

Virginia Swimming Board of Directors Meeting

Sunday, September 7, 2025 10am
Capital Ale House- 13831 Village Place Dr
Midlothian, VA 23114

Minutes

Call to Order

John Stanley

The meeting was called to order at 10:20.

Approval of Minutes

John Stanley

- BoD minutes from June 9, 2025

Motion: Approval tabled to November meeting.

Consent Agenda

John Stanley

Finance Committee

Motion: Approval tabled to November meeting.

Treasurer's Report

Bob Rustin

- **Report attached.** This report shows the balances through the end of August. The annual audit will be conducted by Johnston and Johnston. This firm was used for previous audits. Bryan needs to be added to the endowment report emails. John suggested maybe changing endowment fund managers.
 - Registration budgeted amount is under by \$20,000. The amount was overestimated.
 - Meet rebates are in the championship meet revenue line item.
 - Championship meet revenue was way over with zones and sectionals doing well.
 - Interest in the reserve funds is up quite a bit. Bob worked with Truist to get 4.5%.
 - Many applied for Summer Nationals. World Team Trial meet is lumped into Summer Nationals.
 - Bob will propose an increase in the reimbursement amounts for the national travel rebate structure. The format will remain the same.
 - Zone team receipts and expenditures is much improved from previous years. A \$7000 refund was received from Marriott.
 - Web upgrades are up as well as the administrative line item.
 - Competitive Spirit Awards are now in the championship meet expenses line item.
 - Virginia Camp and Clinic line item is over because of Fitter and Faster clinics.
 - Forecasted a \$10,500 net income and we ended at \$10,600.
 - **Motion:** Approval tabled to November meeting.

Division/Committee Reports

- General Chair Report
- All committees and coordinators will continue with the addition of Mike Salpeter taking over as Tech Planning.
- **Approval of Board of Directors members for 2025-2027.**
 - The following board members and committee members/chairs require approval for the new two year term.
 - Safe Sport Chair-Maureen Tolliver
 - DEI Chair-Jihan Minson
 - Athlete at-large Board Representatives- Savannah Duffy

John Stanley

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For committees—

- Governance Non-Athlete Member-John Stanley
- Officials Chair- Michael Sizemore
- Open Water Chair-Scott Baldwin
- Operational Risk- Gordon Hair
- Rules Coordinator-Kevin Hogan
- Technical Planning- Mike Salpeter

Email Vote: The Board voted by email to approve the members listed above.

- DEI Committee is removing the disability portion at the national committee level. Disability will become a separate committee. We will discuss a change at the LSC level once the change is made at USA Swimming.
- Bryan will send a link to the committee and chairs to list their committee members and meeting dates.
- **Administrative Vice-Chair Report** Bryan Walli
 - **Sanctions:**
 - **Officials:** Officials training process will have no changes. New referees were approved.
 - **Open Water:** Hope to hold more meets other than the Ben Hair meet. The HOKI OW meet incurred expenses when the sound system and starter were stolen the night before the meet. There is money in budget to help replace some of the items. The BOD members in attendance are in agreement that some money should be given to HOKI to recoup some of the losses. No final amount was determined.
 - **Rules & Legislation:**
 - **Technical Planning:** Mike Salpeter new chair. Mike has ideas for a more refined meet structure 2027.
 - **Hall of Fame:**
- **Senior Vice-Chair Report** Jonathan Kaplan
 - 50s will be added to the championship meets. QTs have not been determined. May use the 100s times. Motivational time standards are available for 13-14s and may be coming for 15 & Os.
 - Athletes can now swim up to 8 events at the championship meets.
 - Swimmers of the Year were determined.
- **Age Group Vice-Chair Report** Mike Julian
 - Age Group Comm.**
 - The committee discussed time standards for the 13-14 50s.
 - The committee also discussed handling records for the 13-14 events using the data in SWIMs that goes back to 2015.
 - Zones Coordinator** Maureen Tolliver
 - No report
- **Finance Chair Report** Will Murphy
 - No report
 - Learn to Swim awards (\$1500) were distributed to seven teams (757, TIDE, SRVA, BHSC, HAVA, FCFY and GATR.) Grants were given to four teams who had not

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previously put in a grant request. There is an approved amount in the budget. The BOD discussed how should the money be awarded i.e. stick with the budgeted amount or award the same amount and increase the budget.

- **Safe Sport Vice-Chair Report**

Maureen Tolliver

- Safe Sport
- Operational Risk

- **DEI Chair Report**

Jihan Minson

- No report

- **Athlete Committee's Report**

Bella Levin

- Zone athlete summit in Washington DC in June was attended by three VA athletes. Bella reported that it was nice to build relationships with other EZ athletes and coordinators.
- The athletes would like to provide a meet with an already existing championship meets with things like hot heats to hype up the meet. Ideas include: Virginia theme day at the meet (ex. Blue out), Instagram takeover, T-shirt giveaway, having a good announcer at meets (to be handled at the LSC level).
- Athlete committee will use the list of athlete delegates from each club.
- Athlete will speak about LSC governance at athlete clinic on September 14.

- **Coach Committee's Report**

Cat Leach/Lurena Huffman

- Coach of the year ballot will go out on Sunday, September 7.

- **Executive Director's Report**

Mary Turner

- **Report attached. Action items addressed via email vote.**
- Registrations numbers are up from last year. 2022 were the highest registration numbers.
 - Clubs will decrease by two in 2026 – TORP and VPYS will not renew.
 - Outreach numbers increased by 200% increase from 2024.
- **Satellite club action item:** Clubs now pay \$255 for their dues. Should satellites continue with \$100? Satellites does get separate billing on the website and work with as a separate team. Mary's recommendation is to keep it at \$100.
 - **Email Vote:** The Board voted to approve the annual club fee for satellites of \$100.
- **Host Team for SC Sectionals and LC Age Group Eastern Zone meet:**
- SC Sectionals
 - HOKI @ CAC - recommend this site for the SC Sectionals
 - NOVA @ NOVA-Regency
- LC Super Sectionals
 - SRVA @ CSAC
- LC Age Group Zones
 - SRVA @ CSAC
 - NOVA @ NOVA Regency
 - The group in attendance is split on location.

Email Vote: The Board voted by email to award HOKI @ CAC for the SC Sectional meet and NOVA @ NOVA Regency for the LC Age Group Zones meet.

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- **Coach Credentials at meets:** currently addressed by sending a list of currently registered coaches to the meet director and referee. We expect that they will contact clubs and tell them who needs to fix their certs. Coach credential procedures will be highlighted at the upcoming Meet Director Workshops.
- **Governance Chair Report** Kelly Warnagiris
 - Look at the 2021 strategic plan as a model.
 - Proposed legislation from USA Swimming will change the purpose of the committee. It will be a more active committee to make sure the strategic plan, policies and procedures are being followed.

Old Business

New Business

- **Annual Business Meeting**
- **ORCA Awards**
 - Proposed program to recognize athlete, coaches and volunteers at a regional and national level. Each LSC sends in information about athletes they believe should be recognized. Many different award categories will be considered including male and female athlete of the year. They need LSC support for athlete travel and lodging. Twenty-four LSCs so far have agreed to support this year. The awards are in St Petersburg in April 16-18, 2026. All age groups would be recognized. A potential amount is \$500 per athlete for a total of \$5000.
 - John will send an email saying we are interested but trying to figure out logistics.
- **Fitter & Faster Clinics 2025-2026**
 - In 2025, clinics were at JRSSC, NOVA and CAC.
 - Potential dates are the week between Christmas and New Years or the Thanksgiving weekend. Mother's Day weekend or September are other possibilities. No final decision was made about the date.
 - No instruction about strokes. Starts, Turns and Underwaters and finishes. Other suggestions: goal setting and visualization
 - In 2026, clinics will be held at JRSSC, HVA, NOVA/CSAC and LIB/CAC.
 - Fitter and Faster also does an online course with college recruiting.
- **Safe Sport Certification for meet**
 - Contradictory policy in that a meet host cannot get a sanction without completing their Safe Sport certification. We will post the meet announcements with "pending" in the sanction number.

Adjournment

The next meeting will be on Monday, November 10, 2025 at 7:30 pm

The meeting adjourned at approximately 1:45pm.

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Meeting Attendance (old board) September 7, 2025

Role	Name	Role	Name
General Chair	John Stanley ✓	Coach Representative	Cat Leach ✓
Admin Vice Chair	Bryan Wallin ✓	Coach Representative	Ryan Woodruff
Finance Chair	Will Murphy	Athlete Representative	Piper Price
Senior Chair	Jonathan Kaplan	Athlete Representative	Bella Levin ✓ Aaron Euker ✓
Age Group Chair	Mike Julian	At Large Athlete Rep	Anna Shnowske
Safe Sport Chair	Maureen Tolliver	At Large Athlete Rep	Davis Hottle
DEI Chair	Jihan Minson ✓	At Large Non-Athlete Rep	Drew Hirth Helen Dixon ✓
Secretary	Emily Fagan ✓	At Large Non-Athlete Rep	Scott Baldwin Anthony Pedersen ✓
Treasurer	Bob Rustin ✓	Executive Director	Mary Turner ✓

Meeting Attendance (new board) September 7, 2025

Role	Name	Role	Name
General Chair	Bryan Wallin ✓	Coach Representative	Cat Leach
Admin Vice Chair	Drew Hirth	Coach Representative	Lurena Huffman
Finance Chair	Will Murphy	Athlete Representative	Aaron Euker ✓
Senior Chair	Jonathan Kaplan	Athlete Representative	Bella Levin ✓
Age Group Chair	Mike Julian	At Large Athlete Rep	Anna Shnowske
Safe Sport Chair	Maureen Tolliver	At Large Athlete Rep	Savannah Duffy ✓
DEI Chair	Jihan Minson	At Large Non-Athlete Rep	Helen Dixon ✓
Secretary	Emily Fagan ✓	At Large Non-Athlete Rep	Anthony Pedersen
Treasurer	Bob Rustin ✓	Executive Director	Mary Turner ✓

Kevin Hogan

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Virginia Swimming Financial Summaries 2024-2025

9/4/2025

*** Revenue ***	Budget	July	August	YTD
USAS Registration	USAS collect			
VS Registration	135,400	1,113	430	\$116,264
Flex registration	7,000	70	30	\$8,805
USAS Club Dues				\$0
VS Club Dues	1,440		400	\$1,990
Meet Sanctions	4,900	90		\$4,870
Meet Rebates	194,000	12,781	17,742	\$178,374
Sales & Misc.	2,000			\$0
Championship Meet Revenue	160,000		93,134	\$200,923
Sectionals Meet Revenue	85,000			\$128,101
Zone Meet Revenue	65,000		53,699	\$70,876
LC Zones Team	70,000	41,314	(6,912)	\$39,749
Clinics and Swimposium Revenue	5,000			\$5,486
Zone Meeting Revenue				\$0
Awards Banquet	20,000			\$0
Interest - Checking	40			\$4
Interest - Reserve	300	2,643	160	\$4,555
Endowment Income	80,000	3,180	7,495	\$81,918

Total Revenue	\$830,080.00	\$61,190.23	\$166,177.87	\$841,916
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*** Expenses ***				
USAS Registration				\$0
USAS Club Dues				\$0
				\$0
Travel - US Open				\$0
Travel - Winter Nationals/Paralympic/Other	20,000			9,800
Travel - Summer Nationals	10,500	500	9,100	13,600
Travel - Olympic Trials / World Team trials	12,000			-
Travel - National Youth Team	1,500			-

Travel - Discretionary	3,000			-
National Meet Travel - Coaches	10,000		400	1,644
				-
Senior Champ Meet Support				-
Va. Championship Meet Expenses	150,000	30,532	48,881	195,902
Zone Meet Expenses	60,000		51,575	56,178
Sectionals Meet Expenses	80,000	1,858		117,295
LC Zone Team Support	125,000	43,424	21,587	89,309
Champ Meet Awards	24,000		974	32,072
Staff Salaries	90,256	7,688	7,688	92,256
Payroll Taxes	7,812	588	588	7,158
Benefits	2,000			-
Webmaster				-
Web Upgrades	2,000	5,184	132	5,316
Administration Expenses	18,000	377	2,180	19,751
Supplies & Misc.	3,000	21	332	1,500
				-
Awards Banquet	20,000			3,452
National Convention	18,000	388	477	15,825
Zone Meeting				-
				-
Equipment	1,500			137
Officials Workshops / Training /Travel	20,000	500	1,390	15,008
				-
USAS Workshops	6,000	600		600
VS Camps & Clinics	10,000			23,748
VS Workshops	2,000			-
				-
Diversity, Outreach Reimbursements	25,000	2,331	264	20,193
Diversity / Travel, Other				-
Make a Splash/Learn to Swim Grants	9,000		10,500	10,500
Safe Sport Programs	1,000			-
Coach Mentoring Program	2,000			-
Athlete Scholarships	6,000			6,000
Club Grants				-

Endowment Funding	80,000			94,000
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Total Expenses	\$819,568	\$93,991	\$156,069	\$831,244
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Net Income / Loss	\$10,512.00	(\$32,801.22)	\$10,108.57	\$10,672.26
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Beginning Funds	\$480,909			\$480,909
Inflow (Outflow)	\$10,512			\$10,672
Transfer to savings	\$300			\$4,555.41
Transfer to / From Savings	\$0			\$91,490
Ending Funds	\$491,421			\$578,515
Endowment	\$471,097			\$566,918
BOD Restricted Funds	\$30,874			\$32,111
Virginia Swimming Savings	\$251,946			\$163,741

Total Funds	\$1,245,337.57			\$1,341,285.35
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Age Group Committee Meeting 8/27 Recap

Agenda

1. Long Course Season
 - a. Overall good for the VSI for the committee
 - b. Did mention and reminded the committee about the date changes next year in 2026
2. Long Course Age Group Champs
 - a. Numbers were about the same but adding 50s seemed to spread out the swimmers, giving the impression that the meet was small.
 - b. Several events did not have 16 swimmers for A and B final
 - c. We have a suggestion to add bonus events to help fill the meet and entice swimmers to go
 - i. A proposal may be written - will follow up with the coach.
 - d. It was noted that several summer league swim meets were happening at the same time.
3. Additions to 50s - Records and Top Ten
 - a. Question: when do we count the times for both? The committee recommended we go back as far as the data will let us - I believe 2015-16 is what was decided, about 10 years worth.
 - b. Discussion was made about time standards - Committee recommendation to keep 100 as the standard until more data from future AGC.
4. Zones Recap
 - a. Very successful meet as a whole - lots of fast swimming from VSI
 - b. Maureen's recommendation is to continue with 10 and under parent travel as that was a success - the committee agrees and supports the recommendation.
 - c. Any additional information may come from Maureen from Zones
5. Swimmer of the Year Voting
 - a. Data was sent out in advance to our meeting so we just confirmed the voting and passed results onto Mary
6. Upcoming SC Season
 - a. Only discussion was asking if 50's are starting to be added to non championship meets that VSI teams are hosting. The consensus is yes, more opportunities for 50s are being added.
7. Addition/New Business
 - a. It was recommended to find another committee member as we have had one drop off.
 - b. I emailed Graham Thatcher at 757 and he is happy to serve and help.

Emily Fagan

From: Will Murphy <wamurphycrna@gmail.com>
Sent: Monday, September 1, 2025 2:41 PM
To: jfstanley1@gmail.com; thewallin5@comcast.net; myturner525@gmail.com; vaswimreg@gmail.com; Will Murphy
Subject: VSI Finance Report for September 2025 MTG

Club	Address
757swim	5720 Warhill Trail Williamsburg, VA 23188
BHSC	2208 Dominion Drive Charlottesville, VA 22901
FCFY	Franklin County YMCA 235 Technology Drive Rocky Mount, VA 24151
GATR	PO Box 4646 Roanoke, VA 24015
HAVA	Hargrave Military Academy 200 Military Drive Chatham, VA 24531
SwimRVA	5050 Ridgedale Pkwy North Chesterfield, VA 23234
TIDE	PO Box 4224 Virginia Beach, VA 23454

All,

I am unable to attend the next VSI meeting on Sunday 09/07/2025. My family will be traveling through Ireland. We depart Richmond on Friday the 5th, if you have a need to contact me prior to the meeting.

Updates: The finance committee approved grants in the amount of \$1,500/team(Teams noted above) for the Learn to Swim programs. All teams should have received their money from VSI by 08/31. The VSI budget this year for Learn to Swim was \$9K. This amount dispersed was over budget by \$1,500.00. This year was the largest number of applicants and also the largest amount of monies were granted by VSI.

The finance members requested that if an applicant did not provide the required documentation to the VSI(as outlined), then the applicant would be ineligible for future grants from VSI. Historically applicants

have been delinquent in sending communication of the program evaluations to VSI. When VSI sent the applicants notice of the grant awards this year a reminder was sent for all applicants to follow the evaluation process. To date we have had a positive response from several applicants and they have begun providing VSI with the required evaluation documentation.

Outreach funding continues to be well utilized by teams. Bob would have exact figures.

Discussion about future Learn to Swim grants took place and will be reviewed for next year.

Planning for an October meeting for the Finance Committee, date TBD.

Thank you,

Will

**Virginia Swimming, Inc.
Board of Directors Meeting
September 7, 2025
Executive Director's Report**

2025 Registrations as of 8/31/25

Premium: 6202 (inc. 284 Upgrades)
Flex: 627
Outreach: 137
Individual Season: 216
Single Meet: 5
Total: 7187
Non-Athletes: 1185 (inc. 99 Administrators)
Clubs & Organizations: 51

2024 (8/23/24)

6084
582
73
256
17
7010
1151
52

Registration Update:

- 2026 Registrations:
 - Bulk Renewal – Our teams continue to utilize the option to bulk renew athletes and non-athletes this season. Several teams used the TU integration that allowed them to register all athletes, new and returning, through its platform. Teams using Captyn also have that option, but I don't know if any teams elected to utilize it. Using the integration allows teams to handle registrations much like they did prior to SWIMS 3.0 except that the team is submitting the payment to USA-S instead of the LSC. Non-athletes must still be renewed through the club portal in SWIMS.
 - Self-Renewal - If clubs elect self-renewal, parents and non-athletes will receive automatic reminders from USA-S in the fall and will be able to renew directly from their member dashboard.
 - ACH Registration Payments – One thing that has surfaced is the delay in registration if a team pays by ACH instead of credit card. Athletes are not considered to be registered until the ACH payment clears which I have seen take as long as 10 days. As such, I have recommended that clubs only use ACH to when paying for renewals of currently registered athletes prior to December 1st. I have discussed this with USA-S staff and Board members explaining the challenges this
- Outreach: As has been our practice in the past, clubs identify athletes that qualify for Outreach membership. We provide eligibility guidelines for the clubs to use which include:
 - Free/reduced lunch
 - Medicaid
 - SNAP
 - Clubs can also provide an explanation of the method that they utilize to verify qualification such as YMCA scholarship guidelines.

Clubs are reimbursed for meet entry fees for their Outreach athletes. Because registration is now handled either by the parents or clubs, we do not participate in the actual registration confirmation process as we did prior to SWIMS 3.0. However, in order for the club to receive reimbursement of meet fees, we do still require documentation for each athlete from the clubs as to the eligibility guideline utilized. The date we receive the form is the first date for which

meet fee reimbursements are provided. Last year we created an online form to make it easier for teams to submit the document

- **Club Fees:** USA-S increased the club fee to \$225 this year so our teams will pay \$255 when clubs renew for 2026 because it will include our \$30 fee. The registration fee for a new club registration is \$750 plus our \$30 LSC fee. If I recall last year's legislation correctly, the \$750 fee is only required for the first year of membership and will then revert to the \$225 USA-S fee for future years.
- **Satellite Clubs:** We currently have three clubs that have satellite branches: BASS (two satellites), GATR (1 satellite) and NOVA (1 satellite). Basically, each of the clubs and its respective satellites join together as one team at meets but they have separate governing bodies and keep their finances separate. Because of that, it was our practice to charge the satellites the same fee that each club was charged in the past - \$100.

Action Item: With the \$225 USA-S increase in the club fee, do we maintain the current practice of charging each satellite the \$100 fee and provide a separate listing for each on the Club page of our website?

2027 Eastern Zone Meets: Bids for these meets must be submitted to the EZ Championship Meet Coordinator for consideration at the meeting which will be held in Denver next month. The following teams have expressed interest in hosting meets:

- SC Region 2 Sectionals, March 18-21, 2027:
 - HOKI at CAC
 - NOVA at NOVA-Regency
- LC Super Sectionals, May 20-23, 2027: SRVA at CSAC
- LC Age Group Championships, either August 4-7 or August 11-14, 2027
 - SRVA at CSAC
 - NOVA at NOVA-Regency

Action Item: Select the host team & location for EZ LC Age Group Champs bid

Coach Credentials at Meets: We feel that we need to make a change to the way we handle verifying coach credentials for meets. On the Monday prior to a meet, we send a list of all Virginia Swimming registered coaches to the meet director and meet referee. The name of any coach with a certification expiring prior to the meet is highlighted and we ask the meet director or meet referee to contact the teams attending the meet to alert them about the coaches who will not be allowed on deck if the certification issues are not resolved by the end of business that Wednesday. On Thursday an updated list is sent to the meet director and meet referee. Any coach whose name is highlighted should not be allowed on deck without his/her membership card. In general, this process works well but it's not an all-inclusive list: it will not include individuals who are not registered as coaches or coaches from another LSC. This could put insurance coverage in jeopardy. To address this issue, we propose requiring meet hosts to have a check-in procedure for meets.

Action Item: Approve requiring meet hosts to check credentials of coaches attending the meet.

Migration to Office 365 Business: Emily and I are happy to report that the migration is almost complete! This includes moving all of our shared files to SharePoint which will provide additional accessibility and ensure preservation of our historical documents. We are still finalizing the board members who will have VSI emails forwarded to their personal email accounts. More information to follow.

LC Zones: Again, this year Zone team registrations, team selection, and submitting entries were handled through Team Unify. The entire process from athlete registration to identifying the team to selecting events to collecting fees and refunding those who registered but didn't make the team went very smoothly.

Meet Director & Meet Marshal Workshops: Emily and I will be scheduling these workshops for multiple dates in September. Quite a few of our teams will need to renew these requirements this year so we are reviewing the material presented in previous years to update and streamline the workshops. Our first Meet Director Workshops are scheduled for Monday, September 8th at 10am and Tuesday, September 9th at 7:30pm.

Scholastic All-American: The application period will remain open until September 30th. Information about the requirements and application process can be found at <https://www.usaswimming.org/times/popular-resources/scholastic-all-america>. This year all able-bodied athletes who achieved a qualifying time and their head coach received an email inviting them to apply. Athletes with a disability should check the link above to find the Para Scholastic All American time standards to see if they qualify and follow instructions on that page to submit an application. USA Swimming does not have a way to identify those athletes and contact them directly. Emily serves as one of the SAA evaluators so please contact her with any questions or if assistance is needed.

Swimmers of the Year: The Senior and Age Group Committees are currently identifying the recipients of the awards. Single age awards are provided for males and females in the 9 – 14-year-old athletes while 15-16 and 17-18 are awarded by age group. This year the awards will be presented at each athlete's individual club practice. Details will be provided to the clubs once the recipients have been selected. The athletes will also be invited to Lunch with the Olympians between the sessions of the athlete clinic that is scheduled for September 14th.

Fall Education Weekend: This year's Swimposium will only feature a session for Officials. Information and registration links are posted on the website homepage and were emailed to all officials. The Swimposium will be held at SwimRVA – CSAC.

Additionally, there will be an Athlete Clinic will be held on Sunday, September 14th at the SwimRVA - CSAC. Kelsy Dahlia Worrell and our own Thomas Heilman will be the clinicians for the event. As mentioned above our 2025 Swimmer of the Year recipients will be invited to attend lunch with the Olympians in recognition of their achievement. Currently sessions for both age groups are almost full.