

# Virginia Swimming Board of Directors Meeting

Saturday April 24, 2021  
10:00 am  
ZOOM Conference

## MINUTES

### Call to Order

Bryan Wallin

The meeting was called to order at 10:00 am.

### Consent Agenda

- Approval of the minutes from March 2021. Emily Fagan
  - The minutes from March 2021 were approved.

### Treasurer's Report

Bob Rustin

- At the end of March, the budget was positive by \$128,000. The bills for Senior Champs will be paid in April which will result in a heavier loss.

### Committee Chair Reports

- **General Chair's Report** Bryan Wallin
  - Bryan is pleased with the quality of meets provided to our athletes in the season.
- **Administrative Vice Chair's Report** John Stanley
  - Watching the COVID guidelines from VA and hoping things will open up more this summer.
  - John will remind meet hosts at HOD that the 60 day rule is currently waived, but will likely reinstated for the Short Course 2021-2022 season. As a result, meet announcements for September meets will be due in July.
  - The DEI committee wants to create a DEI Athletes subcommittee to address DEI issues. Owen Geddes is spearheading this effort. Bryan will follow up with Owen and have Kevin work with him on procedures for starting the committee. Peter Maloney said no further information is available other than what is in the DEI report.
- **Senior Vice-Chair Report** Steve Hennessy
  - **Championship meet progression** included three options. These options are:
    - Option 1: Keeps the progression the same with a break the weekend of February 18-20.
      - February 5-6 – 8 & U
      - February 11-13 – 9-12
      - February 18-20 – Break
      - February 25-27 – 13 & O
      - March 3-6 – Senior Champs
      - March 10-13 – Age Group Champs
    - Option 2: Start the progression a week later.
      - February 5-6 – open
      - February 11-13 – 8 & U
      - February 18-20 – 9-12
      - February 25-27 – 13 & O
      - March 3-6 – Senior Champs
      - March 10-13 – Age Group Champs
    - Option 3: Hold 8 & U on same weekend on as senior champs. 13 & O district champs on Feb 11-13. 12 & U meet on Feb 18-20. Feb 25-27 open.
      - February 5-6 – no meet
      - February 11-13 – 13 & O
      - February 18-20 – 9-12
      - February 25-27 – Open

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- March 3-6 – Senior Champs & 8 & U meet

- March 10-13 – Age Group Champs

- Option 3 was not fully developed. The committee discussed via email and recommended to Option 2 to the Technical Planning Committee. Option 3 is still available for further consideration. The major concern is the age up athlete. It may help with spacing meets for athletes.
- The **LC Senior Champs** working group is investigating potential back up sites just in case Liberty does not finish their construction in time. Relays are still in consideration, but need to determine COVID mitigation issues with VSI and the comfort levels of Liberty.
- **Communication Alternatives** – There was a lively discussion about communication alternatives to alert coaches and athletes to new information so that assumptions made are communicated fully to everyone while being cognizant of email fatigue. Use social media to give links to the new information.
- **Senior Circuit** working group met to discuss the plan further.
- **Camps and Clinics** working group had a good discussion with further information to come.
- Mike asked if the coaches committee can help with the working groups of the Senior Committee.

- **Age Group Vice-Chair Report**

Drew Hirth

- The AG Committee discussed at their recent meeting the Championship meet progression for the next SC season. The AG Committee endorsed Option 2 of the Championship Meet Progression described by the Senior Committee with the caveat that some districts will need to adjust their meets based on their unique situations.
- The committee will reconvene to discuss the LC AG Champs meet to be hosted by CGBD at CSAC. They would like to wait on guidance from the Governor before firming up the details of the meet.
- The committee briefly discussed the LC EZ AG meet. The committee will discuss what the VA group would like based on COVID guidelines.

- **Finance Vice-Chair Report**

Bill Geiszler

- The Finance Committee will consider further grant assistance to the clubs once the actuals from the championship meets are known.
- 2021-2022 budget proposal includes a deficit for the year although VSI typically does not have an actual deficit.
- The budget includes the increase the sanction fee from \$20 to \$30. This fee has not been raised since Bill has been involved in the LSC.
- Salary for the administrative assistant looks like an increase, but the webmaster position has now been eliminated and merged with the administrative assistant duties.
- There was no Executive Director cost of living increase included in the budget. A 2% will be added. Bill will make the adjustment to the budget.
- Compensation line will be listed on one line item.
- The committee needs to address a compensation package for the Executive Director and Administrative Assistant at a later date.
- John asked about 10 % increase in projection for membership numbers. Bill thinks the signs are optimistic for overcoming a COVID slowdown. When someone registers as a flex, \$10 is entered on the flex line. There is an increase in premium registrations when they upgrade but with no decrease in the number of flex registrations. Bob is not concerned about hitting the 1000 flex registrations. There is no registration bounce for the Olympics included in the budget.
- Bryan asked if as a LSC if we should have done another budget in September after full effects of COVID economic impacts were known. Bill answered that the committee reviewed the actual spending pattern for the year rather than redoing the budget. The LSC financial reserves were adequate to withstand the economic slowdown. COVID has been financially devastating across the board, but LSC reserves were able to fund programs. Maintain that reserve levels is important to preserving the financial stability of the LSC. A good reserve to maintain is close to

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\$400,000. This summer, the committee will review whether adjustments need to be made to compensate some clubs.

- The budget as modified will be sent to the HOD.

## • **Safe Sport Vice-Chair Report**

Maureen Tolliver

- VSI is ranked in the top 10 for the percentage of clubs recognized.
- USA Swimming has a "Keeping athletes safe" incentive.
- There is a tiered system starting with a financial incentive on May 1.
  - i. May 1 - \$1500 for 25% safe sport certified with a \$200 matchup for merchandise.
  - ii. June 15 - \$2000 for 50 % safe sport certified with a \$200 matchup for merchandise.
  - iii. July 15 - \$2500 for 75% safe sport certified with a \$400 matchup for merchandise.
  - iv. September 1 - \$3000 for 100% safe sport certified with a \$500 matchup for merchandise.
- Every team who achieves Safe Sport recognition receives a pop up changing tent.
- USA Swimming strongly encourages that the funds go back to the athletes in a significant way. The total amount is \$9000.
- Maureen contacted coaches to get more teams through the program. College teams who have AG siblings can submit for their sibling's college team.
- We currently have 18 clubs with 9 in the process (45%).
- Use social media to announce the program regularly.
- All day webinar last week including suicide prevention and kids in trauma. The presentations are available online. Maureen recommends everyone to take the courses.
- John asked if we need to submit this information or if they will send the money. Maureen will follow up.
- MAAPP will evolve. More to come.

## • **Governance Committee Report**

Lori Hopewell

- Mary provided the following information about the Board of Directors elections. Delegates will vote at the House of Delegates. Real time results of the election done per position. It will take a little time to get through each election. Mary, Kevin and Lori have practiced using a mock election and Election Buddy. The election can be done using a phone for the meeting and voting. Mary sent an email to delegates with instructions. Each delegate will get a registration text and email on Sunday around noon. There will be a password and internet key. Use the same device on which you are going to vote. Kevin will be the face of the election while Lori and Mary watch the results come in.
- Mike asked if the Coach Committee election will come separately through Election Buddy. The coach election will take place after House of Delegates using Election Buddy.
- The new ASCA CEO will give a brief presentation just before the election.

## • **Athlete Committee's Report**

Jack McCann

- The new Junior Athlete Election Representative is Allison Dodd from QSTS. She is attending the meeting.
- Scholarship winners were announced at Senior Champs. The scholarships were awarded to Blake Johnson (ODAC) and Tim Higgins (SRVA).
- There were 17 new state records were achieved at Senior Champs
- The committee talked about the meets this season. Overall, the reviews were good, but the athletes preferred not dividing by gender. They liked the prelims/finals set up with more warm up space because there were fewer people at prelims.
- Two athletes at the meeting would like to join other committees. Maureen needs someone on Safe Sport so Jack will email the group with the names of the new athletes.

## • **Coach Committee's Report**

Mike Salpeter

- The Coach Committee expressed their support and appreciation for everything the LSC leadership has done this year. VSI is much further ahead than many neighboring LSC.
- Coaches are concerned about COVID protocols with LC meets and teams being shut out of some of the meets.

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- Morgan will become the Senior Coach rep and an election will be held for the Junior Coach rep.
- The coaches committee would like to help with the Senior Committee working groups. Mike suggested presenting information from Senior and AG Committee at the Coach Committee meetings.

## • **Executive Director's Report**

Mary Turner

- Registrations are not too bad compared to last year and USA Swimming. VSI registrations are down 5.7% better than the projected 10%.
- USA Swimming has developed a grant for LSC Camps. Mary submitted for the grant application based on what was planned last year. The grant is up to \$5000.
- The Camps and Clinics Task Force worked through the application during their recent meeting. The proposed camp submitted is for the last weekend in September or first weekend in October.
- Some have reached out to serve on committees. Mary suggested sending out a survey after HOD to get some folks to serve on committees. Serving on a committee is the first step to being involved in the governance of the LSC.
- Drew asked if there was anything in the policies about how many committees a person can serve. There is a limit of two committees in which one can serve. There are also some guidelines about having representation from various districts.
- Coach certifications – there will be an extension to September 1.
- Championship Meet Finances – Virginia Swimming has paid almost \$15,000 to host the SC meets. The projected number of athletes for Senior Champs were on target, but AG Group Champ actual athletes were 200 fewer athletes than the previous year. Mary projects a similar shortfall for the LC AG meet.
- Meet hosts received \$5000 for hosting and associated costs for the meets. T-shirt sales revenue is for the meet hosts. The same will be done for LC. Mary thinks we will break even for LC assuming if there is no need for two hosts/locations for each meet.
- Mike asked about using an outdoor facility for any of the meets (AG, Senior and EZ meet). Storms and heat are always a risk. He suggested it given that more people can be in a facility outside.
- Championship meets have a profit split with the host clubs to continue next season.

## **Old Business**

- **Budget 2021-2022**
  - See above
- **Discussion of fees received from PVS for athlete endowment.**
  - \$30,000 has been deposited from meets from other LSCs. A year of data is needed before a final determination about the fee. The sanction fee is not included in the monies already deposited. The \$100 sanctioning fee will continue. Steve asked about an increase the sanctioning fee to \$150. The finance committee does not recommend it.
- **Policy 18-Sanction and Approval Process Work Group**- protected weekends during championship season
  - Brian, Anthony, Chad, John met to discuss whether Policy 18 was ready for amending or removing. A couple of teams wanted to hold meets the first weekend of February and could not.
  - The main idea discussed was to continue to protect the weekends of Senior Champs and AG Champs while opening up the district meet weekends for competition to allow for other age groups to compete at other meets.
  - The policy will require a change from HOD. It could be voted on by HOD in September.
  - Mike asked if the policy is being reviewed because teams want to host meets or if it is to serve athletes properly. Is this a larger discussion we need to have before we adopt a change to the policy? Coaches are trying to address the needs of the athletes. With 8 & unders broken out,

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there are five weeks of closed weekends. Are we taking away from those athletes if we open up to those weekends?

- Steve offered that the progression when it was developed was capability based. All ages were involved in those meets. The policy fit because all age groups were engaged at some point. At one point, the faster meet was held earlier.
- Dave thinks the issue involves three groups of athletes –
  - Group 1: 8 & U and beginning level 9-12 year olds. It is too much time between meets for that level swimmer to remain engaged. Parents pull their athletes to do a different sport to return in May when there is another meet.
  - Group 2: 9-14 year old who has mostly qualified for AG Champs, they do not have a competition after the last weekend of January. Dave would like to have the option to give something for those kids to prepare for AG Champs.
  - Group 3: 13 & O athletes should have a meet early on in the progression. Some is high school driven with regional competitions moving to the middle of the week. Need something to help the athletes to prepare for Senior Champs. Athletes can participate in district champs to qualify for the final championship meets. Give teams options.
- Chad was a part of the discussion and suggested a plan that NC Swimming has done. He suggested that teams to hold a meet that could help with niche need.
- Drew thinks the AG committee should review it. Drew takes issue with the number of weeks that are protected. He does not get to the 6-7 weeks that Dave suggested.
- John is hearing many opinions and need to expand the working group to an Ad Hoc committee and include athletes. They would also like to hear from the Coach, Senior, AG Committee.
- More to present at the June BOD meeting.

## New Business

### • 2021 EZ LC Age Group Zones-LSC Participation and Structure

- The EZ LC Age Group meet will be August 4-8 at CSAC with timed final sessions and no relays. Timelines may be moved to prelim/finals. Three sessions per day with 250 athletes per session. No spectators. LSCs send in entries in SC yards.
- Maureen has started pricing for outfitting the athletes. She has also secured lodging. No bus transportation has been secured. She is not sure if we will do family travel or team travel.
- LSCs will send in the entries. LSCs will provide the coaches.
- Mike recommends that it be a family travel meet supported with LSC coaches. He feels more comfortable going the safer route this year.
- Steve asked do you use Virginia protocols or the state from each LSC. Mary said the Zone group will determine what is happening in other LSCs. A survey has gone out to the LSCs to gather information. It is upon the LSC how to select their athletes. Time standards are guidelines, not requirements. The group will go to the Tech Planning committee of the Zone with a recommendation of how the meet will be handled.
- Relays with family are a major issue because it is hard to get athletes from families to show up for the relay.
- There is another meet in Florida with prelims/finals and relays at the same time. Will the EZ meet be competitive. Drew said the meets have happened before and we have been able to adequately field a Zones team.
- Virginia will be attending the meet.

### • Procedure 45 – Allows teams to charge COVID-19 Facility Fee through May 1, 2021

- There was a motion to continue the policy through the end of long course season. The motion was approved.

### • Reimbursement policy for Olympic Trials

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- Olympic Trials will be held in two waves this year. Wave 2 is for the top 40 athletes. All other athletes will compete in Wave 1. An athlete can qualify for Wave 2 by winning or coming in second in Wave 1. There is chance that there is an athlete who plans to go to wave 1, but they qualify for wave 2 without purchasing any flights or hotels. Their expenses go up significantly. USA Swimming will not help with these costs.
- Chad would like the athletes would them to be eligible for their wave 1 reimbursement and a flat fee of \$500 for wave 2.
- For Olympic Trials, VSI reimburses \$600. If someone does to both waves, then Bob suggests the LSC reimburse both at \$600.
- 72 athletes have currently qualified for trials.
- Steve proposes that the LSC cover both waves at the same rate. This is for both coaches and athletes. The motion was approved.

## Adjourn

The meeting was adjourned at 12:28 pm.

In attendance: Bryan Wallin, John Stanley, Bill Geiszler, Steve Hennessy, Drew Hirth, Dave Henderson, Morgan Cordle, Mike Salpeter, Logan Euker, Allison Dodd, Jack McCann, Maureen Tolliver, Chad Onken, Bob Rustin, Emily Fagan, Mary Turner

## Upcoming Meetings

- HoD- April 25
- BoD- June 6
- BoD- August 29
- BoD- September 18
- HoD- September 19