 Call regular or special meetings of the Board of Directors or the House of Delegates;
- .8 Retain such independent contractors and employ such persons as the Board shall determine are necessary or appropriate to conduct the affairs of SNS;
- .9 Appoint other officers, agents, or committees or coordinators, to hold office for the terms specified. These appointees shall have the authority and perform the duties as provided in these Bylaws, the SNS Policies and Procedures or as may be provided in the resolutions appointing them, including any powers of the Board of Directors as may be specified, except as may be inconsistent with any other provision of these Bylaws. To the extent not provided elsewhere in these Bylaws, the Board of Directors may delegate to any officer, agent, or committee or coordinator the power to appoint any such subordinate officers, agents, or committees or coordinators and to prescribe their respective terms of office, authorities and duties; and
- .10 Remove from office any Board Members, committee chairs, or committee members or coordinators of SNS who were appointed/elected by the Board and who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the National Board of Review for any of the reasons set forth in the National Board of Review procedures, pursuant to ~~Policy 26.0 of the USA Swimming Operating Policy Manual~~. However, no At- Large Board Member, or committee chair or coordinator may be removed without receiving the thirty (30) days' written notice specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reasons and an opportunity to respond in writing within twenty (20) days to such allegations.

- 5.7 MEETINGS Board of Directors meetings shall be open. Matters relating to personnel, disciplinary action, legal, taxation or similar affairs shall be deliberated and decided in a closed session which only Board Members are entitled to attend. By a majority vote on a motion of a question of privilege, the Board of Directors may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the Board of Directors.
- 5.8 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT Members of the Board of Directors may participate in meetings of the Board of Directors through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by such means shall constitute presence at a meeting.
- 5.9 REGULAR MEETINGS - Regular meetings of the Board of Directors shall be held in accordance with a schedule adopted by the Board of Directors.
- 5.10 SPECIAL MEETINGS - Special meetings of the Board of Directors may be called by the General Chair. Should the Board of Directors or the General Chair fail to call regular meetings or should a special meeting be appropriate or helpful, a meeting of the Board of Directors shall be called at the written request of any three (3) Board Members.
- 5.11 QUORUM - A quorum of the Board of Directors shall consist of a majority of the voting members.
- 5.12 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before the Board of Directors shall be determined by a majority vote.

- 5.13 PROXY VOTE - Voting by proxy in any meeting of the Board of Directors shall not be permitted.
- 5.14 ACTION BY WRITTEN CONSENT Any action required or permitted to be taken at any meeting of the Board of Directors may be taken without a meeting if all the Board Members entitled to vote consent to the action in writing and the written consents are filed with the records of the respective meetings. These consents shall be treated for all purposes as votes taken at a meeting.
- 5.15 MAIL/EMAIL VOTE - Any action which may be taken at any regular or special meeting of the Board of Directors, except elections, or removals of appointed Board members, committee chairs and members, may be taken without a meeting. If an action is to be taken without a meeting, the Secretary, by first class mail, postage prepaid, or email, shall distribute a ballot to every Board Member entitled to vote on the matter. The ballot shall set forth the proposed action, provide an opportunity to specify approval or disapproval, and provide a reasonable time (but in no event less than the period specified in Section 5.16) within which to return the ballot to the Secretary. Action by ballot shall be valid only when the number of votes cast in favor of the proposed action within the time period specified constitutes a majority of the votes entitled to be cast.
- 5.16 NOTICES -
- .1 TIME Not less than six (6) days' written notice shall be given to each Board Member for any annual, regular or special meeting of the Board of Directors. (See Section 14.1.3 for the permitted means of notice.)
 - .2 INFORMATION The notice of a meeting shall contain the time, date and site and in the case of special meetings, the expected purpose.

ARTICLE 6 OFFICERS AND DIRECTORS

- 6.1 OFFICERS - The officers shall be as listed herein and shall be elected by the House of Delegates at its annual meeting.
- .1 General Chair (*odd/even years for 3-year term*)
 - .2 Administrative Vice-Chair (*even/odd years for 3-year term*)
 - .3 Finance Vice-Chair (*odd/even years for 3-year term*)
 - .4 Senior Vice-Chair (*even/odd years for 3 year-term*)
 - .5 Age Group Vice-Chair (*odd/even years for 3-year term*)
 - .6 Secretary (*position filled by staff and not elected by HOD*)
 - .7 Treasurer (*position filled by staff and not elected by HOD*)
 - .8 Program Development Vice-Chair (*even/odd years for 3-year term*)
- 6.2 OTHER DIRECTORS
- .1 ATHLETE BOARD REPRESENTATIVES
Two (2) Athlete Board Representatives shall be elected, one each year for a two-year term, or until their respective successors are elected. At the time of election, the Athlete Board Representative must (a) be an athlete member in good standing; (b) be at least a sophomore in high school or at least 16 years of age, (c) be currently competing, or have competed within the two (2) immediately preceding years, in a USA Swimming sanctioned event conducted by SNS or another LSC; and (d) have their place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education). The balloting shall take place at a meeting called for that purpose by the Senior Athlete Board Representative or the Athletes Committee, or failing that, at a time and in a manner designated by the Board of Directors. At least twenty (20) days' written notice of the election shall be given to all clubs. The Athlete Board Representatives elected shall be determined by a majority of the members of the Athletes Committee present and voting.
 - .2 COACH REPRESENTATIVE -
One (1) Coach Representative shall be elected, in even years for a **two-year term**, or until a successor is elected. The election of the Coach Representative shall be conducted at the annual meeting of the House of Delegates and determined by a majority vote of the members of the House of Delegates present and voting, or, failing that, at a time and place and in a manner designated by the Board of Directors.

.3 COMMITTEE CHAIRS/AT-LARGE BOARD MEMBERS -

A. The following at-large Board members shall be elected as follows:

- (1) The Athlete At-Large Board members shall be elected by the athletes at the same time and in the same manner as the Athlete Board Representatives.
- (2) The Non-Athlete At-large Board members shall be appointed by the General Chair with advice and consent of the Board of Directors. Up to three (3) Non-Athlete At-Large Board Members may be appointed.

B. The following committee chairs shall be elected by the House of Delegates:

- (1) Safe Sport Chair (*even/odd years for 3-year term*)
- (2) Officials Chair (*odd/even years for 3-year term*)
- (3) Technical Chair (*even/odd years for 3-year term*)
- (4) DEI Chair (*odd/even years for 3-year term*)
- (5) Operational Risk Chair (*even/odd years for 3-year term*)

6.3 ELIGIBILITY - Only Individual Members of USA Swimming in good standing with SNS and USA Swimming shall be eligible to hold office and must maintain their eligibility throughout their term of office.

6.4 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in Board of Directors meetings may only have one vote, regardless of the number of positions held by such Member.

6.5 OFFICES SPLIT OR COMBINED -

.1 OFFICE HELD BY TWO PERSONS - Any office other than General Chair, Finance Vice-Chair and Treasurer, may be held jointly by two Individual Members. Two individuals who are sharing an office **shall share one vote**.

.2 OFFICES COMBINED - Any office other than General Chair may be combined with any other office except that the offices of Finance Vice-Chair and Treasurer may not be combined.

6.6 TERMS OF OFFICE -

.1 TERM OF OFFICE - The terms of office of all members of the Board of Directors, except the Athlete Representatives as described in 6.2.1 and Coach Representative as described in 6.2.2, shall be three (3)-years.

.2 COMMENCEMENT OF TERM - Each person elected or appointed to a position shall assume office upon the start of the fiscal year of SNS and serve until a successor takes office.

.3 CONSECUTIVE TERMS LIMITATION - Except for the Secretary and Treasurer, no Individual Member who has served **two** successive terms shall be eligible for re-election or appointment to the same position until a lapse of one term. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of this successive term limitation.

6.7 DUTIES - The duties of the officers and other Board Members shall be to attend and participate in all meetings of the House of Delegates and the Board of Directors and as defined in these Bylaws, the SNS Policies and Procedures, and applicable state laws.

6.8 RESIGNATIONS - Any officer may resign by submitting a written resignation to the General Chair or the Board of Directors specifying an effective date of the resignation. In the absence of a specified effective date, any such resignation shall take effect upon the appointment or election of a successor.

6.9 VACANCIES AND INCAPACITIES -

.1 OFFICE OF GENERAL CHAIR - In the event of a vacancy in the office of General Chair, or of the General Chair's temporary or permanent incapacity, the Administrative Vice-Chair shall become the acting General Chair until an election can be held at the next meeting of the House of Delegates to fill the remaining term, if any, of the former General Chair, or until the General Chair ceases to suffer from any temporary incapacity. While serving as acting General Chair, the Administrative Vice-Chair shall vacate the office of

Administrative Vice-Chair, except in the case of the General Chair's temporary incapacity. If the General Chair is to be absent

from the Territory, the General Chair may, but is not obligated to, designate the Administrative Vice-Chair as acting General Chair for the duration of the absence.

.2 OFFICES OF ATHLETE BOARD REPRESENTATIVES OR COACH REPRESENTATIVES OR ANY POSITION ELECTED - In the event of a vacancy or of the permanent incapacity of a person holding the office of Athlete Board Representative or Coach Representative, or person who has been elected, the General Chair may appoint, with the advice and consent of the Board of Directors, an eligible member to serve the remainder of the term of office or until the respective body shall elect a successor.

.3 DETERMINATION OF VACANCY OR INCAPACITY - The determination of when an office becomes vacant or an officer becomes incapacitated shall be within the discretion of the Board of Directors or the House of Delegates with the advice and consent of the electing body. The determination as to when the General Chair is temporarily incapacitated shall be made, where the circumstances permit, by the General Chair and otherwise shall be within the discretion of the Board of Directors, subject to any subsequent action by the House of Delegates.

6.10 REMOVAL OF DIRECTORS - Directors may be removed in accordance with 4.5.9 and 5.6.10 of these Bylaws.

6.11 OFFICERS' POWERS GENERALLY -

.1 AUTHORITY TO EXECUTE CONTRACTS, ETC. - The General Chair, Administrative Vice-Chair, Senior Vice-Chair, Age Group Vice-Chair and Finance Vice-Chair each may sign and execute in the name of SNS deeds, mortgages, bonds, contracts, agreements, or other instruments duly authorized by the SNS Policies and Procedures, the Board of Directors or the House of Delegates, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors to another officer or agent, expressly requires two or more signatures or is required by law to be otherwise executed. Additional signing authority may be provided by standing resolutions of the Board of Directors or the House of Delegates.

.2 ADDITIONAL POWERS AND DUTIES - Each officer shall have other powers and perform other duties as prescribed in the SNS Policies and Procedures *or* by the House of Delegates, the Board of Directors, the General Chair, the respective division chair, the delegating officer, or these Bylaws.

.3 DELEGATION - Officers of SNS may delegate any portion of their powers or duties to an individual or a committee, except that neither the Finance Vice-Chair nor the Treasurer may delegate duties to the other without the consent of the Board of Directors. In addition, the authority to sign checks, drafts, orders of withdrawal or wire transfers shall not be delegated other than by the Board of Directors. Except as otherwise provided in these Bylaws and with the consent of the Board of Directors, any officer may delegate any portion of that officer's **powers or duties to the paid staff of SNS**. A delegation of powers or duties shall not relieve the delegating officer of the ultimate responsibility to see that these duties and obligations are properly executed or fulfilled.

6.12 DEPOSITORIES AND BANKING AUTHORITY-

.1 DEPOSITORIES, ETC. - All receipts, income, charges and fees of SNS shall be deposited to its credit in the banks, trust companies, other depositories or custodians, investment companies or investment management companies as the Board of Directors determines.

.2 SIGNATURE AUTHORITY - All checks, drafts or other orders for the payment or transfer of money, and all notes or other evidences of indebtedness issued in the name of SNS shall be signed by the General Chair, the Treasurer or other officer or officers or agent or agents of SNS, and in the manner, as shall be determined by the Finance Vice-Chair, the Finance Committee or the Board of Directors.

ARTICLE 7

DIVISIONS, COMMITTEES AND COORDINATORS

7.1 DIVISIONAL ORGANIZATION AND JURISDICTIONS, STANDING COMMITTEES AND COORDINATORS - The divisions of SNS shall each be chaired as indicated below with respective duties, jurisdiction and responsibilities described in the SNS **Policies and Procedures**.

.1 ADMINISTRATIVE DIVISION - Administrative Vice-Chair

.2 AGE GROUP DIVISION - Age Group Vice-Chair

- .3 SENIOR DIVISION - Senior Vice-Chair
- .4 FINANCE DIVISION - Finance Vice-Chair
- .5 ATHLETES DIVISION - Senior Athlete Representative
- .6 COACHES DIVISION - Coach Representative
- .7 PROGRAM DEVELOPMENTAL DIVISION – Program Development Vice-Chair

7.2 ELECTED, EX OFFICIO AND APPOINTED CHAIRS AND COORDINATORS

- 1. ELECTED CHAIRS AND COORDINATORS - Committee chairs and coordinators who are not Board members, but are elected by the House of Delegates, a committee or division, are as follows:
 - i. Disability/Adaptive Coordinator shall be elected by the House of Delegates.
 - ii. The Nominating Committee Chair shall be elected by the Nominating Committee from among its members
 - iii. The Governance Committee Chair shall be elected by the Governance Committee from among its members
- 2. EX-OFFICIO CHAIR - Certain other committee chairs are designated ex-officio by virtue of an office currently held.
- 3. APPOINTED CHAIRS AND COORDINATORS - The chairs of all other committees and all other coordinators shall be appointed by the General Chair with the advice and consent of the Board of Directors and the respective division chair. The appointed committee chair or coordinator shall assume office upon appointment or the date designated by the General Chair and shall serve until a successor is appointed and assumes office.

7.3 COMMITTEES In addition to the standing committees listed herein, the Board of Directors and the House of Delegates are each authorized to establish additional committees to meet programming needs. Except as otherwise provided in these Bylaws or the SNS Policies and Procedures, members of each committee shall be appointed by the General Chair with the advice and consent of the respective division chair and the chair of the committee. Athlete Representatives of each committee shall be appointed by the General Chair with the advice of the Senior Athlete Board Representative. Athlete membership shall constitute at least twenty percent (20%) of the voting membership of every committee. The division chair shall be an ex-officio member, with voice and vote, of each committee within the respective division.

7.4 STANDING COMMITTEES & COORDINATORS

- .1 ATHLETES COMMITTEE -
 - A. CHAIR - The Senior Athlete Board Representative or their designee shall be the chair of the committee.
 - B. MEMBERS - The Athletes' Committee shall consist of the Athlete Board Representatives, the Athlete At-Large Board Members, and the Group Member Athlete Representatives.
 - C. DUTIES - The Athletes' Committee shall have general charge of the business and affairs of the Athletes of SNS, and shall undertake such activities (a) delegated to it by the Board of Directors or the General Chair or (b) undertaken by the Committee as being in the best interests of the Athlete Members, SNS, USA Swimming and the sport of swimming
- .2 FINANCE COMMITTEE -
 - A. CHAIR - The chair shall be the Finance Vice-Chair.
 - B. MEMBERS - The members of the Finance Committee shall be the Finance Vice-Chair, the Treasurer, two (2) additional members and a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
 - C. DUTIES -
 - (1) To develop, establish where so authorized, or recommend to the Board of Directors, and supervise the execution of policy regarding the investment of SNS's working capital, funded reserves and endowment funds, within the guidelines, if any, established by the Board of Directors or the House of Delegates. The Finance Committee shall also regularly review SNS's equipment needs (both operational and office) and the various methods available to finance the acquisition of any needed equipment and decide the recommendation of the best financing method.
 - (2) To submit the review or audit and other reports and make recommendations to the Board of Directors with

regard thereto.

- (3) To consult with the officers, committee chairs and coordinators and prepare and present a proposed budget for consideration and approval by the Board of Directors and the House of Delegates. The officers, committee chairs and coordinators shall provide promptly such financial information (current and projected) and budget proposals as the Finance Committee may request. The proposed budget may contain alternatives.

(4) To complete and submit any state and local reports and filings.

.3 AUDIT COMMITTEE -

A. CHAIR – The Chair shall be the Finance Vice-Chair.

B. MEMBERS – If conducted internally, a minimum of three (3) committee members with a sufficient number of Athlete Representatives to constitute at least 20% of the voting membership, must conduct the review or audit. The

Treasurer cannot be a member of the group performing the audit, but can be present to provide clarification, information and answer questions.

C. DUTIES - To conduct a ~~reviewer~~ **reviewer** audit or recommend an independent auditor to conduct the required annual review or audit of the books of SNS.

.4 NOMINATING COMMITTEE -

A. CHAIR - The Chair shall be elected annually by the Nominating Committee from among its own members.

B. MEMBERS - The House of Delegates shall annually elect at least three (3) individuals to the Nominating Committee to serve a one-year term, with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee. Terms shall commence at the conclusion of the meeting at which members were elected and end when their successors assume office. If any member of the Nominating Committee resigns or otherwise becomes unable to participate in its affairs, the General Chair, with the advice and consent of the Board of Directors, shall appoint a successor to serve until the next meeting of the House of Delegates. No individual shall be eligible to serve more than six (6) consecutive years on the Nominating Committee until after a lapse of two years. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of the successive term limitation. In no case shall the General Chair **or paid staff** serve on the Nominating Committee.

C. QUORUM - A quorum for any meeting of the Nominating Committee shall consist of a majority of its voting members.

D. DUTIES -

- (1) **To work with the Board on succession planning assessing current and anticipated needs for Board composition;**
- (2) To nominate Board members, Administrative Review Board members, and other coordinator or chair positions to be elected by the House of Delegates consistent with the matrix of skills, demographics, and talents needed.
- (3) To publish the slate of candidates to the SNS membership at least twenty (20) days prior to the election. Additional nominations may be made from the floor of the House of Delegates by voting members of the House of Delegates.

5. GOVERNANCE COMMITTEE -

A. CHAIR - The Chair shall be elected annually by the Governance Committee from among its own members.

B. MEMBERS -

The Governance Committee members shall be appointed by the General Chair with advice and consent of the Board of Directors. The Committee shall be comprised of three (3) non-athlete members and a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee. Each non-athlete member shall serve a three-year term, staggered so that one-third (1/3) of such members are appointed each year. The Athlete member(s) shall serve terms of two years, staggered so that approximately one-half of such members are appointed each year. No more than

one-half (1/2) of the Governance Committee members shall be members of the SNS Board of Directors at any given time. After completion of two consecutive terms, members are not eligible for re-appointment to the **G**

Governance Committee until after a lapse of two years. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of the successive term limitation. In no case shall the General Chair serve on the Governance Committee.

C. DUTIES— It shall be the duty of the Governance Committee to:

- (1) ~~Assist To lead in the annual evaluation of the mission and vision statement of in periodic evaluation of the mission and vision statements and the Bylaws of SNS;~~
- (2) To lead in the annual evaluation of the Bylaws of SNS;
- (3) To lead in the biennial review of all SNS governance documents;
- (4) To ~~aid in the development of operating policies regarding conflict of interest (Board and staff), document retention, ethics, whistle-blower, procurement, contract review, grievance and other employment related practices, etc. and procedures;~~
- (5) To ensure that the Boards's focus ~~Aid in the development of personnel practices procedure including job descriptions and annual review of staff;~~
- (6) ~~Assist in shaping the Board's agenda based~~remains on the strategic plan;
- (7) ~~Aid To lead in the development and review of the job descriptions of expectations and processes for accountability of Board members/officers;~~
- (8) To ~~Develop criteria for the qualities and required characteristics of Board officers;~~
- (9) ~~Lead Board succession planning by working with the Nominating Committee to assess current and anticipated needs for Board composition;~~
- (10) To ¶
- (11) ~~Design and implement Board and Committee orientation and onboarding; and~~
- (12) To design and implement an ongoing program of Board education and development, ~~and~~
- (13) ~~Lead periodic assessment of the Board's performance (as a whole and of individual members) and make recommendations to enhance Board effectiveness. ¶~~

~~.6~~ OPERATIONAL RISK COMMITTEE -

- A. CHAIR - The chair shall be the Operational Risk Chair.
- B. MEMBERS - The Committee shall be comprised of the Operational Risk Chair, at least three (3) members, including one coach and one official and with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
- C. DUTIES - The duties shall be as outlined in the SNS Policies and Procedures.

~~.7~~ EXECUTIVE COMMITTEE

- A. AUTHORITY AND POWER - The Executive Committee shall have the authority and power to act for the Board of Directors and SNS between meetings of the Board and the House of Delegates. Limitations to the authority and power of the Executive Committee shall be determined by the Board of Directors and included in the SNS **Policies and Procedures**.
- B. MEMBERS - The members of the Executive Committee shall be the
 - (1) General Chair, who shall act as chair
 - (2) Administrative Vice-Chair
 - (3) Senior Vice-Chair
 - (4) Age Group Vice-Chair
 - (5) Secretary
 - (6) Finance Vice-Chair
 - (7) Coach Representative
 - (8) Senior Athlete Board Representative and
 - (9) Junior Athlete Board Representative.
- C. MEETINGS AND NOTICE - Meetings of the Executive Committee shall be held at any time or place within the Territory when called by the General Chair or any three (3) members of the Committee with a minimum of five (5) days' notice required.

- D. QUORUM - A quorum of the Executive Committee shall consist of a majority of the members of the Committee.
- E. REPORT OF ACTION TO BOARD OF DIRECTORS -At the next regular or special meeting of the Board

of Directors, the Executive Committee shall make a report of its activities since the last Board of Director's meeting for ratification or prospective modification or rescission, provided, however, that any action of the Executive Committee upon which a third party may have relied (e.g., by signing, or authorizing the signing of a contract) may not be modified or rescinded by the Board of Directors or the House of Delegates.

- 7.5 DUTIES OF CHAIRS AND COORDINATORS GENERALLY - The duties of the General Chair, the division chairs, committee chairs, and coordinators (in addition to those provided elsewhere in these Bylaws) shall be as follows:
- .1 Preside at all meetings of the respective division, committee or subcommittee;
 - .2 See that all duties and responsibilities of the coordinator or the respective division, committee or subcommittee in their charge are properly and promptly carried out;
 - .3 Appoint such committees or subcommittees as may be necessary to fulfill the duties and responsibilities of the coordinator or division or committee, respectively;
 - .4 Communicate with the General Chair, respective division, coordinator, committee or subcommittee members and the **staff** to keep them fully informed;
 - .5 Appoint a member as secretary of the committee or subcommittee charged with taking minutes of each meeting and forward reports or minutes of all meetings to the **staff** and;
 - .6 Perform the other specific duties listed in SNS's Policies and Procedures or as may be delegated by the General Chair, the respective division chair or committee chair, the Board of Directors or the House of Delegates.
- 7.6 DUTIES OF COMMITTEES GENERALLY Except as otherwise provided in these Bylaws, the duties of the committees shall be prescribed by the SNS Policies and Procedures.
- 7.7 REGULAR AND SPECIAL MEETINGS - Regular and special meetings of committees or sub-committees of SNS shall be held as determined by the respective Vice-chairs or committee or sub-committee chair.
- 7.8 OPEN MEETING/CLOSED SESSIONS Meetings of committees and sub-committees, other than a Personnel Committee meeting, shall be open to all members of SNS. Matters relating to personnel, disciplinary action, legal, taxation and similar affairs shall be deliberated and decided in a closed session which only the respective members are entitled to attend. By a majority vote, a committee or sub-committee may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the committee or sub-committee.
- 7.9 VOICE AND VOTING RIGHTS OF COMMITTEE MEMBERS Each Committee member shall have both voice and vote in their respective meetings.
- 7.10 ACTION BY WRITTEN CONSENT Any action required or permitted to be taken at any meeting of a committee may be taken without a meeting if all the committee members entitled to vote consent to the action in writing and the written consents are filed with the records of the meetings. These consents shall be treated for all purposes as a vote taken at a meeting.
- 7.11 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT Members of any committee may participate in a meeting of the committee or through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by such means shall constitute presence at a meeting.
- 7.12 QUORUM - Except as otherwise provided in these Bylaws or in the resolution or other action establishing a committee, a quorum of any committee shall consist of **those members present**.
- 7.13 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before a committee shall be determined by a majority vote.
- 7.14 PROXY VOTE - Voting by proxy in any meeting of a committee shall not be permitted.
- 7.15 NOTICES
- .1 TIME Except as otherwise provided in these Bylaws or the resolution or other action establishing a committee, not less than *five (5) days'* written notice shall be given for any meeting of a

committee.

.2 INFORMATION The notice of a meeting shall contain the time, date, and site.

- 7.16 RESIGNATIONS - Any committee chair or member or coordinator may resign by submitting a written resignation to the General Chair or the Board of Directors specifying an effective date of the resignation. If such date is not specified, the resignation shall take effect upon the appointment of a successor.
- 7.17 VACANCIES - The determination of when the position of an appointed committee chair, committee member or a coordinator becomes vacant or the person becomes incapacitated, if not made by the person, shall be within the discretion of the Board of Directors. In the event of a vacancy or permanent incapacity, the General Chair, with the advice and consent of the Board of Directors and the respective division chair, shall appoint a successor to serve until the conclusion of the incumbent's term. A temporary incapacity may be left unfilled at the discretion of the General Chair or an appointment may be made for the duration of the temporary incapacity.
- 7.18 DELEGATION - With the consent of the Board of Directors or the respective division chair, a committee chair or a coordinator may delegate a portion of their powers or duties to another officer of SNS, or to another committee, subcommittee, or coordinator, or with the consent of the Board of Directors and the Personnel Committee, to the paid staff of SNS. Notwithstanding any delegation, the ultimate responsibility for the delegated duties and obligations shall remain with the delegator.
- 7.19 APPLICATION TO COMMITTEES AND ADMINISTRATIVE REVIEW BOARD - Sections 7.5 through 7.18 shall apply to all committees, unless otherwise provided in these Bylaws, in the resolution creating the committee or in the SNS Policies and Procedures. These provisions shall also apply to Administrative Review Board meetings but shall not apply to its hearings or deliberations.

ARTICLE 8 ANNUAL AUDIT, REPORTS AND REMITTANCES

SNS shall submit any reports and remittances required by the USA Swimming Corporate Bylaws, by the USA Swimming Board of Directors, the President/CEO of USA Swimming or by any agreement between SNS and USA Swimming. Reports required to be submitted to USA Swimming by SNS include annual financial and federal tax reports and the annual audit or review.

ARTICLE 9 ORGANIZATION, AMENDMENT OF BYLAWS AND DISSOLUTION

- 9.1 NONPROFIT AND CHARITABLE PURPOSES - SNS is organized exclusively for charitable and educational purposes and for the purpose of fostering national or international amateur sports competition within the meaning of section 501(c)(3) of the IRS Code. Notwithstanding any other provision of these Bylaws, SNS shall not, except to an insubstantial degree, (1) engage in any activities or exercise any powers that are not in furtherance of the purposes and objectives of SNS or (2) engage in any activities not permitted to be carried on by: (A) a corporation exempt from federal income tax under such section 501(c)(3) of the IRS Code or (B) a corporation to which contributions, gifts and bequests are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code.
- 9.2 DEDICATION OF ASSETS, ETC. The revenues, properties and assets of SNS are irrevocably dedicated to the purposes set forth in Sections 1.2 and 9.1 of these Bylaws. No part of the net earnings, properties or assets of SNS shall inure to the benefit of any private person or any member, officer or director of SNS.
- 9.3 AMENDMENTS Any provision of these Bylaws not mandated by USA Swimming may be amended at any meeting of the SNS House of Delegates by a **two-thirds (2/3) vote of the members present and voting. Amendments so approved shall not take effect until reviewed and approved by the USA Swimming Rules and Regulations Committee.** Changes to Required LSC Bylaws shall be effective on the date established in the amending USA Swimming legislation.
- 9.4 DISSOLUTION SNS may be dissolved only upon a two-thirds (2/3) vote of all the voting members of the House of Delegates. Upon dissolution, the net assets of SNS shall not inure to the benefit of any private individual, unincorporated organization or corporation, including any member, officer or director of SNS, but shall be distributed to USA Swimming, to be used exclusively for educational or charitable purposes. If USA Swimming, is not then in existence, or is not then a corporation which is exempt under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code,

the net assets of

SNS shall be distributed to a corporation or other organization meeting those criteria and designated by the House of Delegates at the time of dissolution, to be used exclusively for educational or charitable purposes.

ARTICLE 10 INDEMNIFICATION N

- 10.1 INDEMNITY - SNS shall indemnify, protect and defend, in the manner and to the full extent permitted by law, any Indemnified Person in respect of any threatened, pending or completed action, suit or proceeding, whether or not by or in the right of SNS, and whether civil, criminal, administrative, investigative or otherwise, by reason of the fact that the Indemnified Person bears or bore one or more of the relationships to SNS specified in Section 10.3 and was acting or failing to act in one or more of those capacities or reasonably believed that to be the case. Where specifically required by law, this indemnification shall be made only as authorized in the specific case upon a determination, in the manner provided by law, that indemnification of the Indemnified Person is proper in the circumstances. SNS may, to the full extent permitted by law, purchase additional insurance to that provided by USA Swimming, and maintain insurance on behalf of any Indemnified Person against any liability that could be asserted against the Indemnified Person.
- 10.2 EXCLUSION - The indemnification provided by this Article 10, shall not apply to any Indemnified Party whose otherwise indemnified conduct is finally determined to have been in bad faith, self-dealing, gross negligence, wanton and willful disregard of applicable laws, rules and regulations, of the USA Swimming Rules and Regulations, of the USA Swimming Code of Conduct or these Bylaws or who is convicted of a crime (including felony, misdemeanor and lesser crimes) involving sexual misconduct, child abuse, violation of a law specifically designed to protect minors or similar offenses, or who is found by the National Board of Review or the U.S. Center for SafeSport to have committed actions which would be the basis for such a conviction and, in each case, the otherwise indemnifiable conduct (or failure to act) was, or was directly related to, the predicate acts of the conviction or finding.
- 10.3 INDEMNIFIED PERSONS - As used in this Article 10, "Indemnified Person" shall mean any person who is or was a Board Member, Administrative Review Board member, Group Member Representative, officer, official, coach, committee chair or member, coordinator, volunteer, employee or agent of SNS, or is or was serving at the direct request of SNS as a director, officer, Group Member Representative, meet director, official, coach, committee chair or member, coordinator, volunteer, employee or agent of another person or entity involved with the sport of swimming.
- 10.4 EXTENT OF INDEMNITY - To the full extent permitted by law, the indemnification provided in this Article shall include expenses (including attorneys' fees, disbursements and expenses), judgments, fines, penalties and amounts paid in settlement, and, except as limited by applicable laws, these expenses shall be paid by SNS in advance of the final disposition of such action, suit or proceeding. If doubt exists as to the applicability of an exclusion to SNS's obligation to indemnify, SNS may require an undertaking from the Indemnified Person obliging them to repay such sums if it is subsequently determined that an exclusion is applicable. In the case of any person engaged in the sport of swimming for compensation or other gain, if SNS determines that there is reasonable doubt as to such person's ability to make any repayment, SNS shall not be obligated to make any payments in advance of the final determination. This indemnification shall not be deemed to limit the right of SNS to indemnify any other person for any such expenses to the full extent permitted by law, nor shall it be deemed exclusive of any other rights to which any Indemnified Person may be entitled under any agreement, vote of members or disinterested directors or otherwise, both as to action in an official capacity and as to action in another capacity while holding such office.
- 10.5 SUCCESSORS, ETC. - The indemnification provided by this Article shall continue as to an Indemnified Person who has died or been determined to be legally incompetent and shall apply for the benefit of the successors, guardians, conservators, heirs, executors, administrators and trustees of the Indemnified Person.

ARTICLE 11 PARLIAMENTARY AUTHORITY

ROBERT'S RULES Robert's Rules of Order Newly Revised shall govern SNS and any of its constituent or component parts, committees, etc., in the conduct of meetings in all cases to which they apply and in which they are not inconsistent with these Bylaws and any special rules of order SNS, the House of Delegates, the Board of Directors or its divisions, committees, etc., may adopt.

ARTICLE 12

MISCELLANEOUS

- 12.1 EFFECT OF STATE LAW CHANGES (SEVERABILITY) - If any portion of these Bylaws shall be determined by a final judicial decision to be, or as a result of a change in the law of the **State of California** become, illegal, invalid or unenforceable, the remainder of these Bylaws shall continue in full force and effect.
- 12.2 FISCAL YEAR The fiscal year of SNS shall end on the last day of August.
- 12.3 TAX STATUS; INTERPRETATION OF BYLAWS It is intended that SNS shall have and continue to have the status of an organization which is exempt from federal income taxation under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible for federal income, estate and gift tax purposes under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code, respectively. Similarly, it is intended that SNS shall have that or similar status under the applicable state and local laws as will exempt it from taxation to the maximum extent possible to the extent not contrary to applicable federal requirements. These Bylaws shall be interpreted accordingly.

ARTICLE 13 ADMINISTRATIVE REVIEW BOARD

- 13.1 INTRODUCTION - USA Swimming was organized as the National Governing Body for the sport of swimming under the Amateur Sports Act of 1978, as amended by the Ted Stevens Olympic and Amateur Sports Act of 1998, both federal laws. These laws require USA Swimming to establish and maintain provisions for the swift and equitable resolution of all disputes involving any of its members. This Article, together with Section 2.2 and the National Board of Review procedures, pursuant to ~~Policy 26.0~~ of the USA Swimming Operating Policy Manual, are intended to provide a mechanism for resolving in an orderly and fair way all manner and kinds of disputes that may arise among its members in connection with the sport of swimming. Accordingly, SNS has established the Administrative Review Board to hear complaints and appeals regarding administrative matters within SNS which do not rise to the level of Code of Conduct violations and are not appeals of sanction decisions. The Administrative Review Board shall have no jurisdiction to hear complaints regarding conduct that may violate the USA Swimming Code of Conduct or otherwise violate the policies, procedures, rules, and regulations adopted by USA Swimming, or conduct that may bring USA Swimming, SNS or the sport of swimming into disrepute. This Article, together with the National Board of Review procedures, pursuant to ~~Policy 26.0~~ of the USA Swimming Operating Policy Manual, is intended to provide a fair hearing before a group of independent and impartial people. This Article and the National Board of Review procedures, pursuant to ~~Policy 26.0~~ of the USA Swimming Operating Policy Manual shall be construed accordingly. *(The function of the Administrative Review Board is to handle matters internally that do not rise to the level of a Code of Conduct Violation.)*
- 13.2 ADMINISTRATIVE REVIEW BOARD ORGANIZATION
- .1 Establishment - The Administrative Review Board of SNS shall be independent and impartial.
- .2 Members - The Administrative Review Board shall have at least three (3) regular members and two (2) alternate members, with a sufficient number of Athlete Representatives to constitute at least 20% of the voting membership. At least three members of the Administrative Review Board shall hear each case, with a sufficient number of Athlete Representatives to constitute at least twenty percent (20%) of its membership. No hearing shall proceed without the required athlete representation. The House of Delegates may increase the number of regular or alternate members by resolution but subsequent to the adoption of these Bylaws may only decrease the number of regular or alternate members upon the expiration of the term of office of any incumbent members.
- .3 Election; Term of Office; Eligibility -
- A. Election - The House of Delegates shall biennially elect regular and alternate members of the Administrative Review Board:
- B. Term of Office - The term of office shall be two (2) years. Each member and alternate member shall assume office upon election and shall serve until a successor takes office.
- C. Eligibility - Each regular and alternate member of the Administrative Review Board shall be an Individual Member of SNS and USA Swimming. **In no case shall members of the Board of Directors serve on the Administrative Review Board.**

- .4 Chair Elected by Board; Other Officers - The Chair of the Administrative Review Board (the “Chair”) who must be a regular member, shall be elected biennially by a majority vote of the regular members of the Administrative

Review Board. The Chair shall biennially appoint a Vice-Chair and a Secretary of the Administrative Review Board, each of whom must be regular members.

- .5 Meetings - The Administrative Review Board shall meet for administrative purposes as necessary, to elect the Chair, to adopt rules and procedures and to conduct other business as may be helpful or necessary to achieve the purposes of the Administrative Review Board and efficiently exercise its duties and powers. Other meetings may be called by the Chair or any two regular members. When meeting for administrative purposes, Section 7.19 shall apply to the Administrative Review Board.
- .6 Participation Through Communications Equipment Members of the Administrative Review Board may participate in a meeting or hearing of the Administrative Review Board, and any hearing may be conducted, in whole or in part, through conference telephone or similar equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by these means shall constitute presence in person at such a meeting or hearing.
- .7 Quorum - A quorum for any administrative meeting of the Administrative Review Board shall be fifty percent (50%) of its regular members.
- .8 Resignations - Any regular or alternate member of the Administrative Review Board may resign by submitting a written resignation to the Chair, the General Chair or the Board of Directors specifying an effective date of the resignation. In the absence of a specified effective date, any such resignation shall take effect upon the appointment or election of a successor.
- .9 Determination of Vacancy or Incapacity - The determination of when an office becomes vacant or an officer becomes incapacitated shall be in accordance with 6.9.
- .10 Substitutions for Member - In the event that a regular member of the Administrative Review Board is unable or unwilling to promptly act for any reason, recuses themselves or is disqualified in any particular circumstance, the Chair (or, if the person so unable or unwilling to act or recused or disqualified is the Chair, the Vice-Chair; or failing that, the General Chair) shall appoint an alternate member to act in the regular member's place in respect of that circumstance.

13.3 GENERAL

- .1 Administrative Powers - The Administrative Review Board shall have the powers and the duty to:
 - A. administer and conduct the affairs and achieve the purposes of the Administrative Review Board,
 - B. establish policies, procedures and guidelines,
 - C. elect the Chair,
 - D. call regular or special meetings of the Administrative Review Board,
 - E. retain attorneys, agents and independent contractors and employ those persons which the Administrative Review Board may determine are appropriate, necessary or helpful in the administration and conduct of its affairs, and
 - F. take such action as may otherwise be appropriate, necessary or helpful in the administration and conduct of its affairs, the achievement of its purposes and the efficient exercise of its duties and powers.
- .2 Rule Making Powers - The Administrative Review Board shall have the power and the duty to promulgate reasonable rules and procedures consistent with the corporation laws of SNS with respect to any matter within its jurisdiction or appropriate, necessary or helpful in the administration and conduct of its affairs. Such rules and procedures shall have the same force and effect as if they had been adopted as part of these Bylaws.
- .3 Exercise of Powers and Decisions - Except for authority and power granted to the Chair, the exercise of the authority and powers of the Administrative Review Board and the decision of matters which are the subject of a hearing shall be decided by a majority vote of the Administrative Review Board. The views of any dissenters shall be included in the record of the proceeding if requested by the dissenters. The exercise of the Administrative Review Board's authority and power shall be solely in its discretion and the interests of justice and the sport of swimming.
- .4 Timeliness of Petition - The Administrative Review Board need not exercise its jurisdiction with respect to a complaint the subject matter of which occurred, or concerns or is founded on events which occurred, more than ninety (90) days prior to the date the complaint is received. A determination not to exercise its jurisdiction as a

result of the untimeliness of a complaint may be made by the Chair alone and may be the subject of a request for rehearing and, thereafter, appeal to the National Board of Review in accordance with the National Board of Review procedures, pursuant to ~~Policy 26.0~~ of the USA Swimming Operating Policy Manual.

ARTICLE 14 CONVENTIONS AND DEFINITIONS

14.1 CONVENTIONS -

- .1 **TERMS GENERALLY** - Whenever the context may require, any pronoun or official title shall include the corresponding masculine, feminine and neuter forms. The words “include”, “includes” and “including” shall be deemed to be followed by the phrase “without limitation”. The singular shall include the plural and the plural shall include the singular as the context may require. Where the context permits, the term “or” shall be interpreted as though it were “and/or”. Captions have been used for convenience only and shall not be used in interpreting the Bylaws.
- .2 **CAPITALIZED TITLES** - Capitalized titles, such as Secretary or Treasurer, when appearing alone shall refer to SNS positions and not to USA Swimming or another organization.
- .3 **NOTICE DEEMED GIVEN; LAST KNOWN ADDRESS** -
 - A. **Notice by Mail** - Notice given and other writings delivered by first class mail, postage prepaid, and addressed to the last known address shall be deemed given or delivered upon the postmark date for all purposes under these Bylaws.
 - B. **Notice by Email** - Notice given and writings delivered by electronic mail to the last known email address shall be deemed given or delivered for all purposes under these Bylaws.
 - C. **Last Known Mail or Email Address** - For all purposes under these Bylaws, the last known mail or email address of a member of SNS shall be the mail or email address on file with SNS or in SWIMS.
- .4 **TIME PERIOD CONVENTION** - In computing time periods established by these Bylaws, the initial time period (days or hours) shall not be included but the last period shall be included.
- .5 **WAIVER OF NOTICE CONVENTION** - Untimely or insufficient notice for any meeting held under the authority of these Bylaws shall be considered to have been waived if a member attends or participates in the meeting to which such notice referred or to which notice was lacking without, at the earliest opportunity, raising an objection of untimely or insufficient notice having been given for such meeting. If the member is a Group Member Representative, then the relevant Group Member shall be treated as having waived the untimely or insufficient notice to the same extent.

14.2 DEFINITIONS - When used in these Bylaws, the following terms shall have the meanings indicated in this Section, and the definitions of such terms are equally applicable both to the singular and plural forms.

- .1 **ARTICLE** - a principal subdivision of these Bylaws.
- .2 **ARTICLES OF INCORPORATION** - the document filed with Secretary of State in the State of California pursuant to which SNS was formed.
- .3 **ATHLETE BOARD REPRESENTATIVE** - an Athlete Member elected to represent athletes in the House of Delegates and on the Board of Directors.
- .4 **ATHLETE REPRESENTATIVE** – shall be (a) an athlete member in good standing; (b) currently competing, or have competed within the two (2) immediately preceding years, in a USA Swimming sanctioned event conducted by SNS or another LSC, and (c) have their place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education).
- .5 **BOARD MEMBER** - a member of the Board of Directors, including the At-Large Board Members.
- .6 **BOARD OF DIRECTORS** - the Board of Directors of SNS.

- .7 BYLAWS - these bylaws as adopted and amended from time to time by, and in effect for, SNS.
- .8 COACH REPRESENTATIVE - a Coach Member elected to represent the coaches in the House of Delegates and on the Board of Directors.
- .9 GROUP MEMBER REPRESENTATIVE - an individual appointed to represent a Group Member in the House of Delegates.
- .10 HOUSE OF DELEGATES - the House of Delegates of SNS as established by Article 4 of these Bylaws.
- .11 IMMEDIATE PAST GENERAL CHAIR - the individual who is the immediate past General Chair of SNS.
- .12 IRS CODE - the current United States Internal Revenue Code.
- .13 LOCAL SWIMMING COMMITTEE / LSC - SNS as defined by the USA Swimming Corporate Bylaws.
- .14 MEMBER - a Group Member or an Individual Member.
- .15 NATIONAL BOARD OF REVIEW - the National Board of Review of USA Swimming established in accordance with the National Board of Review procedures, pursuant to ~~Policy 26.0~~ of the USA Swimming Operating Policy Manual. Where the context requires, a reference to the National Board of Review shall include a reference to the USA Swimming Board of Directors when that body is acting upon an appeal from the National Board of Review.
- .16 POLICIES AND PROCEDURES - the principles, rules, and guidelines of SNS, as amended and adopted by the Board of Directors or the House of Delegates.
- .17 SECTION - a subdivision of the Articles of these Bylaws.
- .18 SNS – the California not-for-profit corporation to which these Bylaws pertain.
- .19 TERRITORY - the geographic territory over which SNS has jurisdiction as a Local Swimming Committee.
- .20 WORLD AQUATICS – the international governing body for the sport of swimming
- .21 USA SWIMMING - USA Swimming, Inc., a Colorado nonprofit corporation which is the national governing body for the United States for the sport of swimming.

Dear Pacific Swimming Zone Committee,

I hope this message finds you well. I am writing on behalf of Ripon Aquatics to formally request a transfer from the Pacific Swimming LSC to the Sierra Nevada LSC.

After careful evaluation, we believe that this transition will best support our athletes' long-term development, competitive opportunities, and the overall sustainability of our program.

Primary Reasons for Transfer

- **Location of Training Facility:** Our home base in Ripon places us geographically closer to the majority of Sierra Nevada teams and facilities, making participation in that zone's meets more practical and consistent.
- **Availability of Meets:** Sierra Nevada currently provides more frequent and accessible sanctioned meets within reasonable driving distance.
- **Travel Time:** The distance and time commitment to Pacific Swimming meets have become a significant challenge for our families, while Sierra Nevada meets offer shorter travel and more manageable logistics.
- **Competitive and Developmental Alignment:** Ripon Aquatics is in a rebuilding phase, and Sierra Nevada's structure, with slightly lower qualifying standards, provides greater accessibility for developing athletes. This will allow our swimmers to compete more often, gain confidence, and progress through the performance pathway more effectively.

Competitive and Performance-Related Reasons

- **Competition Pool and Level:** Joining Sierra Nevada would allow our athletes to engage with a different balance of competition—exposure to both high-performing programs and more opportunities for success at entry-level championship meets.
- **Meet Schedule and Travel:** Sierra Nevada's meet schedule better aligns with our training calendar and reduces the extensive travel currently required under Pacific Swimming.
- **Championship Meet Structure:** The Sierra Nevada LSC offers championship meets and relay formats that better match our athletes' current stage of development, ensuring meaningful and attainable competitive goals.

Administrative and Operational Considerations

- **Governance and Philosophy:** As independent corporations, each LSC has its own governance and operational structure. We feel that Sierra Nevada's bylaws, leadership, and developmental philosophy more closely align with our program's vision and values. ([Sierra Nevada Bylaws & Policies](#))
- **Club and Member Services:** Sierra Nevada provides strong educational and developmental resources for both coaches and athletes, which would directly benefit our growing program.

- **Relief from Sanctioning Burden:** Sierra Nevada's meet administration structure would lessen the hosting and sanctioning responsibilities currently placed on our club, allowing us to focus more fully on training and athlete development.

Summary

Ripon Aquatics' goal is to provide every swimmer the opportunity to compete, grow, and reach their full potential. A transfer to Sierra Nevada would place us in a more practical geographic zone, allow for better competitive opportunities, and strengthen the long-term growth of our athletes and program.

We sincerely appreciate the support and partnership we've had within Pacific Swimming and thank you for considering our request. Please let me know if there are forms, documentation, or additional information needed to move forward with this process.

Thank you,
Erik Zador
Zador Aquatics Management, LLC
<https://www.zadoram.com/>
Ripon Aquatics Owner/ Head Coach
www.riponaquatics.com

RIPON AQUATICS CLUB

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Date: 11/10/2025

To:

Pacific Swimming & Sierra Nevada Swimming Committees
USA Swimming

Subject: Approval of LSC Transfer — Ripon Aquatics

Dear Pacific and Sierra Nevada Swimming Representatives,

This letter serves as formal approval of the transfer of **Ripon Aquatics** from **Pacific Swimming** to **Sierra Nevada Swimming**.

As Club President, I certify that the decision to transfer has been reviewed and approved by the Ripon Aquatics Board of Directors. This move supports our athletes' development, competitive opportunities, and access to meets more geographically aligned with our training base.

The transfer reflects our club's continued effort to provide the best possible experience for our swimmers—enhancing meet access, travel efficiency, and alignment with programs in our region.

If additional documentation is needed to complete this transition, please contact me directly.

Sincerely,

Erik Zador

President, Owner, Ripon Aquatics