

Virginia Swimming Board of Directors Meeting

Monday, June 6, 2022
8:00 pm (Zoom Conference)

MINUTES

Call to Order

John Stanley

The meeting was called to order at 8:02 pm.

Consent Agenda

- BOD Minutes from April 16 & May 18, 2022
- Finance Committee report
 - **Motion:** The motion to accept the consent agenda was approved.

Treasurer

Bob Rustin

- Report attached
- Revenues are over budget for the year.
- The registration numbers are within \$400 of budgeted amounts.
- \$40,000 will be moved to the endowment this month.
- Drew asked if expenses are in line with budget too. Bob said there is nothing out of line in the expenses. To date, we spent \$16,000 v. \$22,000 budgeted for winter nationals, but summer nationals are still out there.
- The required annual audit expense is in the administrative line item. In 2021, the audit cost \$6000.

Division/Committee Reports

• General Chair Report

John Stanley

- Congratulations to NOVA, BHSC and RAYS for their Learn to Swim Grant awards.
- Recommend that Anthony Pederson transfer from Coach Representative to Tech Planning committee chair. It is also recommended that Mike Salpeter return as an appointed Coach Representative to finish out Anthony's term. The Coaches Committee must approve the second recommendation of Mike Salpeter returning as coach rep. Morgan is cycling off the Coach Committee through election this summer.
- The changes will be effective this summer in time for the August board meeting.

• Administrative Vice Chair Report

Bryan Wallin

- Technical Planning: To date, the LSC has sanctioned 108 meets within the LSC. An additional 39 dual sanctioned meets with PV and MD.
- Officials Committee:
 - There is considerable concern from the Officials Committee about changes to OTS. The Officials Committee is very uncomfortable with the lack of communication about the OTS changes coming from the National Officials Chair.
 - Dan was also told that some clubs do not provide volunteer hours to officials who do not work a meet for their home club. The committee thinks these officials should receive volunteer hours regardless of what meet is officiated.
 - The format of the Age Group Champs meet is needed so a sign up for officials can be generated.
- Open Water:
 - The June meet has been sanctioned.

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- Purchased a blow-up start/finish line.
- Meets are now on the OW page of the website.
- The Open Water Committee has a new logo for Virginia Open Water series.
- The committee will take inventory of other equipment.
- Rules and Legislation - Kevin
- **Senior Vice-Chair Report** Richard Hunter
 - No additional report
- **Age Group Vice Chair Report** MC Banks
 - Age Group Committee – reviewed Summer Awards and Age Group Champs meet invitations.
 - Zones Coordinator
 - Asked the Age Group committee to discuss that the Zone is allowing 12 events for the entire meet and 3 events per day. The committee prefers that VSI keeps the limit to 8 events max per day. The EZ has now changed the event limit to 8 and updated the Zones meet announcement.
 - Coach and Athlete applications are available on the Zones page. Seven athletes and five coaches have applied so far.
 - SC yard times are now accepted. The top two Long Course times from this season for each gender, age and stroke will also be accepted.
- **Finance Vice Chair Report** Brian Cann
 - Report attached
- **Safe Sport Vice Chair Report** Maureen Tolliver
 - Operational Risk-no report
 - Safe Sport
 - All incentives are gone. There was a blurb in the recent newsletter about teams who want to host meets must be safe sport recognized. Maureen asked the board to consider whether Virginia Swimming wants to add the requirement of a club being Safe Sport recognized before hosting meets. Half of our teams are recognized.
 - Anthony is concerned about lack of communication from USA Swimming on Safe Sport issues and having the renewal process held up.
 - More information needs to be presented before making a formal decision. Also need a better feeling for how things are held at the national level. Teams should not be penalized when they are trying to update their Safe Sport certification.
 - The overall goal is to get more teams compliant and to get a broader base of people who are aware of what safe sport is.
 - The LSC needs to come up with more proactive ways to encourage the education piece of the safe sport education.
 - Safe sport recognition will be done through SWIMS 3.0. Mary suggests waiting to see how it is rolled out.
 - Drew asked if the certification requirement to host meets would be expanded to PV and MD who host meets in our LSC.

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• **DEI Chair Report**

Jihan Minson

- Club recognition:
 - Safe Sport will be a new requirement for Club Recognition. For DEI, there are 20 options for earning points (coach training, black history or AAPI meets website content. The new club recognition system will be rolled out soon.
- The DEI committee is working on a survey to go out to the teams to get information about which teams have LTS and Bridge programs, so we have ideas of options for people starting the sport
- The committee is gathering DEI events information.
- The committee will create a database with the survey information.
- The committee is working on a program with Lea Neill (Athletes of Change) – Paralympians, divers, swimmers – talk with different DEI issues. There is a scholarship opportunity.

• **Athlete Committee Report**

Allison Dodd

- Athletes working on an Athlete Leadership Summit for Saturday, September 17.
- This is an athlete organized event with LSC governance and leadership included in the program.
- Clubs will select two swimmers to attend with the goal to have at least 30 swimmers attend.
- Two sections to the summit: 1. review athlete leadership and goal setting AND 2. A DEI session with the speaker (Skylar Baylor).
- Athletes committee had prepared a workshop for the athletes in 2020. It never materialized because of COVID.
- At the Denver Workshop, the leadership summit was established as a LSC priority for the athletes committee to put together.

• **Coach Committee Report**

Morgan Cordle

- The Coach Committee is receiving applications for Zones coaches.
- An email will go out to coaches for nominations and voting for the coach representative vacancy. Only Morgan's position is open with potentially Mike Salpeter filling Anthony's role as he moves to Tech Planning chair.
- Coach Reps are elected on staggered years.

• **Executive Director's Report**

Mary Turner

- Report submitted.
- Registration numbers are very good.
- Flex will change in 2023. The cost will be \$30 and will be for 12 and under athletes only. This has not been communicated yet from USA Swimming. (NOTE: An email from USA Swimming about flex memberships came out on June 7.)
- Seasonal memberships will need to evolve to assist 13 & O athletes participating in high school and other short term programs within clubs. Mary proposes doing an Individual Season membership. The length of time is 150 days. The current Season 1 membership category (March 15 to August 8) will not be available.
- Teams would be able to choose their start and end date for their programs.
- Seasonal athletes can compete in championship meets and an unlimited number of meets.
- Seasonal memberships are eligible for upgrades from Seasonal to Premium.
- The LSC will determine the membership types for the registration year.

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- There are currently 282 13 & over flex athletes. Not all of them are in a high school program.
- Survey went out – approximately 125-150 athletes are in a high school program. This would also be used for summer swim tune up programs.
- Jihan thinks it would be beneficial for the athletes.
 - **Motion:** Motion to adopt an Individual Season (150 days) membership category was approved. An athlete can only do one seasonal membership but can upgrade to premium after the 150 days.
- Since we increased all other membership category fees by \$1 at the May Board meeting, Mary asks if we should to raise the seasonal membership fee by \$1 as well.
 - **Motion:** Increase seasonal registration fee by \$1 was approved. The seasonal membership is now \$43.
- **Rules Coordinator/Governance** Kevin Hogan
 - There are no outstanding rules issues.
 - The Governance committee continues to assess how committees are implementing the Strategic Plan.
 - Board Member Performance Assessment
 - By the August meeting, gather information about where we are on the Strategic Plan. Kevin will send out a document for coordinators and chairs to fill out.
 - A series of surveys will go out to assess performance. The surveys will be sent out this week.
 - BOD survey
 - Committee chair survey
 - Coordinator survey
 - Making sure the committees have the appropriate composition per the bylaws.
 - Checking on the minutes from each committee and the minutes are made available.

Old Business

New Business

- Registration categories (expansion of seasonal) Mary Turner
 - See above
- VSI Athlete Leadership Conference (Sept 2022) John Stanley
 - See above
- Eastern Zone Athlete Leadership Camp (June 2023)
 - The athletes have proposed a camp to be held in Maine next summer. The LSCs are asked if they will support it with athletes. The cost will be \$215 for athletes plus transportation costs. The fees for coaches is \$189 plus transportation costs. They have requested funding of \$5100 from the Zone to reduce the cost to send athletes on the LSC. John asked for feedback from coaches and athletes if this is worthwhile to pursue. We will need to create a selection process. The parameters are ages 15 & Over but will allow rising seniors to go. John asked the Senior Committee to determine how participants will be selected.

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Adjournment

The meeting was adjourned at 9:18 pm

The next Board of Directors meeting will be on August 21 in Richmond.

In attendance: John Stanley, Bryan Wallin, Brian Cann, Drew Hirth, Anthony Pedersen, Morgan Cordle, Richard Hunter, Jihan Minson, Maureen Tolliver, Bob Rustin, Allison Dodd, Charlie Mayr, MC Banks, Kevin Hogan, Emily Fagan, Mary Turner



Finance Committee Report
BOD Meeting June 6, 2022
Finance Chair: Brian Cann

- 1) Virginia Swimming Learn to Swim Grant
 - a) The Finance Committee received three applications for the Learn to Swim Grant
 - b) The max potential amount to award is \$3,000 per organization
 - c) Applications were evaluated and were given one of five designations:
 - i) Proposal funded in full
 - ii) Proposal funded in part
 - iii) More information/interview required
 - iv) Proposal deferred
 - v) Currently unable to fund project
 - d) Finance Committee decided to award the full \$3,000 Grant to:
 - i) NOVA of Virginia Aquatics
 - ii) Swim RVA
 - iii) Ben Hair Foundation
 - e) \$10,000 total was allotted in the budget so VSI was under budget by \$1,000

Virginia Swimming, Inc.
BoD Meeting
June 6, 2022
Executive Director Report

2022 Registrations as of 5/31/22:	2021 # as of 5/31/21:
Premium: 6366 (inc 428 Flex upgrades)	5826
Flex: 1029 (current)	804
Outreach: 71	87
Seasonal: 35	29
Total: 7501	6746
Non-Athletes: 1098	955
Clubs: 46	40

LC Super Sectional Meet: A very successful meet was held May 12-15 at CSAC with a total of 452 athletes attending. All but two LSCs from the EZ attended. I am still finalizing the financial report but can say at this point that revenues exceeded expenses.

Changes to Flex: While the changes to Flex for 2023 have not been published by USA Swimming, I have received unofficial confirmation that the registration fee for Flex will be increased to \$30 and that it will only be available for athletes who are 12 years old or younger at the date of registration. Lowering the age limit to 12 means that Flex will no longer be an option for athletes who register for a high school prep program. However, we could accommodate those athletes by changing our Seasonal membership offerings. (Seasonal memberships are limited to a period of not more than 150 days.) Currently the dates of our seasonal memberships are March 15 – August 8 of any year. We could offer an additional seasonal membership period with specific dates from fall to early winter. Another option would be to switch to using a floating season, called Individual Season, where the athlete is registered for a period of 150 days from the date the registration is submitted. One thing to note – an athlete may register for only 1 season during a given swim year. If he wants to continue, he must upgrade in the same manner that a Flex athlete must.

I sent a poll to team registrars to determine how many provide a high school prep program, the dates of the program, and an estimate of the number of athletes that participate. Of those who have responded to date, some offer a program in the fall as well as in the spring with the length of the sessions well below the 150 days allowable. Only one reporting club has a year-round program. One team offers multiple sessions for the high school program so having the floating dates would work best in that case.

Action Item: Change the type of seasonal membership that we offer from Season 1 (valid March 15-Aug. 8) to Individual Season (valid 150 days from registration date).

Action Item: Increase the LSC fee for seasonal membership \$1. (The LSC fee for 2023 will be \$13.) This will be consistent with changes made to cover the cost of processing fees we will incur for other membership categories due to OMR.

Awards Celebration: We are currently planning to hold Awards Celebration on Sunday, September 18th and are working with Busch Gardens to host it there this year. We are still finalizing the details but will release information to the clubs as soon as we have everything confirmed.

Competitive Spirit Awards: Teams were contacted on May 23rd requesting the names of the recipients for their teams to be submitted NLT today. Later this week we will submit the order for the awards and have them delivered directly to the teams.

Virginia Swimming Financial Summaries 2021-2022

6/6/2022

*** Revenue ***	Budget	April	May	YTD
USAS Registration	485,200	13,827	5,854	\$498,349.00
VS Registration	113,400	2,427	1,093	\$110,789.20
Flex registration	10,000	990	610	\$14,110.00
USAS Club Dues	2,940	210	140	\$2,990.00
VS Club Dues	1,860	155	60	\$1,955.10
Meet Sanctions	4,900	300	150	\$2,060.00
Meet Rebates	168,000	29,031	8,380	\$131,385.11
Sales & Misc.	2,000			\$0.00
Championship Meet Revenue	50,000	1,848		\$87,132.00
Sectionals Meet Revenue	10,000	2,748	30,825	\$72,859.50
Zone Meet Revenue	50,000	1		\$11,569.01
LC Zones Team	26,150			\$0.00
Clinics and Swimposium Revenue	1,500			\$6,858.20
Zone Meeting Revenue				\$0.00
Awards Banquet	\$20,000			\$0.00
Interest - Checking	25	4	4	\$28.96
Interest - Reserve	500		1	\$39.41
Endowment Income	\$50,000	9,400	6,500	\$76,605.21

Total Revenue	\$996,475	\$60,940	\$53,616	\$1,016,731
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*** Expenses ***				
USAS Registration	485,200	3,875	5,992	498,837
USAS Club Dues	2,940	140	70	2,450
				-
Travel - US Open	-			4,500
Travel - Winter Nationals/Paralympic/Other	22,500	3,000	1,700	11,900
Travel - Summer Nationals	13,500		500	500
Travel - Olympic Trials / World Team trials	-			-
Travel - National Youth Team	1,500			-
Travel - Discretionary	3,000			-
National Meet Travel - Coaches	9,000	700		2,000
				-
Senior Champ Meet Support	10,000			-
Va. Championship Meet Expenses	50,000	50,095		78,165
Zone Meet Expenses	50,000			1,401
Sectionals Meet Expenses	10,000	2,232	3,658	28,718

LC Zone Team Support	68,150			34
Champ Meet Awards	22,000	2,579	2,536	17,754
Staff Salaries	82,400	6,867	6,867	61,799.99
Payroll Taxes	6,300	527	525	4,864.50
Benefits	-			-
Webmaster				-
Web Upgrades	1,000			588
Administration Expenses	15,000	507	209	15,221
Supplies & Misc.	3,000	(410)	98	1,424
				-
Awards Banquet	35,000			-
National Convention	7,500	1,013	6,770	8,769
Zone Meeting	-			-
				-
Equipment	500			-
Officials Workshops / Training /Travel	20,000	3,290	1,300	9,866
				-
USAS Workshops	6,000			1,562
VS Camps & Clinics	6,000			8,154
VS Workshops	500			-
				-
Diversity, Outreach Reimbursements	10,000	236	398	4,726
Diversity / Travel, Other			239	239
Make a Splash/Learn to Swim Grants	10,000		9,000	9,000
Safe Sport Programs	6,000			1,001
Coach Mentoring Program	2,000			-
Athlete Scholarships	6,000			-
Club Grants				0
Endowment Funding	50,000			68,500

Total Expenses	\$1,014,990	\$74,650	\$39,861	\$841,972
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Net Income / Loss	(\$18,515.00)	(\$13,710.08)	\$13,755.04	\$174,759.16
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Beginning Funds	\$298,358			\$298,358
Inflow (Outflow)	-\$18,515			\$174,759
Transfer to savings	\$800			\$39.41
Transfer to / From Savings	\$0			
Ending Funds	\$279,843			\$473,077
Endowment	\$134,059			\$204,935

BOD Restricted Funds	\$30,865			\$30,867
Virginia Swimming Savings	\$252,540			\$252,419
Total Funds	\$697,305.94			\$961,298