



Virginia Swimming  
Committee Chairs and  
Coordinators  
Handbook

v. August 30, 2023

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## Mission, Vision, and Values

*Mission:* Virginia Swimming creates opportunities that promote sportsmanship and develop excellence through competitive swimming

*Vision:* To develop self-confident athletes with a life-long passion for swimming and strong life skills

*Values:* Athlete Focused, Excellence, Inclusion, Integrity

## Overview of Virginia Swimming

The mission of Virginia Swimming is to create opportunity and promote sportsmanship in the pursuit of personal excellence. In pursuit of this mission, Virginia Swimming will:

- Provide opportunities for swimmers of all abilities to achieve to the highest level of their capability through effective, innovative, and inspired events and programs
- Support and sustain excellence among all non-athlete members through education, encouragement, and recognition
- Embody the highest standards of sportsmanship and, in recognition that swimming is but one part of our existence, promote those values that lead to success in all aspects of life

*Virginia Swimming, Inc.* is the local governing body for competitive swimming in the Commonwealth of Virginia, except the counties of Arlington and Fairfax and the cities of Alexandria, Fairfax, and Falls Church. Also included in Virginia Swimming's geographical boundaries are the counties of Camden, Currituck, and Pasquotank, which are located in the state of North Carolina. The OBX team in Dare County, North Carolina is also included in Virginia Swimming. A member of USA Swimming, the national governing body for competitive swimming in the United States, Virginia Swimming is one of 59 Local Swimming Committees (LSCs) and one of 12 LSCs comprising the Eastern Zone. In accordance with the Amateur Sports Act, USA Swimming sets rules for meets, establishes safety procedures, sets criteria for achievement levels, administers USA's national swimming teams, and promotes competitive swimming through research, education, and marketing.

In accordance with the standards, rules, regulations, and policies and procedures of USA Swimming, World Aquatics, and the Certificate of Incorporation of Virginia Swimming, Virginia Swimming has jurisdiction over the sport of competitive swimming and is responsible for the conduct and administration of swimming events within its geographic territory. In this capacity, Virginia Swimming formulates rules, establishes policies and procedures, conducts swimming meets and other programs, and disseminates information to the membership.

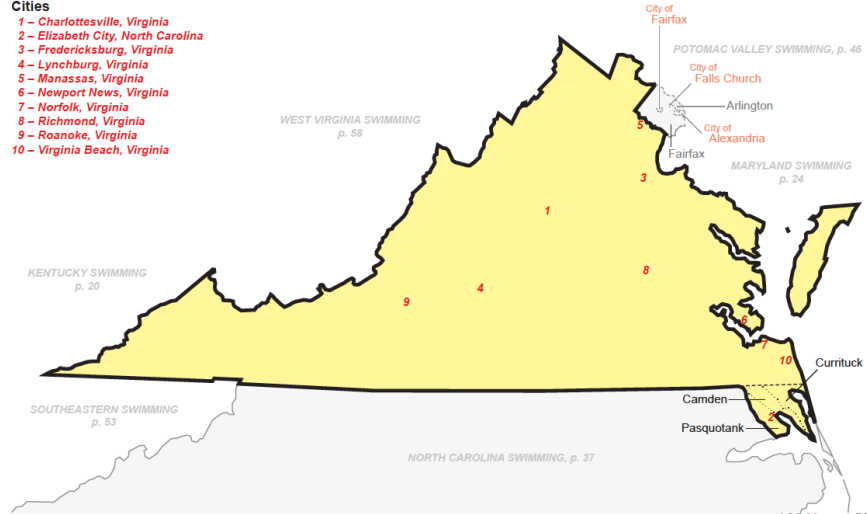
# Virginia Swimming (VA)

Eastern Zone

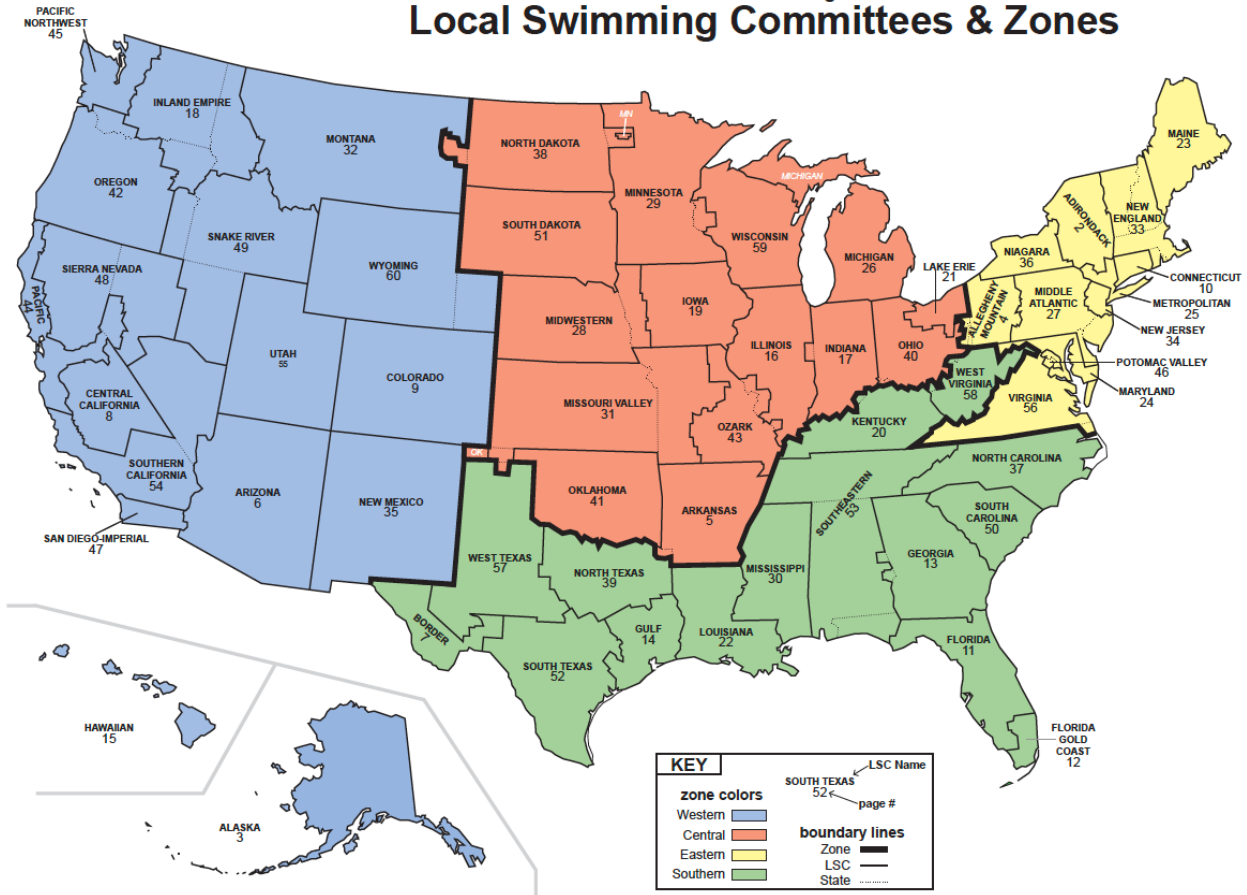
Commonwealth of Virginia, except Arlington and Fairfax counties and the cities of Alexandria, Fairfax and Falls Church; and including the counties of Pasquotank, Camden and Currituck in the State of North Carolina.

### Cities

- 1 - Charlottesville, Virginia
- 2 - Elizabeth City, North Carolina
- 3 - Fredericksburg, Virginia
- 4 - Lynchburg, Virginia
- 5 - Manassas, Virginia
- 6 - Newport News, Virginia
- 7 - Norfolk, Virginia
- 8 - Richmond, Virginia
- 9 - Roanoke, Virginia
- 10 - Virginia Beach, Virginia



## USA Swimming Local Swimming Committees & Zones



## Governance Documents

**Virginia Swimming, Inc. Bylaws** — The bylaws are a legally binding document that outline how the Board of Directors and Virginia Swimming function. The bylaws must conform to a USA Swimming-approved template. Amendment requires 20 days of advance note and approval by a two-thirds vote of the House of Delegates. Any amendments approved by the House of Delegates subsequently require approval by USA Swimming. The current version of the bylaws can be found on the VSI website through the following link: [BYLAWS](#)

**Policies and Procedures of Virginia Swimming, Inc.** — The policies and procedures followed by Virginia Swimming are contained in a single document. The policies provide guidance on issues and practices that should not be detailed in the bylaws. Amending the policies requires 20 days of advance notice and approval by a majority vote of the HOD. The procedures provide details of how to implement the bylaws and policies. Amending the procedures requires 7 days of advance notice and approval by a majority vote of the BOD. The current version of the policies and procedures can be found on the VSI website through the following link: [POLICIES & PROCEDURES](#)

**USA Swimming Rules and Regulations** — The *Virginia Swimming Bylaws* and *Policies and Procedures of Virginia Swimming* sometimes make reference to particular sections of the *USA Swimming Rules and Regulations*. The current version of the *USA Swimming Rules and Regulations* can be found on the USA Swimming website at the following link: [USA-S R&R](#)

## Strategic Plan

Virginia Swimming's most recent [strategic plan](#) was adopted February 7, 2022, and it covers 2022 - 2024. The overall purpose of the plan is to serve as a blueprint to guide Virginia Swimming during the current quad. The plan consists of the following components:

- A mission statement, vision statement, and core values
- A SWOT (**s**trengths, **w**eaknesses, **o**pportunities, and **t**hreats) analysis
- Nine broad strategic goals, each of which is supported by a series of objectives, strategies, milestones, resources needed, and responsible parties

# Division Structure of Virginia Swimming

Although some committee chairs are also members of the Virginia Swimming Board of Directors, most committee chairs (and all coordinators) are not board members. Those committee chairs (except for the Governance Committee Chair) and coordinators who are not board members, report to the board through a division chair. The Governance Chair reports directly to the board.

## *Administrative Division*

- Diversity, Equity, and Inclusion Committee
- Hall of Fame Committee
- Officials Committee
- Open Water Committee
- Technical Planning Committee
- Rules/Legislation Coordinator
- National Times and Records Tabulation Coordinator
- Virginia Swimming Office

## *Age Group Division*

- Age Group Committee
- Zone Team Coordinator

## *Senior Division*

- Senior Committee

## *Finance Division*

- Finance Committee

## *Athletes Division*

- Athletes Committee
- Scholarship Selection Committee

## *Coaches Division*

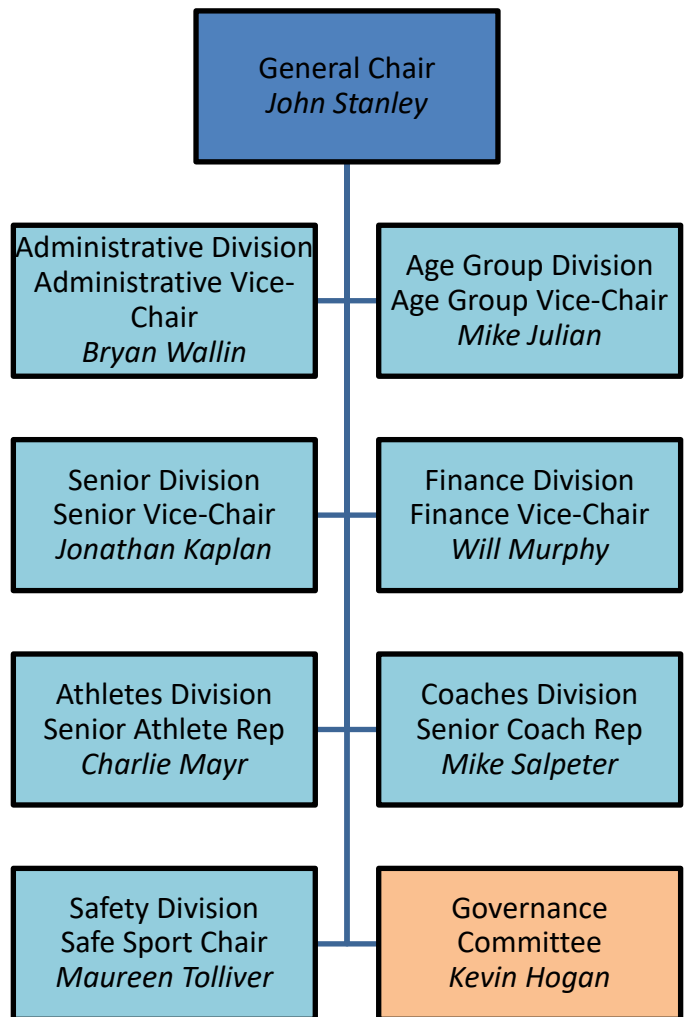
- Coaches Committee

## *Safety Division*

- Operational Risk Committee
- Safe Sport Committee

## *No Division Assignment*

- Governance Committee



## General Responsibilities of Committee Chairs

- Preside at all committee meetings
- Ensure that all committee responsibilities and duties are carried out
- Appoint sub-committees, working groups, or task forces as necessary
- Communicate with the General Chair, respective Division Chair, and staff to keep them fully informed of committee activities and decisions
- Ensure that minutes are taken for all meetings and that the minutes are forwarded to the General Chair, respective division chair, and VSI Office for web posting and distribution to the Board of Directors
- Refer to the Board of Directors any recommendation for action that would establish or change policies or programs for Virginia Swimming
- Conduct meetings with sufficient frequency so as to fulfill the responsibilities of the committee
- Conduct meetings in open session unless an executive session is necessary to handle matters that require confidential treatment

## Committee Meeting Best Practices

- The Virginia Swimming Bylaws and Policies and Procedures specify the required committee composition, but do not set a maximum size; however, a committee in excess of 12-15 individuals is likely too big for effective interactions (NOTE: The Athletes Committee is an exception to this practice as the committee is required to have an athlete representative from each Group Member.)
- Committees with large workloads or special projects can consider using sub-committees, working groups, or task forces; such groups should be led by a committee member, but other members may be drawn from outside the committee membership
- Committees may request that clubs establish a point of contact to facilitate 2-way communications between the committee and the club (eg, The Officials Committee urges all clubs to have a Club Officials Chair)
- Set meeting dates and times at least 2 weeks in advance and publish them on the VSI calendar so as to maximize participation by committee members and to give notice to all interested parties
- Provide an agenda for the meeting along with any materials needed for review (the more complex or detailed the material, the earlier the material should be provided)
- During meetings, may recognize non-committee member attendees at the discretion of the chair

# Committee Descriptions

## Age Group Committee

**Chair:** The chair of the Age Group Committee is appointed by the General Chair.

**Members:** The members of the Age Group Committee include the Age Group Committee Chair, at least one non-athlete member from each VSI district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The Age Group Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The Age Group Committee oversees all aspects of 14 & Under (Age Group) swimming in Virginia Swimming. This includes meet management, and in particular, the LSC Championship meet progression, which culminates with Age Group Champs. Duties also include Time Standards for the LSC championship meets and selection of the Age Group Swimmers of the Year. Most importantly, the committee listens to all involved within the LSC who have a hand in Age Group swimming, facilitates discussion through the Age Group Committee, and serves as that voice to the Board of Directors and House of Delegates.

## Athletes Committee

**Chair:** The chair of the Athletes Committee is the Senior Athlete Representative or his or her designee.

**Members:** The members of the Athletes Committee include the Athlete Representatives, the Athlete At-Large Board of Directors members, the Athlete At-Large House of Delegates members, and the Group Member Athlete Representatives appointed by each Group Member.

**Duties:** The Athletes Committee is in general charge of the business and affairs of the athletes of Virginia Swimming. The committee undertakes activities delegated to it by the Board of Directors or the General Chair, and it undertakes activities deemed by the committee as being in the best interests of the athlete members, Virginia Swimming, USA Swimming, and the sport of swimming.

## Coaches Committee

**Chair:** The chair of the Coaches Committee is the Senior Coach Representative.

**Members:** The members of the Coaches Committee include the Coach Representatives and such additional Coach Members as may be determined by the Coach Representatives, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the Committee.

**Duties:** The Coaches Committee undertakes such activities as are delegated to it by the Board of Directors or General Chair. The committee is responsible for any activities it views as being in the best interest of the coach members of Virginia Swimming, USA Swimming, and the sport of swimming.



## Diversity, Equity, and Inclusion Committee

**Chair:** The chair of the DEI Committee is appointed by the General Chair. The DEI Committee Chair actively participates in the Eastern Zone DEI Committee by attending meetings, expressing concerns, and sharing best practices.

**Members:** The members of the DEI Committee include the DEI Committee Chair, at least one non-athlete member from each VSI district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The committee also includes at least one Coach Member and at least 2 non-athlete members. The Administrative Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The DEI Committee is responsible for the implementation, coordination, and execution of a diversity, equity, and inclusion program for Virginia Swimming. The committee works with USA Swimming and the Eastern Zone to establish best practices within Virginia Swimming. The committee:

- Provides Virginia Swimming with DEI education through trainings, round-table discussions, or other facilitated discussions
- Communicates information about DEI programs and activities to Virginia Swimming clubs
- Ensures the VSI website, through both written content and imagery, reflects Virginia Swimming's commitment to diversity, equity, and inclusion.

## Finance Committee

**Chair:** The chair of the Finance Committee is the Finance Vice-Chair.

**Members:** The members of the Finance Committee include the Finance Vice-Chair, the Treasurer, the Administrative Vice-Chair, a Coach Member, and other members appointed by the General Chair with the advice and consent of the Board of Directors, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The Executive Director is an ex officio member of the committee.

**Duties:**

- Develops, establishes where so authorized, or recommends to the Board of Directors, and supervises the execution of policy regarding the investment of Virginia Swimming's working capital, funded reserves, and endowment funds, within the guidelines, if any, established by the Board of Directors or the House of Delegates. The Finance Committee regularly reviews Virginia Swimming's equipment needs (both operational and office) and the various methods available to finance the acquisition of any needed equipment and determines and recommends the best financing method.
- Conduct a review or audit or recommends an independent auditor to conduct the required annual review or audit of the books of Virginia Swimming. If conducted internally, a minimum of 3 committee members with a sufficient number of athletes to constitute at least 20% of the voting membership, conducts the review or audit. The Treasurer cannot be a member of the group performing the audit, but can be present to provide clarification, information, and to answer questions.

- Submits the review or audit and other reports and makes recommendations to the Board of Directors with regard thereto.
- Consults with the officers, committee chairs, and coordinators and prepares and presents a proposed budget for consideration and approval by the Board of Directors and the House of Delegates. The officers, committee chairs, and coordinators provide promptly such financial information (current and projected) and budget proposals as the Finance Committee may request. The proposed budget may contain alternatives.
- Completes and submits any state and local reports and filings.

## Governance Committee

**Chair:** The chair of the Governance Committee is elected annually by the members of the Governance Committee.

**Members:** The members of the Governance Committee are appointed by the General Chair. The committee includes 9 members with a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. Each member serves a 3-year term, staggered so that one-third of such members are appointed each year. No more than one-half of the Governance Committee members can be members of the VSI Board of Directors at any given time. After completion of 2 consecutive terms, members are not eligible for re-appointment to the Governance Committee until after a lapse of 2 years. In no case shall the General Chair serve on the Governance Committee.

**Duties:**

- Assists in periodic evaluation of the mission and vision statements and the Bylaws of Virginia Swimming
- Aids in the development of operating policies regarding conflict of interest (Board and staff), document retention, ethics, whistle-blower, procurement, contract review, grievance and other employment-related practices, etc.
- Aids in the development of personnel practices procedure including job descriptions and annual review of staff
- Ensures that the Board of Director's focus remains on the strategic plan
- Aids in the development of expectations and processes for accountability of Board of Directors members
- Develops criteria for the qualities and required characteristics of Board of Directors officers
- Leads Board of Director's succession planning by assessing current and anticipated needs for Board of Directors composition and identifying and recruiting potential Board of Directors members
- Nominates Board of Directors members, Administrative Review Board members, and other coordinator or chair positions to be elected by the House of Delegates consistent with the matrix of skills, demographics, and talents needed
- Publishes the slate of candidates to the Virginia Swimming membership at least 20 days prior to the election

- Designs and implements Board of Directors orientation and an ongoing program of Board of Directors education and development
- Leads periodic assessment of the Board of Director's performance (as a whole and of individual members) and makes recommendations to enhance the effectiveness of the Board of Directors.

## Hall of Fame Committee

**Chair:** The chair of the Hall of Fame Selection Committee is appointed by the General Chair.

**Members:** The members of the Hall of Fame Selection Committee include the Hall of Fame Committee Chair, at least one non-athlete member from each Virginia Swimming district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The Administrative Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The Hall of Fame Committee develops criteria for induction into the Virginia Swimming Hall of Fame, solicits and reviews nominations, selects inductees, and maintains the biographies of the Hall of Fame members.

## Officials Committee

**Chair:** The chair of the Officials Committee must be a referee certified by VSI and is appointed by the General Chair.

**Members:** The members of the Officials Committee include the Officials Committee Chair, at least one non-athlete member from each VSI district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The Officials Committee membership also includes a Coach Member and the Junior Athlete Representative. Other than the Coach Members and Athlete Members, each member of the committee must be a certified official of VSI. The Administrative Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The Officials Committee maintains a roster of qualified, well-trained, and experienced officials of the highest caliber. The committee is authorized and obligated to recruit, train, test, certify, evaluate, retest, recertify, and supervise officials for VSI. The committee provides both continuing education materials and opportunities for Virginia Swimming officials. The chair of the committee consults with the USA Swimming Rules and Regulations Chair and USA Swimming Officials Chair, as appropriate, to communicate rules interpretations to VSI membership.

## Open Water Committee

**Chair:** The chair of the Open Water Committee is appointed by the General Chair.

**Members:** The members of the Open Water Committee include the Open Water Committee Chair, at least one non-athlete member from each VSI district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The Administrative Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The committee is in general charge of the Open Water swimming program of Virginia Swimming including the management for all sanctioned Open Water meets whether hosted by Virginia Swimming or a club.

## Operational Risk Committee

**Chair:** The chair of the Operational Risk Committee is appointed by the General Chair.

**Members:** The members of the Operational Risk Committee include the Operational Risk Committee Chair, at least 5 additional members with a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. At least one member of the committee is a Virginia Swimming Coach Member and at least one member of the committee is a Virginia Swimming certified official. Non-Athlete Members are included from each of the Virginia Swimming districts.

**Duties:** The Operational Risk Committee is responsible for coordinating safety enhancement and training opportunities as needed, and for disseminating USA Swimming safety education information to all Group Members, athletes, coaches, and officials of Virginia Swimming. The committee develops safety education programs and policies for Virginia Swimming and makes recommendations regarding the same, and the implementation thereof, to the Safety Division Vice-Chair and the Board of Directors. Once the recommendations are approved by the Board of Directors, the Safety Committee is responsible for coordinating their implementation by the Club Members. The Operational Risk Committee Chair with the assistance of the Committee members:

- Provides education concerning the completion of Incident/Occurrence Reports to meet directors, coaches, and club officers
- Presents reports concerning swimming related injuries within Virginia Swimming at each House of Delegates and Board of Directors meeting
- Disseminates safety information flowing from USA Swimming Headquarters, explores safety education opportunities, and develops a safety education program tailored to Virginia Swimming and its members

## Safe Sport Committee

**Chair:** The chair of the Safe Sport Committee is appointed by the General Chair. The Safe Sport Chair is trained regarding the complaint reporting structure and refers all reports of a violation of the Athlete Protection Policies directly to the local club, the General Chair, the USA Swimming Safe Sport staff, and/or other appropriate authority.

**Members:** The members of the Safe Sport Committee include the Safe Sport Committee Chair, at least one Non-Athlete Member from each Virginia Swimming district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The committee includes at least one Coach Member and at least 2 Non-Athlete Members. The Safety Division Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The Safe Sport Committee is responsible for the implementing and coordinating the Safe Sport Program established by USA Swimming. The committee works with the USA Swimming Safe Sport staff and the USA Swimming Safe Sport Committee to implement pertinent aspects of the national Safe Sport Program within Virginia Swimming. The committee:

- Coordinates and oversees the implementation of effective safe sport educational programs provided by USA Swimming for all athlete members, their parents, coaches, volunteers, and clubs
- Participates in workshops as provided by USA Swimming, collects and shares information about what USA Swimming and other LSCs are doing to promote safe sport policies, and disseminates information on LSC best practices
- Serves as an information resource for Virginia Swimming clubs and membership, and helps to identify and connect them with local educational partners and resources
- Receives feedback and suggestions on the Safe Sport policies and programs from the Virginia Swimming clubs and membership, and provides feedback to the USA Swimming Safe Sport Committee and Safe Sport staff
- Performs other functions as necessary in the fulfillment of USA Swimming's continuing efforts to foster safe, healthy, and positive environments for all its members

## Scholarship Selection Committee

**Chair:** The chair of the Scholarship Selection Committee is the Senior Athlete Representative.

**Members:** The members of the Scholarship Selection Committee include the Scholarship Committee Chair, at least one Non-Athlete Member from each Virginia Swimming district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. Members of the Scholarship Selection Committee also include the Junior Athlete Representative and 3 additional athletes, such that each Virginia Swimming district is represented by at least one athlete representative.

**Duties:** The Scholarship Selection Committee develops criteria for awarding scholarships, solicits and reviews applications, and selects the recipient or recipients.

## Senior Committee

**Chair:** The chair of the Senior Committee is appointed by the General Chair.

**Members:** The members of the Senior Committee include the Senior Committee Chair, at least one Non-Athlete Member from each Virginia Swimming district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. The Senior Division Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The Senior Committee develops and directs programs for all senior level competition in accordance with the mission and vision of Virginia Swimming. Additionally, the committee approves the Time Standards for the LSC championship meets and identifies the recipients of the annual Swimmer of the Year awards for senior level athletes.

## Technical Planning Committee

**Chair:** The chair of the Technical Planning Committee is appointed by the General Chair.

**Members:** The members of the Technical Planning Committee include the Technical Planning Committee Chair, at least one Non-Athlete Member from each Virginia Swimming district, and a sufficient number of athletes so as to constitute at least 20% of the voting membership of the committee. In addition to the committee chair, at least 6 additional members of whom at least 50% must be Coach Members. Additional members representing administrative subdivisions shall be appointed. The Administrative Vice-Chair is an ex officio member, with voice and vote.

**Duties:** The Technical Planning Committee is responsible for long-range planning regarding the swimming programs conducted by Virginia Swimming as well as the continued review and support of the Virginia Swimming's mission. For each upcoming season, the Technical Planning Committee devises a proposed meet schedule in consultation with the Age Group Committee and the Senior Committee. After approval by the Board of Directors, the committee publishes the proposed schedule and seeks bids from Club Members to host meets. After reviewing the bids received, the committee recommends to the Board of Directors and House of Delegates the adoption of a firm schedule and award of hosting rights to Club Members.

## General Responsibilities of Coordinators

- Ensure that all coordinator responsibilities are carried out
- Appoint sub-committees, working groups, or task forces as necessary
- Communicate with the General Chair, respective division chair, and staff to keep them fully informed of coordinator activities and decisions
- Provide periodic written summaries of activities and send them to the General Chair, respective division chair, and VSI Office for web posting and distribution to the Board of Directors
- Refer to the Board of Directors any recommendation for action that would establish or change policies or programs for Virginia Swimming

## Coordinator Job Descriptions

### National Times and Records Tabulation Coordinator

**Coordinator:** The National Times and Records Tabulation Coordinator is appointed by the General Chair.

**Duties:** The coordinator is responsible for the input of all times from sanctioned, approved, and observed meets within Virginia Swimming into the national database and will assist the LSC in making certain that USA Swimming rules regarding timing are carried out. The coordinator or designee maintains current records of the LSC using times verified through the national database. At least once a month the coordinator or designee creates Top Times lists from the national database.

## Rules/Legislation Coordinator

**Coordinator:** The Rules/Legislation Coordinator is appointed by the General Chair.

**Duties:** The coordinator ensures that the Virginia Swimming Bylaws remain in compliance with USA Swimming requirements, that amendments are acted upon by the VSI House of Delegates, and that any revisions are approved as required by USA Swimming. The coordinator also maintains the Virginia Swimming Policies and Procedures manual by ensuring that the policies and procedures reflect current practice and that any amendments are approved as required by the House of Delegates or Board of Directors.

## Zone Team Coordinator

**Coordinator:** The Zone Team Coordinator is appointed by the General Chair.

**Duties:** The coordinator organizes all arrangements including travel, lodging, meals, and uniforms for team members, chaperones, and coaches. The coordinator assists Coach Representatives with the selection of the Zone team coaches and works together with Virginia Swimming staff to create applications for team members and coaching staff. The coordinator serves as point of contact for parents of team members.

# Appendix A: Contact Information

<b>BOARD OF DIRECTORS</b>			
<b>POSITION</b>	<b>NAME</b>	<b>Email</b>	<b>PHONE</b>
GENERAL CHAIR	JOHN STANLEY	<a href="mailto:JFSTANLEY1@GMAIL.COM">JFSTANLEY1@GMAIL.COM</a>	(540) 354-9856
ADMINISTRATIVE VICE-CHAIR	BRYAN WALLIN	<a href="mailto:THEWALLIN5@COMCAST.NET">THEWALLIN5@COMCAST.NET</a>	(804) 389-2438
AGE GROUP VICE-CHAIR	MIKE JULIAN	<a href="mailto:COACHMIKEJ@NOVASWIM.ORG">COACHMIKEJ@NOVASWIM.ORG</a>	(804) 405-9625
SENIOR VICE-CHAIR	JONATHAN KAPLAN	<a href="mailto:JONATHAN.KAPLAN@SWIMRICHMOND.ORG">JONATHAN.KAPLAN@SWIMRICHMOND.ORG</a>	(864) 508-2961
FINANCE VICE-CHAIR	WILL MURPHY	<a href="mailto:WAMURPHYCRNA@GMAIL.COM">WAMURPHYCRNA@GMAIL.COM</a>	(804) 301-8529
SECRETARY	EMILY FAGAN	<a href="mailto:VASWIMREG@GMAIL.COM">VASWIMREG@GMAIL.COM</a>	(434) 295-1582
TREASURER	BOB RUSTIN	<a href="mailto:BRUSTIN55@GMAIL.COM">BRUSTIN55@GMAIL.COM</a>	(804) 276-9220
SENIOR COACH REPRESENTATIVE	MIKE SALPETER	<a href="mailto:COACHMIKE@TIDESWIMMING.COM">COACHMIKE@TIDESWIMMING.COM</a>	(757) 375-4394
JUNIOR COACH REPRESENTATIVE	RYAN WOODRUFF	<a href="mailto:RYAN.D.WOODRUFF@GMAIL.COM">RYAN.D.WOODRUFF@GMAIL.COM</a>	(919) 943-6420
SENIOR ATHLETE REPRESENTATIVE	CHARLIE MAYR	<a href="mailto:SRATHLETEREP@VIRGINIASWIMMING.ORG">SRATHLETEREP@VIRGINIASWIMMING.ORG</a>	-
JUNIOR ATHLETE REPRESENTATIVE	PIPER PRICE	<a href="mailto:JRATHLETEREP@VIRGINIASWIMMING.ORG">JRATHLETEREP@VIRGINIASWIMMING.ORG</a>	-
SAFE SPORT CHAIR	MAUREEN TOLLIVER	<a href="mailto:MTOLLIVER@GMAIL.COM">MTOLLIVER@GMAIL.COM</a>	(540) 288-3180
DIVERSITY, EQUITY, AND INCLUSION CHAIR	JIHAN MINSON	<a href="mailto:COACHJIHANM@CGBDSWIM.ORG">COACHJIHANM@CGBDSWIM.ORG</a>	(215) 828-1138
AT-LARGE ATHLETE MEMBER	LOUISA LAMERDIN	<a href="mailto:ATHLETEREP@VIRGINIASWIMMING.ORG">ATHLETEREP@VIRGINIASWIMMING.ORG</a>	-
AT-LARGE ATHLETE MEMBER	DAVIS HOTTLE	<a href="mailto:ATHLETEREP@VIRGINIASWIMMING.ORG">ATHLETEREP@VIRGINIASWIMMING.ORG</a>	-
AT-LARGE NON-ATHLETE MEMBER	SCOTT BALDWIN	<a href="mailto:EDBALDWI@VT.EDU">EDBALDWI@VT.EDU</a>	(540) 998-2327
AT-LARGE NON-ATHLETE MEMBER	DREW HIRTH	<a href="mailto:DREW.HIRTH@GMAIL.COM">DREW.HIRTH@GMAIL.COM</a>	(804) 380-1821
EXECUTIVE DIRECTOR	MARY TURNER	<a href="mailto:MYTURNER525@GMAIL.COM">MYTURNER525@GMAIL.COM</a>	(434) 352-5451



<b>COMMITTEE CHAIRS</b>			
<b>COMMITTEE</b>	<b>NAME</b>	<b>Email</b>	<b>PHONE</b>
AGE GROUP	MIKE JULIAN	<a href="mailto:COACHMIKEJ@NOVASWIM.ORG">COACHMIKEJ@NOVASWIM.ORG</a>	(804) 405-9625
ATHLETES	CHARLIE MAYR	<a href="mailto:SRATHLETEREP@VIRGINIASWIMMING.ORG">SRATHLETEREP@VIRGINIASWIMMING.ORG</a>	-
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