



**Agenda**  
**Sierra Nevada Swimming**  
**Board of Directors Meeting**  
**Thursday, January 22, 2026 @ 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 December 10 , 2025 Board Meeting
3. Report of Executive Committee (No report)
4. Reports of Officers, Committees and Coordinators
5. Announcements (Glasgow)
6. Unfinished (Old) Business (None)
7. New Business (5 minutes)
8. Closed Session
9. Adjournment



# Sierra Nevada Swimming

Board of Directors Meeting Minutes  
December 10, 2025

Open Session called to order by Daryn Glasgow at 7:33 pm. **Quorum present (13).**

1. Roll Call of Board Members
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 - Starting to meet. General Chair (3 year term), Age Group Vice Chair (3 year term), Safe Sport Chair (3 year term), and Coaches R 2 are to be voted on this year.

Governance/Director of Operations - First round of interviews completed. A second round of interviews will be conducted this month. Hoping to have a decision in January.

5. Announcements

USA Swimming mandated bylaw changes

**Reminder** from Senior Chair and General Chair: Summer Novato Sectional meet date change: Thursday July 23rd– Sunday, July 26th

**Reminder** from Coaches Chair: Napa ASCA Clinic to be held January 9-11 (registration open)

From Safe Sport Chair:

- 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

From DEI Chair:

- Winter Food Drive in progress at winter meets. Next up is DART on 12/13.

6. Unfinished (Old) Business

None

7. New Business

A. USA Swimming Bylaws.

Motion 2526-10: Motion to approve USA Swimming Mandated Bylaw Changes. Alan Rosenfeld, Second Roberta Savage. For 12, Against 0, Abstained 0. Motion Passes.

B. Ripon Aquatics Transfer

Motion 2526-11: Motion to approve the change in LSC affiliation for Ripon Aquatics from Pacific Swimming to Sierra Nevada Swimming and allow Ripon Aquatics athletes to be eligible to participate in any SNS Camp or in any SNS Championship meet as an exhibition only while the transfer is pending with USA Swimming. Stephen Adams, Second Roberta Savage. For 13, Against 0, Abstained 0. Motion Passes.

C. SNS Scholar Athlete Senior Recognition Program

Motion 2526-12: Motion to approve SNS Scholar Athlete Senior Recognition Program. Lynnmarie Wang, Second Maria Zhang. For 12, Against 1, Abstained 0. Motion Passes.

D. Ready, Set, Race

Jason Shibata is working with the Technical Advisory Committee and the Coaches Committee on the SNS version of Block Parties. Vetting of the program is still occurring. Any thoughts or questions should be sent to Jason and the Official's Committee.

8. Meeting Adjourned at 7:54:pm

**Present:** Daryn Glasgow, Stephen Adams, Roberta Savage, Alan Rosenfeld, Enzo Suh (Athlete), Jamie Ling (Athlete), Maria Zhang (Athlete), Lynnmarie Wang (Athlete), Reed Miller, Leslie Juarez-Michel, Hope Gawlick, Grace Erkeneff, Jeff Jones, Darin Mai, Marc Stanley (Non-Voting)

**Staff:** Alison Appel

**Absent:** Adric Jope, Summer Huntsman, Brandon Mills, Deanna Hogenboom, Jason Shibata, Mark Brown

**Guests:** Betsy Aird (NRWL), Sandi Hanson (Rocklin), Steve Heath (Unattached), Chris Nissen (EGAC)

Respectfully submitted,

Hope Gawlick

SNS Secretary



# 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: 1/22/2026**

**Board Member: Daryn Glasgow**

**Board Position: General Chair**

### **Announcements:**

- Sierra Nevada LEAP will be due 9/30/2026
- Meet Announcement for Spring Sectional meets will be updated with new 50 stroke time standards; These time standards will also be used for summer meets and swimmers will be able to qualify for the 50 stroke events using either their 50 or 100 time (specific standards are in the meeting notes).
- Mark Brown selected as new sectional committee chair.

**Board Meeting Agenda Items: none**

### **General Action Items Completed:**

- Worked with Board to send out SNS Newsletter
- Weekly meetings with Finance Vice Chair
- Attended Sectional Meeting
  - Meet refs for Spring meets will work with coaches to determine if a 4<sup>th</sup> heat in finals is needed
  - Event order agreed for summer meets.
  - Dates for 2026-2027 tentatively agreed, but are not final.

### **Action Items In-Progress / Pending:**

- Always in progress – Updating the SNS website.
- Working with Personnel Committee to finalize an offer for the Director of Operations.
- Working with Program Development on Camps and projects.
  - Launch Camp
  - Caps
  - Awards Banquet
- Working with Coaches Chair on Coach education
- Working with Governance on updating / refresh of Policies and Procedures
- Monthly SNS Newsletter – Last Monday of every month.



# SIERRA NEVADA SWIMMING BOARD REPORT

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

**Date:** 01/19/2026

**Board Member:** Stephen Adams

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

**Announcements:**

- None

**Board Meeting Agenda/Discussion Items:**

- None

**Questions for the Board / Larger Group:**

- None

**General Action Items Completed:**

- None

**Position Specific Action Items Completed:**

- 12/15/2025 – Conducted second round interviews for Director of Operations
- 12/16/2025 – Conducted second round interviews for Director of Operations
- 1/14/2025 – Work on various Personnel Committee projects

**Action Items In-Progress / Pending:**

- 12/2025 – Working with the Personnel Committee on Director of Operations hire
- 1/30/2026 – Review all duty statements and submit to GC for review.
- 1/30/2026 – Establish full Governance Committee
- 3/30/2026 – 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:** January 16, 2026

**Board Member:** Roberta Savage

**Board Position:** Finance Vice Chair

**Announcements:**

- SNS transferred \$30,000 to our investment fund in December 2025

**Board Meeting Agenda/Discussion Items:**

- N/A

**Questions for the Board / Larger Group:**

- N/A

**General Action Items Completed:**

- Continue to monitor [admin@snschwimming.org](mailto:admin@snschwimming.org) email; send out all Board communications from this account
- Worked with Board and General Chair to send out SNS Newsletter
- Communications re: 24/25 awards; participated in Awards meeting with Mark Brown, Reed Miller, Adric Jope and Daryn Glasgow

**Position Specific Action Items Completed:**

- Met with Alison Appel, Treasurer, to determine if any funds should be transferred to SNS investment fund
- Discussed with Alison Appel an error by our CPA. Alison discovered that there were checks paid out from our account that were not supposed to be paid out. She worked with Alison Turner's office to determine the source of the error. Our account was made whole by Alison Turner's office. We have full documentation of this, the correction and the steps they are taking to avoid this in the future.
- Weekly communication with Alison Appel re: various SNS finance issues
- Weekly meeting with General Chair re: various SNS issues
- Reviewed Treasurer's reports – see attached
- Authorized payment of various bills
- January 2026 Finance Committee Meeting - discussed (1) whether SNS can make donations to Gofundme or similar fundraising campaigns – determined that we can; (2) whether SNS should have a tragedy support fund – determination was to discuss with Governance (5-2 vote to have RSS discuss with Governance); and (3) team fines for Meet Fees (will start adding to Finance Report and Newsletter, teams with outstanding fees owed and will send a form letter to them re: outstanding fees; discussed other options to consider in the future)

**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: November 29, 2025 - December 31, 2025

Account Cash Balance 11/28/2025:	\$ 281,450.86
Income Registrations:	\$ 2,730.00
Income Meet Fees:	\$ 20,596.25
Income Sanction Fees:	\$ 160.00
Income Fines	\$ -
Launch Camp Copays	
Expenses**:	\$ (3,811.41)
ATA Check Mishap***	\$ (1,065.00)
USA Swimming 4% Tech Fee	\$ (109.20)
Transfer to Investment Account	\$ (30,000.00)
Account Cash Balance 12/31/2025:	\$ 269,951.50
Restricted Deposit for Athletes	\$ 2,454.24

\*\*(payroll, storage, ABM partial expenses; accounting, staff bonuses)

\*\*\*formal letter coming from ATA regarding check mishap

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

Account Cash Balance 12/31/2025:	\$ 269,951.50
Savings Account Balance 12/31/2025:	\$ 704,575.23
Assets:	\$ 974,526.73



# 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:** December 29, 2025

**Board Member:** Alan Rosenfeld

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

## Announcements:

- Added all meets to the SNS website
- Vacaville Meet on March 27-29<sup>th</sup> cancelled due to SWAGR
- Technical Planning Committee met to discuss facility fees and finalize meet bid forms
- Added facility fee language to the championship meet bid forms along with some changes as proposed by the finance committee.

## Board Meeting Agenda/Discussion Items:

### Questions for the Board / Larger Group:

- Proposal to have teams hosting championship meets submit facility fees to the LSC so that they can be compensated up to X dollar amount Perhaps capped based on minimum profit margin from the meet.

### General Action Items Completed:

### Position Specific Action Items Completed:

### Action Items In-Progress / Pending:

- Will Send out Meet Bid Forms to the LSC in First week of January

California / Nevada Section Committee Meeting

January 13, 2026 8:00 – 9:00 pm (pacific)

Zoom Information: <https://us06web.zoom.us/j/95972748442?pwd=Mi8wblVpMnpLMm1OWTdKYnpXbi9iZz09>

Standing Voting Members

LSC	General Chair	Senior Coach	Athlete
Central California	Ashlee Coleman	Mark Bennett (Kacy Ota)	Rowyn Wilber
Pacific	Lehla Irwin	<b>Asher Green</b>	<b>Lily Yung</b>
San Diego Imperial	<b>Dave Kilmer</b>	<b>Sean Redmond</b>	Catherine Rowe
Sierra Nevada	<b>Daryn Glasgow</b>	<b>Adric Jope</b>	Shurui Li
Southern California	<b>Stacy Smith</b>	Ron Aitken	<b>Kaitlyn Mero</b>

Other: Scott Shea (WZ Coach Director)

Special Invited Guests: **Keith Lambert (Oceanside Meet Ref)**, Rob Mackle (Oceanside Meet Director), **Cheryl Pearson (Roseville Meet Ref)**, **Sami Waheed (Roseville Meet Director)**, **Mark Brown**

Agenda:

Item	Topic	Leader	Time	Decision
1	Call to Order / Agenda Review	Sally	8:00 – 8:02	Start Meeting
2	Recap of Winter Sectionals	All	8:00 – 8:05	Information only
3	Spring Sectionals Planning Update	Keith / Cheryl	8:05 – 8:15	Decisions: 1) Meet refs to work with coaches to decide if extra heat needed 2) Will add 50 stroke cuts to MA
4	50 Strokes in Summer Meets • Event Order • 50 stroke cuts to use • Any other changes with 4 day plan	Sally	8:15 – 8:30	Decisions: See in notes; right now meet order to stay as-is
5	Summer Meet Planning: • Official Applications & Draft Meet Announcements Complete (with exception of 50 handling) • Goal is to submit for sanction early February	All	8:30 – 8:35	
6	Bid Package / Next Year Dates • Draft Package Ready and will send before March Meeting • Proposed Dates for next year (same as last year) • Thoughts on 2027-2028 bid timeline	All	8:35 – 8:45	Decisions: 1) Dates look appropriate 2) Discussion at next meeting to decide on bidding out 2027 – 2028 dates
7	Leadership of Committee Moving Forward	All	8:45 – 8:55	Mark Brown Selected
7	End Meeting /choose next meeting date (suggested Tuesday, March 12 <sup>th</sup> )	All	8:55 – 9:00	Meeting date agreement: Tuesday, March 12 <sup>th</sup>

Topic #1: Winter Sectionals Update:

- Meet size much larger this year (998 swimmers). Facility / host team easily accommodated

- Coaches at meet requested to have 4 heats (D heat being protected 18&under) for finals given meet size and started finals 30 minutes early on Saturday / Sunday to accommodate. Added about 30 minutes to the timeline but kept finals under 3 hours.
- 11 individual records (6 of which were 50 strokes) and 4 relays were broken
- Meet ran per timeline with prelims finishing by 1:00.

Topic #2: Spring Sectionals Update:

- Meet Announcements written at both sites with 10 lanes / 3 heats of finals / protected 18&under C final
- Dependent on size of meets, do we want to request that meet refs poll the coaches for an extra final heat and start Friday / Saturday 30 minutes early.

Topic # 3: 50 strokes in summer meets:

Current 2025 4 Day Schedule:

Day One	Day Two	Day Three	Day Four
200 Medley Relay (Finals)	100 Back	100 Fly	200 IM
1500 F (W) / 800 F (M)	200 Free	400 Free	800 F (W) / 1500 F (M)
100 Free	400 IM	100 Breast	50 Free
200 Breast	800 Free Relay (Finals)	200 Back	400 Medley Relay (Both)
200 Fly		400 Free Relay (Finals)	
200 Free Relay (Finals)			

Timeline for 2025 Novato Meet (~ 675 swimmers)

Session	Start / End Time (swimming only)	Notes
Thursday prelims	9:00 am – 11:15 am	90 minutes of 200 breast between 100 free / 50 back
Thursday distance	2:50 pm – 3:30 pm	
Thursday finals	5:00 pm – 8:00 pm	9 heats of 200 MR and 200 FR (30 min each)
Friday prelims	9:00 am – 12:05 pm	400 IM started at 11:00 am
Friday finals	5:00 pm – 7:15 pm	5 heats of 800 FR
Saturday prelims	9:00 am – 12:15 pm	
Saturday finals	5:00 pm – 7:20 pm	5 heats of 400 FR
Sunday prelims	8:30 am – 10:15 am	
Sunday distance	2:15 pm – 3:00 pm	
Sunday finals	4:00 pm – 5:45 pm	4 heats of 400 MR

50s will add ~ 15 minutes to each final session depending on where placed in session – agreed

Potential Placement (and keep event limit to 6 and relays all in finals except for last day)

Day One	Day Two	Day Three	Day Four
200 Medley Relay (Finals)	50 Breast	100 Fly	50 Fly
1500 F (W) / 800 F (M)	100 Back	400 Free	200 IM
100 Free	200 Free	100 Breast	800 F (W) / 1500 F (M)
200 Breast	400 IM	200 Back	50 Free
50 Back	800 Free Relay (Finals)	400 Free Relay (Finals)	400 Medley Relay (Both)
200 Fly			
200 Free Relay (Finals)			

1) Agreed 50 Time Cuts:

CA/NV Sectional Time Standards for 50 strokes effective 1/13/2026

Women				Men				
SCY		LCM		Event	LCM		SCY	
Standard	Bonus	Standard	Bonus		Standard	Bonus	Standard	Bonus
27.09	27.69	31.19	31.59	50 Fly	28.19	28.69	24.09	24.39
27.59	28.29	32.39	32.89	50 Back	29.29	29.79	24.79	25.39
30.99	31.89	36.59	37.09	50 Breast	32.89	33.39	27.69	28.09

Topic #6:

- 1) Draft bid package is complete-
- 2) Proposed Dates for 2026-27 year:
  - a. Winter Meet – December 18<sup>th</sup> – 21<sup>st</sup> (3 ½ Days – SCY Friday to Monday)
  - b. Spring Meets – February 25<sup>th</sup> – 28<sup>th</sup> (3 ½ Days – SCY)
  - c. Summer Meets – July 15<sup>th</sup> – 18<sup>th</sup> (4 days – LCM)
- 3) Decision on if there is a need to bid on 2027 – 2028 meets or just summer meets given challenges with pool space availability – on list to discuss in March meeting.

Issues to Discuss at Future meetings:

- 1) Is there a way to tweak the meet order with the 50s in the 3 ½ day to work better – specific issue is the 50 breast / 200 breast double.
- 2) May need to revisit time cuts dependent on meet size throughout year
- 3) Need to check 50 stroke time cuts are reasonable
- 4) Need to decide if we leave 100 stroke as a method to qualify for the 50s.