



Board of Directors Meeting

Date: June 6, 2021

Time: 12:03-2:39 pm

Location: Hilton Garden Inn - Harbison

Attendees:

Name	Team	Name	Team
Aimee Onoszko	SC LSC Board Member	Jon Mengerling (Big Show)	SC LSC Board Member
Jake Ritz	SC LSC Board Member	Karen Alexander	Sanctions/Registration
Karen Cattaneo	SC LSC Board Member	Jay Boudreau	SC LSC Board Member
Joyce Dodd	SC LSC Board Member	Chip Holland	Sports Development
Aimee McMillan	SC LSC Board Member	Heather Alexander	SC LSC Board Member
Eduardo dos Santos	SC LSC Board Member	Vaughan Dodd	SC LSC Governance Chair
Jason Overby	SC LSC Board Member	Alex Ritz	SC LSC Board Member
Stanley McIntosh	SC LSC Board Member		

Review of Mission Vision & Core Values [Aimee Onoszko]:

South Carolina Mission Statement

South Carolina Swimming empowers clubs and coaches to inspire athletes and build champions of life through competitive swimming.

South Carolina Vision Statement

To lead the nation in opportunity and performance.

South Carolina Core Values

Stewardship, Collaboration, & Service.

Approval of Minutes [Aimee Onoszko]:

Approval of the April BOD and HOD minutes has been postponed, and will be approved at a later date via email.

New officers – Karen Cattaneo - Secretary; Jason Overby - Technical Planning Chair; Jay Boudreau - Legislative Chair



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Report of Executive Committee

Aimee O - NC Swim to host LC Senior championship meet in Fort Mill; Requested relief from SC Swimming's Policies and Procedures for the Long Course meet – committee approved via email (7 yes, 2 no votes)

Report of Officers

Senior Vice Chair - The Clemson Open water swim was a huge success; many teams and volunteers participated from out of state; over 300 participants; there is potential for hosting an open water meet in September 2022; Initial meet results have been sent to coaches; Big show will submit results to Chip once corrections are in; Chip will do official distribution. results from Clemson open water will be used to choose athletes for select camp – mid June – decisions will be made

Senior Committee has selected the event order for the LC state meet and relays; Working on expanding reimbursement for athletes – Paralympic and trials qualifiers, etc.; support for reimbursement for futures – beginning in fall 2021; Big Show and Chip are working on select camps for spring; Fall open water camp – not cancelled for September 10th - 12th, 2021

Age Group Chair Committee – Zones team is in 2nd wave of applications; Deadline is July 1st; Committee discussed Select camp and order of events for long course state meet; finals on Friday and Saturday will start with 13-14 events; hope to return to a normal schedule next year

Finance committee – haven't met recently; following rules; managing funds, etc.

Reports of Committees and Coordinators

Technical Planning – Thanks to Brian Heaton for a smooth transition!!! COVID protocols have been simplified; Age Group state meet information has been approved and finalized; senior state meet information– has also been sanctioned and approved; number of persons in facilities – guided by the facility; mask mandate – guided by facility – no spectators for the summer; new template with updated COVID guidelines will be posted on website and announcement will be made to coaches

Legislative – good transition from Jason to Jay; nothing new at this time; Housekeeping item – need to send to USA Swimming if budget over 200,000 – need yearly review; added to the bylaws; updated bylaws were posted on the website and sent to USA Swimming. Jason and Jay can revisit.

Communication – website will be updated more often; SC logo – click on that and can look at pictures; password sent out to coaches (senior state – senior21; age group state – age group); looking for



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committee members – email to Jay; Dan Mascolo and Annika McEnroe have taken over social media at trials;

SafeSport – Coaches remind 18 over athletes to do APT; the committee would like a notification to be sent out the first of each month and also put on social media for athletes; phase 1 – safe sport recognition – met goal – LSC will receive \$1500 from USA Swimming; athlete reps were asked to discuss and report back as to how to use the funds; need 2 more teams to complete goal of 50% of SC teams completing Safe Sport; deadline is June 15th

Governance committee – working on whistle blower policy (see attachment - page 7); job descriptions for board member and personnel policy

DEI committee – outreach program – applicants must submit tax return; would like to come up with another criteria instead of tax return (Federal program); non-athlete outreach – if team cannot pay for a parent to become official, the committee would like to figure out how to pay for this; want to keep families engaged to retain swimmers; fundraising idea – host a diversity long course meet (team up with NC); hosted a successful community safety day at Harbison rec center; had 75 participants (kids and adults)

Athlete committee – Alex Ritz; nothing today; committee will meet later this month

Sanctions – Reminder to coaches and college kids when they come to swim; need to complete APT and register with USA Swimming; New club USA Swimming team – will be a university owned club (SCAR); Gamecock Aquatics will be in place for post grads and age groupers; Sanctions committee working with Jason on meet information template; discussion on using equipment during warm ups; Senior and age group committees will discuss and report back to the board

Advice and Consent of Disability Chair Appointment - Disability – Virginia Tate interested in chairing committee; motion to make Virginia chair; motion approved

Unfinished (Old) Business:

All State - spent \$21,000; budget was \$37,000 – towels leftover will go to IM Tough winners; board members can get a towel as well

Zone Team Update – low numbers for 11-12 age group; 40 total applicants; should be able to fill the team; got the hotel; 33 rooms – going to 2 athletes per room, instead of 4; leaving on July 26th, returning on Sunday, August 1st. Head Coach – Chris Wolford; 4 assistant applications; cost for each swimmer is \$300; working on swag.....discussion on using old or new logo.....zones applications will be accepted until July 1st.



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Whistle Blower policy – (attached) – SC swimming adoption of policy – slightly different from USA Swimming (3rd paragraph); governance committee will handle complaints, procedures for complaints brought forth before bring to the board - initial investigation; Question posed for discussion: are there sanctions or procedures in place for protecting those accused and for those who bring forth unfounded claims? Discussion surrounding the difference in whistleblower policies; code of conduct from USA Swimming; Board approved the policy; motion approved

Safe sport – 12 of 28 teams have completed process; currently working on next deadline of June 15th – trying to get to 50%; email was sent to teams in early May for teams that have not finished or started the process; training for parents and athletes is the bulk of work; if goal is met, LSC will get an additional \$2000; all teams in the LSC will get pop up tent; Safe Sport certified teams will get an additional tent; incentive for LSC's to get certified by July 1st (75%)

New logo – Aimee spoke to USA Swimming rep; working on digital pieces after trials

New Business:

Financial updates –

Statement of Financial Position (Balance Sheet): See the Treasurer's Report (attached) for the period ending 5/31/2021 which shows a summary of the balance sheet and the accompanying details from the Balance Sheet Summary.

Statement of Activity (Revenue/Expenses YTD): See the Treasurer's Report which shows YTD operating income compared to the prior year and the YTD Net Operating Revenue and the accompanying details from the YTD Actuals vs Budget and the Income Statement Summary.

Expenses are expected to outpace revenue in the final quarter of this fiscal year. However, due to the current favorability in net operating revenue, the year end results are expected to remain favorable to budget.

Proposed amendments to the 2021/2022 budget - \$3k should have been allocated to Disabilities budget; motion made – moved- approved; none opposed. The Officials Chair noted that QT was selected to officiate at the Paralympic games.

Proposed amendments to the 2020/2021 budget - \$30K for marketing this year to further the mission while Olympics are happening; Aimee has spoken with 2 marketing firms; waiting on proposals; will forward to board for discussion; motion made – moved – motion passed; none opposed. Board would like to see a comparison of financial data from previous (pre-pandemic) years. Will be brought to the finance committee and report back to the board.

Ted Stevens Act – signed into law Oct. 30, 2020; Oct. 8, 2020; USA Swimming must make numerous bylaw, rule, policy, and operational changes over the course of the next few months to remain in



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compliance with the updated USOPC Bylaws and the updated Ted Stevens Olympic and Amateur Sports Act. There will be a special HOD meeting on June 30th - 3 pm, MST; Discussion and concerns raised over less representation of coaches with the new guidelines. There will be more athlete representation (of 10 year and 10 year Plus) on national governing boards.

Changes - USA Swimming - click on the link for complete list of changes -

<https://www.usaswimming.org/docs/default-source/governance/governance-rule-changes>

Proposed legislation can be found by clicking on the following link:

<https://www.usaswimming.org/docs/default-source/governance/june-30-special-hod-2021---proposed-legislation.pdf>

Proposed legislation will give each LSC 3 votes; appoint 3 members from LSC – General Chair, Coach member, non-coach member; More information can be found at <https://www.usaswimming.org/about-usas/governance/special-hod-meeting/required-usa-swimming-rule-changes>

Safe Sport 2.0 – May 1st – changes to MAAP – still waiting on draft of policy; compliance date is September 1st. Changes some definitions and wording to currently policies; added information on non-athlete members (timers, marshalls, etc.); clause on in person contact (training, practice); added exception – close in age contact; added a dual relationship clause; added a clause for adult personal care attendant; added consents – in program content - for massage, etc.; expanded electronic communication – from 5 am to 9 pm; ***Locker room – teams must provide a private or semi-private athlete to change (stall, pop up tent, etc.)

Calendar Review

- Committees – 6 days notice prior to meetings
- Senior & Age group chairs – annual review of order of events for Championship meets published not later than Fall HOD
- Zone Team 2nd round application period ends July 1
- Zone Team 2nd round selections announced within one day of conclusion of LCM Championship
- Zone stipend for coaches established prior to July 1
- Time standards committee meeting by Aug. 15
- Time standards published by Oct. 1
- Athlete national travel reimbursement approved by BOD 90 days prior to first day of meet
- Special Activity (select camp, all-state, zones, etc) preliminary budget to BOD no later than Dec. 31 or 180 days prior to event

Athlete Extravaganza Planning – Aimee will meet with Athlete committee later this month



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Board member committee review – Aimee will meet with each; prior to end of month

Other business from the floor – Coach Certification clinic needed– specifically in water portion; Coach and Board member retreat – Hilton Head - Possibly falling on the HS region meet; will re-visit the date and details

Approval of applications for group membership – (in PNP) – for new clubs coming into the LSC; updates will come from Karen Alexander

Sports director report - \$5K grant given to SC for select camp; want to create developmental select camps – 11 – 15 age range; could use A or AA time standards as criteria – one day camps; initial camp – in October – Columbia; use LSC resources from neighboring states for future one day camps; also engage newer coaches – grant for athlete leadership summit; potentially at Hunting Creek (coordinating with Heath Edwards). Age group select camp – restarting – separate boys and girls; (using ideas from Georgia Select camp- girls on Saturday; boys on Sunday). Senior select camp – maybe to Colorado Springs (2022); bring in 2 facilitators (possibly an overnight camp); Zone team athletes with disabilities; have 2 applicants; have 6 spots open (can have 3 girls, 3 boys). Chip has been using team feed on SC website as social media site; Micah Summerall – current national team member (from Gamecock Aquatics).

Meeting Adjourned at 2:39 PM

Attachment - WhistleBlower Document - approved by BOD



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SCLSC WhistleBlower Protection Policy

South Carolina Swimming, Inc. (SCSI) forbids any form of retaliation against individuals for providing truthful information to a law enforcement official relating to actual or potential unlawful conduct concerning activities of any SCSI representative or SCLSC operational activity. Such actions can result in immediate removal from positions of authority, expulsion, or termination. The Governance Committee will draft procedures, to be approved by the Board of Directors and House of Delegates, for handling complaints including, anonymous ones, relating to, but not exclusive to, accounting and financial matters.

USA Swimming WhistleBlower Protection Policy

USA Swimming forbids any form of retaliation against individuals for providing truthful information to a law enforcement official relating to actual or potential unlawful conduct. Such actions can result in immediate termination. The audit committee will establish procedures for handling complaints, including anonymous ones, about accounting and financial matters.

Notes on final policy:

- “Expulsion” and “removal from positions of authority” were added because SCLSC is comprised primarily of volunteers, whereas USA Swimming is comprised of employees, who can be “terminated”.
- The Governance Committee felt that a complaint might not result solely from an accounting or financial matter and thus added “relating to, but not exclusive to, ...”.
- William Brown added “...concerning activities of any SCSI representative or SCLSC operational activity” to make clear that the policy applied to only SCLSC.

Comments from William Brown:

- I changed the entity responsible for drafting the procedures for dealing with complaints to the Governance Committee based upon my belief that logistically your committee is likely better equipped to create the first draft of the procedures than the Board of Directors.
- I believe that a new section should be added to the P&P to include this policy. Then, after the procedures for addressing the complaints are drafted and approved, they should be added as subsections to the Whistle Blower Protection section in the P&P.

TREASURER’S REPORT for Period Ending 5/31/2021



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Balance Sheet

ASSETS:

Total Deposits: \$797,049.21 = \$122,840.93 at Wells Fargo + \$674,208.28 at Edward Jones (of which \$39,138.44 is BOD Restricted for Future Zones and \$30,310.49 is restricted for Coaches Fund)

Accounts Receivable: \$461.78 net balance = \$12,677.80 in Customer Accounts with balances owed to SCLSC netted against (\$12,216.02) in Customer Accounts with credit balances.

LIABILITIES:

\$7,790.32 of the cash on deposit at Wells Fargo is committed –

\$279.82 owed for Non-Athlete Reimbursement + \$466.50 owed on credit cards + \$4,872.00 owed to USA Swimming + \$50.00 owed to Coaches Fund + \$2,122.00 owed to Jennifer Smith Scholarship Fund.

EQUITY:

Total Equity has increased by the Year-to-Date Net Revenue of \$176,112.71

YTD Operating Income Compared to Last Year

Current Year More Than/(Less than) Last Year

Gross Revenue: \$244,523.11 \$ 28,633.48 More than last year Total

Expenditures: (132,132.76) (81,598.33) Less than last year

Net **Operating** Revenue: \$86,162.43 \$ 110,231.81 More than last year