

Virginia Swimming Board of Directors Meeting

Sunday, October 24, 2021
7:00 pm (Zoom Conference)

MINUTES

Call to Order

John Stanley

The meeting was called to order at 7:05 pm.

John reported to the Board about the passing of Terry Randolph and her contributions to Virginia Swimming. Her guidance and wisdom will be with Virginia Swimming as we work on behalf of the athletes of Virginia.

Consent Agenda

- BoD minutes from September 18, 2021
- Treasurer's Report
- DEI report
- SR. report

Motion: The items in the Consent Agenda were approved.

Division/Committee Reports

- General Chair Report (no report) John Stanley
- Administrative Vice-Chair Report Bryan Wallin
 - Officials – The committee has meetings scheduled for December 15, January 19 (if needed), April 13, June 15 (if needed) and August 17 (Swimposium). Ongoing training clinics listed online. Mary asked for the Swimposium discussion to occur prior to August.
 - Open Water – no report
 - Rules & Legislation – no update
 - Technical Planning – Steve has been under the weather, but he is busy adding members to the Tech Planning committee. Anthony Peterson and Ricky Perez have reached out to be on the committee.
 - Sanction Report - Brian reported about the number of meets that have been sanctioned and approved. Rebates from September and the first half of October of have been received.
 - VSHL High School Swimming now requires high school officials must take a Bias Awareness course.
- Senior Vice-Chair Report Richard Hunter
- Age Group Vice-Chair Report (no report) MC Banks
 - Age Group Comm.
 - Zones
- Finance Vice-Chair Report Brian Cann
 - Report submitted.
 - Internal review of transaction reports is taking place and will go to Bob by the end of October.
- Safe Sport Vice-Chair Report Maureen Tolliver
 - Operational Risk
 - Safe Sport – asked for a vote from the board to be used for Safe Sport banner to go to Primary Meet Hosting sites. There is \$500 of “in kind” money that can be used

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towards the banner. Drew moved to spend up to \$500 for Safe Sport banners.

[Banner Link](#)

- The motion passed.

- Diversity, Equity, & Inclusion Chair Report
 - See Consent Agenda (report attached)

Jihan Minson

- Athlete Committee's Report

Ben Eichberg/Allison Dodd

Allison sent an email with names of athletes to fill spots on committees.

- Athlete meeting on November 7.

- Coach Committee's Report

(no report)

Morgan Cordle

- Executive Director's Report

Mary Turner

- Mary reported about some timing issues at meets. One facility is working towards getting the issues remedied. Mary is working with a second facility to make sure their timing issues are resolved prior to the next meet being held at the facility.

- First request for a high school meet observation has been received.

- Loudoun County meets may be observed by Potomac Valley. Brian and Mary will discuss later.

- Governance Committee

Kevin Hogan

- Strategic Planning segment #1

- Kevin went through the SWOT analysis document that was created from BOD influence.
- The Mission Statement, Vision Statement and Core Values were tabled to a later meeting.
- There was discussion by the BOD of each of the points in the SWOT Analysis section. The BOD discussed each bullet point and made changes as warranted.
- Next steps: send out to committee chairs and coordinators to get a broader view of the document.
- Kevin will meet with some BOD to go through the broad objectives.
- Worksheet will be sent out the BOD to go over the broad objectives.

- LEAP

Mary Turner

- LEAP certification renewal was due at the end of September. The deadline was extended to the end of October.
- Mary shared the narrative document and asked for board input. The document was updated as it was shared.
- LEAP will be submitted by October 29.

Old Business

- Athlete endowment-impact on PVS
 - Wait another 6 months before any decision.

Ongoing

- Championship season taskforce
 - Anthony and Brian provided update

Ongoing

- 2022 Zone AG Champs

John Stanley

- VSI approached the EZ BOD to hold the meet at Liberty. VSI withdrew the bid for the 2022 season. There is no decision yet about the new location.

- RE-sanctioning fee waiver – COVID **(approved)**

John Stanley

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Motion: The BOD approved by email a motion to suspend the \$250 re-sanctioning fee for meets that have to be altered due to COVID until March 31, 2022.

New Business

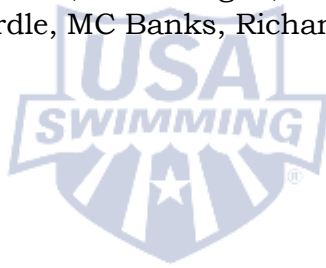
- Late submission, Outreach reimbursement (**approved**) John Stanley

Motion: The BOD approved by email a motion to accept an Outreach reimbursement past the 60 day period. The reimbursement amount is \$124.

Adjournment *(Next meeting: Nov. 22nd, 8:00PM, Zoom Conference)*

The meeting was adjourned at 9:31 pm.

In attendance: John Stanley, Bryan Wallin, Kevin Hogan, Bob Rustin, Jihan Munson, Drew Hirth, Brian Cann, Allison Dodd, Morgan Cordle, MC Banks, Richard Hunter, Scott Baldwin, Ben Eichberg.



Virginia Swimming Financial Summaries 2021-2022

10/5/2021

*** Revenue ***	Budget	September	YTD
USAS Registration	485,200	12,810	12,810
VS Registration	113,400	3,525	3,525
Flex registration	10,000	410	410
USAS Club Dues	2,940	70	70
VS Club Dues	1,860	30	30
Meet Sanctions	4,900	20	20
Meet Rebates	168,000	3,373	3,373
Sales & Misc.	2,000		
Championship Meet Revenue	50,000	44	44
Sectionals Meet Revenue	10,000		
Zone Meet Revenue	50,000	10,169	10,169
LC Zones Team	26,150		
Clinics and Swimposium Revenue	1,500		
Zone Meeting Revenue			
Awards Banquet	\$20,000		
Interest - Checking	25	3	3
Interest - Reserve	500	30	30
Endowment Income	\$50,000	6,213	6,213

Total Revenue	\$996,475	\$36,696	\$36,696.25
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*** Expenses ***			
USAS Registration	485,200	1,064	1,064
USAS Club Dues	2,940		-
			0
Travel - US Open	-		0
Travel - Winter Nationals/Paralympic/Other	22,500		-
Travel - Summer Nationals	13,500		0
Travel - Olympic Trials / World Team trials	-		-
Travel - National Youth Team	1,500		0

Travel - Discretionary	3,000		0
National Meet Travel - Coaches	9,000	800	800
			0
Senior Champ Meet Support	10,000		0
Va. Championship Meet Expenses	50,000		-
Zone Meet Expenses	50,000	322	322
Sectionals Meet Expenses	10,000		-
LC Zone Team Support	68,150	34	34
Champ Meet Awards	22,000		-
			-
Staff Salaries	82,400	6,867	6,867
Payroll Taxes	6,300	525	525
Benefits	-		0
Webmaster			0
Web Upgrades	1,000		0
Administration Expenses	15,000	1,351	1351
Supplies & Misc.	3,000	148	148
Awards Banquet	35,000		0
National Convention	7,500		0
Zone Meeting	-		0
Equipment	500		0
Officials Workshops / Training /Travel	20,000	1,700	1700
USAS Workshops	6,000		0
VS Camps & Clinics	6,000	7,416	7416
VS Workshops	500		0
Diversity, Outreach Reimbursements	10,000	264	264
Diversity / Travel, Other			0
Make a Splash/Learn to Swim Grants	10,000		0
Safe Sport Programs	6,000		0
Coach Mentoring Program	2,000		0
Athlete Scholarships	6,000		0
Club Grants			0

Endowment Funding	50,000		0
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Total Expenses	\$1,014,990	\$20,490	\$20,490.18
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Net Income / Loss	(\$18,515.00)	\$16,206.07	\$16,206.07
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Beginning Funds	\$298,358		\$298,358
Inflow (Outflow)	-\$18,515		\$16,206
Transfer to savings	\$800		\$30
Transfer to / From Savings	\$0		
Ending Funds	\$279,843		\$314,533
Endowment	\$134,059		\$134,059
BOD Restricted Funds	\$30,865		\$30,865
Virginia Swimming Savings	\$252,540		\$252,570

Total Funds	\$697,305.94		\$732,027
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Virginia Swimming
Diversity, Equity and Inclusion Committee Report
September 28, 2021

Members Present: J. Minson, G. Hair, J. Simons, D. Smith, K. Harrington, O. Geddes, M. Richter, P. Donahue, G. Kimbel, D. Travis

Notetaker: D. Travis

Combining DEI/Disability Mission Statement

- Adjust the definition of disability to include physical and intellectual disabilities
- The group will cover athletes who qualify for Para and Special Olympics and other activities
- Make sure the statement is inclusive ... include a clause that says, "including, but not limited to..."

Action Item: Mission statement update will become part of the updating the DEI/disability website working group.

Activities

- Would we be interested in doing camps that address disabilities and diversity? Yes – set up similar to the IMX camp September 26, 2021.
- Provide education to coaches on dealing with swimmers with disabilities

Website - DEI Section

- Been completely overhauled
- Disability upgraded needed
- Trying to make the site user friendly for parents and coaches

Action Item: Committee will make this a working group at the October meeting.

Goals

- Creating a team atmosphere rather than a cliquish atmosphere – roundtable discussion
- In order to reach these goals we need to advertise what we are doing and work with partners to bring in the best resources
- Coaches training yearly for dealing with swimmers for disability and DEI
- Camps DEI, or Diversity
- Is it possible for each club to have a point person for DEI Education?

- Have a roundtable to discuss and share ideas about increasing diversity on swim teams

Action Item: Working Group breakout will occur at the October meeting.

Initiatives

- Have a person from every team on the call or a contact person to communicate with to share ideas with from the call

Long Term Goals

- Make swimmers within these categories comfortable within the competitive circuit
- Create diverse coaching staffs so the coaches are reflective of the athletes they are trying to bring in
- How can we incentivize coaching staff to have a more diverse staff and/or a more diverse team?

How do we address accessibility?

- Busses
- Working with the local school districts (Waynesboro)
- Foster homes
- Middle school lessons (Christiansburg)
- VSI has grants to help with costs for those on free and reduced lunch
- Fliers to go home with students to reach parents of underserved communities

Future meeting dates: Last Tuesday of the month 8pm – October 26, 2021

Senior Committee Report: October, 2021

1. Sr. Committee Composition Changes

- Returning members
 - Jeff Kincaid resigning his position
 - Mike Salpeter filling the vacant position

2. Working Groups to continue w/ updates of progress, status, next steps at October Meeting

- Commonwealth Classic
 - Chad Onken, Jon Kaplan, Steve Hennessy (Tech planning)
 - Decision to pursue this meet, along with Tech Planning, as a “baby step” to making adjustments to more targeted competition
- Senior Circuit
 - Richard Hunter, Steve Hennessy, Morgan Cordle, Peter Maloney
 - Goal is to use focus on the Commonwealth Classic for 2022-2023 and then circle back to the Senior Circuit given data/information/feedback received. This can be run in conjunction with Commonwealth Classic(culminating meet) or independently
- Camps and Clinics
 - Peter Maloney, Megan Garland, Peter Maloney, Delwyn Jones, MC Banks
 - Continuing IMX camp and looking at growing camps from ground up with more age group/developmental focus to start small and grow them into something that may service our athletes

3. Strategic Priorities

- Providing opportunities: Coaches and athletes
 - Connecting coaches for travel meets like Juniors by reaching out to clubs with new qualifiers (or just a few) to help coordinate travel logistics and/or answer questions and create a better experience for all.
- Driving Performance:
 - Sharing knowledge, working together, incentives, targeted goals for LSC, increased record keeping on athletes qualified for various competitions (Trials, Nats, Jr's, Futures, etc.). Mary will provide data to review (historical and current)
 - Incorporate discussions into Senior Committee meetings, at least every other meeting, with the intention of sharing knowledge and connecting coaches. An additional goal is to make sure we are discussing things that can impact the LSC/athletes from performance end and not just covering logistical items as they come up.

4. Swimmer of the Year voting completed

- Boys: 15-16: Bobby DiNunzio (TIDE), Aidan Duffy (NOVA)
- Girls: 15-16 Zoe Dixon (NOVA), Samantha Tadder (TIDE)

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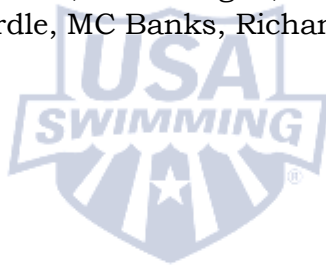
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Virginia Swimming
Finance Committee Report
BOD Meeting 10/24/21 @ 7:00 PM

New Committee Members: Chris Sowers, Fiona Williamson

1. Internal Audit

- a. Finance Committee members received a copy of the Quicken 2020-2021 Transactions Report to look at and raise questions about the individual transactions from Revenues and Expenses.
- b. Responses from Committee members are due by October 31st.

2. External Audit

- a. Harris, Hardy, Johnstone will report whether the financial statements properly reflect Virginia Swimming's performance and condition and create Form 990.
- b. Bob is planning on having this finished by the end of October and Form 990 is due to IRS by January 15th, 2022.