Ohio Swimming, Inc. Board of Directors Meeting

Sunday, March 20, 2022 @ 8:00 pm

Via Zoom Conference – APPROVED MINUTES

In Attendance:

Voting BOD Members:		**Committee/Coordinators (Non-voting)**	
General Chair – Todd Billhimer	X	Disability – George Leatherman	
Admin Vice Chair – Steve Connock	X	Technical Planning – Kyle Goodrich	X
Senior Chair – Chris McKinney	X	Asst. Coach Chair – Rich Morris	
Age Group Chair – Kevin Rachal		Operational Risk – John Pristash	X
Finance Vice Chair – Joe Waller	X	Camps – Craig Schoenlein	X
Treasurer – David Lloyd	x	Open Water – Chip Carrigan	X
Officials – Anissa Kanzari	X	Zone Team – Brent Peaden	X
Safe Sport – Lew Timberman	X	Office – Erin Schwab	X
DEI Chair – Terry Anchrum	x	Office – Kristi Princell	
Coach Chair – Dan Cherok	X	Gov Committee – Mark Koors	X
Secretary – Christi Holmes	X	Gov Committee – Paul Sampson	
Ath Rep (Senior) - Jessey Li	X	Gov Committee – Edgar Carabello	
Ath Rep (junior) – Maren Patterson	X	Gov Committee – Carolyn Strunk	X
Ath Rep At-Large – Max Christensen	X	Admin Review Board – John MacKay	
Ath Rep At-Large – Ian Sander	X	Sanctioning – Mark Johnson	X
Ath Rep At-Large – Laura Zipes		Ex-Officio Athlete – Alyssa Uhlman	X
		Ex-Officio Athlete – Julie Bohl	X
		Ex-Officio Athlete – Claire Kemmere	X
		Ex-Officio Athlete – Addison Linard	

Todd B called the meeting to order at 8:01pm.

1. Approve Agenda – **Motion was made and unanimously carried to Approve Agenda.**
2. Consent Agenda
    a. Adoption February 2022 BOD Minutes – **Motion was made and unanimously carried to approve February 2022 BOD Minutes.**
    b. March 2022 Treasurer's Report – David L reviewed his report. Terry A asked why the summer swimmer travel reimbursement expenses were lower than expected. David explained that there was a smaller of swimmers requesting reimbursement for which we had planned and further that our budget is well-positioned for future swimmer travel. Terry A then inquired about our investment position given the rising interest rates. David L confirmed that our investments are in great shape, not impacted as much with the rising interest rates and well over our cost basis.
3. Special Guest – Kathy Fish, Board Member, USA Swimming

- Kathy began with sharing a look back – USA Swimming's accomplishments from the past year in a broad sense and within the context of the challenging few years – the Larry Nassar situation, the Ted Stevens Act, COVID (financial impacts and athlete anxiety) and most recently the transgender issue where our sport was in the forefront to establish policy.
    - National team performance was outstanding, exceeding the USOPC goal of 26 medals by four. Coaches and athletes deserve most of the credit, but USA swimming does a lot as well to support the national team through running the national and junior national teams, financial support for the athletes, competition opportunities, camps, etc.
    - Athlete assistance for mental health services was provided due to the anxiety with COVID; athletes feel well-supported.
    - Getting the right competitive opportunities were provided before Olympic Trials despite pandemic challenges.
    - $100K in grants were given to 20 programs for DEI and underserved communities in support of youth development and 8 more renewed for 2021.

- USA-S created an Aquatics Coalition at the beginning of COVID about 20 organizations to collaborate with CDC and get swimmers back into the pool faster than we might have otherwise. The coalition is now shifting to water safety and water access priorities.
- Financial challenges in a COVID year were very significant so there was a lot of focus on financial stewardship. 21 partnerships were renewed including 8 new partners and 7 new licensees. USA-S was able to renew insurance contract at an affordable price in a difficult market (particularly around Safe Sport).
- USA-S was to continue handling our litigation responsibilities (doing the right thing) from a Safe Sport standpoint.
- Despite pandemic shortfalls (Olympic trials was a money loser instead of a money maker), USA-S was able to manage the budget while still investing in strategic priorities for the future.
- Executed the Olympic Trials in an ever-changing environment in a way that was very positive for the athletes and was able to select a strong team for the Olympics.
- Foundation gave $3 million to USA-S clubs. All clubs received some support.
- Coach health care coverage for the first time – 400 coaches involved already.

- She then shared a presentation that looks forward 2-3 years, what USA Swimming is calling the "Pivot to Paris". See attached presentation.
- Q&A Session:
  - **How is Flex Membership affecting membership totals?** It has not had the success USA-S had hoped for – a modest impact on growth, but negative impact on revenue. Need to make the sport more attractive to families – increase fun, decrease practice time until swimmers are ready to make a greater time commitment. More short duration meets and less practice time. Looking for LSCs to experiment with this to help drive 12U membership. Refer to Development Competition Program 205.11 in Rules and Regulations book, page 75, and is effective on May 1st. Todd B asked if there was any discussion to alter the program. Kathy F said that there has been some discussion but more talk about experimenting with other options. Erin S said that the flex membership really worked well for OSI this past year. It really helped when pools began opening again. Carolyn S mentioned that it has a few drawbacks administratively, especially with regards to membership upgrades.
  - **How to boost membership from COVID years?** Membership has rebounded faster than expected. Only down 6-7% from 2019 levels. Majority of decline is in the 12U numbers. 13O numbers are down only 1%. Large reduction in staff during COVID. Hit Age Group Development staff disproportionately though the staff is being replaced. Encouraging LSCs to experiment with shorter duration meets. She also mentioned the problem of the lack of facilities during COVID. There is a focus effort with the Foundation on facilities. Longer term effort to build a facility but looking at ways to encourage sharing of best practices. Terry A asked about support for existing facilities that need revenue but are not near the underserved communities who need to take advantage of learn-to-swim programs. Kathy Fand Terry A agreed that bussing kids will not work. Kathy F mentioned that one of the strategies with HBCUs, however there are not many HBCUs are not located in those cities. The plan is a work in progress at USA-S. Leland Brown has been hired as Head of DEI to help solve some of these problems. He is in process of putting together his action plan.
  - **Is the DEI investment paying off with more minority participation?** We are still early with our DEI investment, meaningful progress, but a ton of work less to do. Minority involvement has been doubled to about 20% of USA Swimming, so that is great but not enough. African American participation is only at 1.5-2%. We need to do more. Community impact grants go to clubs to find new opportunities in the sport, and one is to help to develop diverse and female head coaches and to pools that don't currently have competitive swim programs. We also just gave a 10-year, $1M initiative to develop learn-to-swim and competitive opportunities to communities served by HBCUs.
  - **How often are the USA Swimming meeting minutes updated to the website?** The policy manual states that they should be published within 30 days. It is not happening, and the committees will be asked to be more disciplined in this regard.
  - **What do you think about creating an Advisory Board for USA Swimming to improve communication between USA Swimming and the LSCs (building a better bond between the two entities)?** Kathy F

asked about continuing to strengthen the current committee relationships. Steve C indicated that this idea was to bring in non-board people to hear other ideas at a grass-roots level and introduce a different way of thinking. Kathy F will reach out to Steve C to further discuss this idea.

- **Joe W asked if she had ideas for ways to get our OSI athlete members involved.** Kathy F suggested that the athletes participate in the committee structure and that we give them education about their roles and how they can impact to help them get interested and excited. We need to make sure that we are asking athletes for their point of view.
- **Kathy F asked about how the OSI BOD felt about the new transgender policy.** Todd B asked Kathy F to summarize. Kathy F said that the focus was getting the balance right between inclusion and fairness. The IOC decided that last year the policy needed to be updated and subsequently passed it to the international governing bodies for each individual sports. USA-S had been working with FINA since October. In January, the Lia Thomas situation resulted in the NCAA punting the question to each NGB in the US and there was not a lot of time since NCAA's were coming up quickly. Lia Thomas is not a member of USA-S. It was important to USA-S to ensure fairness for elite athletes. Therefore, males that want to compete as females must complete 3 years of hormone replacement therapy (vs. 12 months previously) and will need to go before a 3-person panel (who possess knowledge of transgender medical issues) to demonstrate that they were able to negate the advantages from going through puberty as a male before they can compete as a female. Ultimately USA-S will change their policy to whatever FINA decides since it makes sense to have one policy for the global swimming community. USA-S is involved in developing that policy.
- **Lew T asked about $5M investment in the web platform and is wondering who was solicited for ideas, who contributed and what specific improvements are going to be made in the digital transformation.** Kathy will research and provide a separate response with a list of improvements and who is participating.
- **Chris M mentioned that resources and coach education is greatly appreciated but suggested that costs are kept to a minimum.** The recent coach survey provided lots of feedback and Kathy said to expect results from that learning.

4. Committee Reports / Discussions
    a. JO Recap and Discussion – Todd B reflected on JOs – there was great excitement from the 10U kids, he felt it was a huge success, the kids loved being together and paraded out before finals. There were issues with spectators at Keating. It was not in our control. We were not given information in advance with regards to number of spectators to remain within the fire code. Thanks to Terry A for keeping the meet going. He went above and beyond the expectations for what he had to handle. Two parents from Columbus sent emails to the BOD voicing their concerns. Todd B and Kevin R had a good conversation with one parent. He now understands what happened but provided some good ideas as well. The other parent email has not yet been addressed. Todd B will be preparing a statement to send to the membership to address the meet concerns. Thanks to Erin S, Kristi P and Jean H for all their hard work and many others who put a lot of time into this meet. Chris M mentioned that David Albert of St. Xavier did a great job. Brent P chimed in that it was a great meet and he has the fog machines. Terry A echoed that John Ivac (sp?) and David Albert went above and beyond to allow that meet to go on. Terry A also received 30-40 accolades from parents.
    b. Sanctioning Rules (for COVID) Retraction – Mark J. proposed going back to pre-COVID meet sanctioning policies and fees. This will begin with the 2022-23 short course season. **Motion was made and unanimously carried to return to pre-COVID meet sanctioning policies and fees.**

5. Old Business
    - OSI Form 990 – Joe W reported that IRS filing is complete, and a copy has been sent to USA Swimming under their policies. It is posted on the OSI website on the Governance page.
6. Announcements
    - The HOD meeting will be held on Sunday, April 10th a 10am at Manor House in Mason with a Zoom option (possibly). The recognition banquet will follow at 2pm.
7. Next BOD Meeting – **Tuesday, April 19, 2022 @ 8:00PM**

8. Adjournment – **Motion was made and unanimously carried to adjourn the meeting @ 9:22pm.**

Treasurer's Report
Ohio Swimming BOD March 2022 Meeting

To: Ohio Swimming BOD

From: David Lloyd

Date: March 20, 2022

Re: OSI Treasurer's Report

1. Financials as of and for the five months ended February 28, 2022:
    a. Net revenue of $136,438 compared to $84,020 in the prior year. Net athlete registrations collected are down 15% compared to prior year, primarily because of uncollected amounts. Meet fees were 126% higher than prior year. We have charged approximately $1,850 in late fees this fiscal year due to significant late payments from clubs.
    b. Outflows of $121,461 compared to $92,587 in the prior year. Increase is due to budgeted increases in permanent office costs, higher audit costs, JO awards and swimmer travel reimbursements.
    c. Our surplus for the YTD period was $14,977, compared to $6,833 in the prior year and a budgeted deficit of approximately $36,000.

2. Other Matters
    a. Outstanding A/R as of March 17th was $67,076, down from $144,813 on the last report in January. Amounts overdue past 90 days total $16,133, up significantly from $1,567 on the last report in January. There are three teams with past due balances in excess of $1,000. Collection efforts are ongoing.
    b. Balance Sheet and Reserves: We continue to be in a very strong balance sheet position with excess reserves of approximately $73,500.

Respectfully Submitted,

David Lloyd

OSI Treasurer

Ohio Swimming
Profit & Loss Prev Year Comparison
September 2021 through February 2022

	Sep '21 - Feb 22	Sep '20 - Feb 21	$ Change	% Change
Ordinary Income/Expense				
Income				
Memberships/Dues(USA Swim)				
Club Membership Dues	11,333.49	8,470.00	2,863.49	33.81%
Club Membership Dues Expense	-4,100.00	-3,400.00	-700.00	-20.59%
Flex Membership	6,699.00	9,764.00	-3,065.00	-31.39%
Flex Membership Expense	-2,110.00	-5,740.00	3,630.00	63.24%
Flex Membership Upgrade	969.00	1,653.00	-684.00	-41.38%
Non Athlete	51,018.00	41,866.00	9,152.00	21.86%
Non Athlete Expense	-45,078.00	-37,418.00	-7,660.00	-20.47%
Outreach	145.00	200.00	-55.00	-27.5%
Outreach Expense	-145.00	-190.00	45.00	23.68%
Premium Athlete	410,265.12	298,825.07	111,440.05	37.29%
Premium Athlete Expense	-398,144.00	-275,070.00	-123,074.00	-44.74%
Seasonal Swimmers	6,739.05	4,893.00	1,846.05	37.73%
Seasonal Swimmers Expense	-4,530.00	-5,070.00	540.00	10.65%
Total Memberships/Dues(USA Swim)	33,061.66	38,783.07	-5,721.41	-14.75%
Other Income				
Interest and Dividends (Edward	130.63	0.00	130.63	100.0%
Interest Income(Ckg/Saving)				
Dividends	1.18	118.57	-117.39	-99.01%
Total Interest Income(Ckg/Saving)	1.18	118.57	-117.39	-99.01%
Misc.				
Late Fees	1,858.88	0.00	1,858.88	100.0%
Non Discounted Club Fees	1,200.00	0.00	1,200.00	100.0%
Misc. - Other	0.00	700.00	-700.00	-100.0%
Total Misc.	3,058.88	700.00	2,358.88	336.98%
Total Other Income	3,190.69	818.57	2,372.12	289.79%
Sanctions & Meet Revenue				
Approval Surcharges	5,834.00	1,580.00	4,254.00	269.24%
Sanctions	0.00	0.00	0.00	0.0%
Splash Fees	24,756.50	13,673.50	11,083.00	81.06%
Swimmers Surcharge	69,595.18	29,165.00	40,430.18	138.63%
Total Sanctions & Meet Revenue	100,185.68	44,418.50	55,767.18	125.55%
Total Income	136,438.03	84,020.14	52,417.89	62.39%
Expense				
Operations				
Athlete Representative	0.00	1,000.00	-1,000.00	-100.0%
Camps/Clinics Coordinator	0.00	2,000.00	-2,000.00	-100.0%
Coach Representatives				
Coach Education/Training	0.00	2,500.00	-2,500.00	-100.0%
Total Coach Representatives	0.00	2,500.00	-2,500.00	-100.0%
Interest Expense	188.49	0.00	188.49	100.0%
LSC Conventions/Clinics/Dues				

Ohio Swimming
Profit & Loss Prev Year Comparison
September 2021 through February 2022

	Sep '21 - Feb 22	Sep '20 - Feb 21	$ Change	% Change
Central Zone Dues	1,279.25	0.00	1,279.25	100.0%
D&O Insurance	0.00	510.00	-510.00	-100.0%
Workshops	1,545.44	3,000.00	-1,454.56	-48.49%
Total LSC Conventions/Clinics/Dues	2,824.69	3,510.00	-685.31	-19.53%
Officials Chair				
Background Check	493.00	302.00	191.00	63.25%
Background Check Renewals	257.00	509.00	-252.00	-49.51%
Officials Chair(Tshirts&Badges)	135.00	924.00	-789.00	-85.39%
Officials Travel	995.27	1,861.01	-865.74	-46.52%
Total Officials Chair	1,880.27	3,596.01	-1,715.74	-47.71%
Outreach/Diversity				
Outreach-Gear	4,024.21	4,401.82	-377.61	-8.58%
Total Outreach/Diversity	4,024.21	4,401.82	-377.61	-8.58%
Permanent Office				
Bank Charges	37.00	97.68	-60.68	-62.12%
CC & Electronic Fees	586.42	165.08	421.34	255.23%
Office Expense	5,181.45	2,702.73	2,478.72	91.71%
Payroll Expenses	21,537.38	3,137.23	18,400.15	586.51%
Payroll Wages	40,412.20	36,960.04	3,452.16	9.34%
Subcontractor Work	3,460.00	3,280.00	180.00	5.49%
Worker's Compensation	135.00	-461.80	596.80	129.23%
Zoom Accounts	0.00	480.00	-480.00	-100.0%
Total Permanent Office	71,349.45	46,360.96	24,988.49	53.9%
Safe Sport Coordinator	557.91	0.00	557.91	100.0%
Secretary	167.18	0.00	167.18	100.0%
Treasurer				
Audit	10,915.00	6,850.00	4,065.00	59.34%
Tax Prep	2,625.00	1,285.00	1,340.00	104.28%
Taxes	100.00	0.00	100.00	100.0%
Total Treasurer	13,640.00	8,135.00	5,505.00	67.67%
Total Operations	94,632.20	71,503.79	23,128.41	32.35%
Recognition Banquet				
Recognition Banquet Exp	-1,800.00	0.00	-1,800.00	-100.0%
Total Recognition Banquet	-1,800.00	0.00	-1,800.00	-100.0%
Safe Sport Recognition Discount	910.00	1,040.00	-130.00	-12.5%
Swimmer Support				
Awards				
Age Group	10,938.40	440.10	10,498.30	2,385.44%
Seniors	1,248.03	0.00	1,248.03	100.0%
Total Awards	12,186.43	440.10	11,746.33	2,669.01%
Championship Facility				
Copier Rental	500.00	0.00	500.00	100.0%
LC Seniors	7,800.00	0.00	7,800.00	100.0%
OSI Sponsored Jo's Expense	800.00	0.00	800.00	100.0%

Ohio Swimming
Profit & Loss Prev Year Comparison
September 2021 through February 2022

	Sep '21 - Feb 22	Sep '20 - Feb 21	$ Change	% Change
Total Championship Facility	9,100.00	0.00	9,100.00	100.0%
Meets				
Distance Meets	2,500.00	0.00	2,500.00	100.0%
LSC Virtual Championship Income	-640.00	0.00	-640.00	-100.0%
LSC Virtual Championship Meets	-975.32	12,007.50	-12,982.82	-108.12%
Total Meets	884.68	12,007.50	-11,122.82	-92.63%
Senior Travel Fund				
Summer 2021 (paid 2022)	5,397.74	0.00	5,397.74	100.0%
Total Senior Travel Fund	5,397.74	0.00	5,397.74	100.0%
Swimmingly				
Kits	150.00	7,596.12	-7,446.12	-98.03%
Total Swimmingly	150.00	7,596.12	-7,446.12	-98.03%
Total Swimmer Support	27,718.85	20,043.72	7,675.13	38.29%
Total Expense	121,461.05	92,587.51	28,873.54	31.19%
Net Ordinary Income	14,976.98	-8,567.37	23,544.35	274.81%
Other Income/Expense				
Other Income				
Paycheck Protection Program Gra	0.00	15,400.00	-15,400.00	-100.0%
Total Other Income	0.00	15,400.00	-15,400.00	-100.0%
Net Other Income	0.00	15,400.00	-15,400.00	-100.0%
Net Income	**14,976.98**	**6,832.63**	**8,144.35**	**119.2%**

Ohio Swimming
Profit & Loss Budget vs. Actual
September 2021 through February 2022

	Sep '21 - Feb 22	Budget	$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Memberships/Dues(USA Swim)				
2018 Income Recieved in 2019	0.00	20,000.00	-20,000.00	0.0%
Club Membership Dues	11,333.49	12,600.00	-1,266.51	89.95%
Club Membership Dues Expense	-4,100.00	-4,410.00	310.00	92.97%
Flex Membership	6,699.00	13,200.00	-6,501.00	50.75%
Flex Membership Expense	-2,110.00	-6,600.00	4,490.00	31.97%
Flex Membership Upgrade	969.00			
Non Athlete	51,018.00	63,200.00	-12,182.00	80.73%
Non Athlete Expense	-45,078.00	-52,800.00	7,722.00	85.38%
Outreach	145.00	400.00	-255.00	36.25%
Outreach Expense	-145.00	-400.00	255.00	36.25%
Premium Athlete	410,265.12	434,500.00	-24,234.88	94.42%
Premium Athlete Expense	-398,144.00	-363,000.00	-35,144.00	109.68%
Seasonal Swimmers	6,739.05	13,300.00	-6,560.95	50.67%
Seasonal Swimmers Expense	-4,530.00	-10,500.00	5,970.00	43.14%
Total Memberships/Dues(USA Swim)	33,061.66	119,490.00	-86,428.34	27.67%
Other Income				
Interest and Dividends (Edward	130.63			
Interest Income(Ckg/Saving)				
Dividends	1.18	200.00	-198.82	0.59%
Total Interest Income(Ckg/Saving)	1.18	200.00	-198.82	0.59%
Misc.				
Late Fees	1,858.88			
Non Discounted Club Fees	1,200.00			
Misc. - Other	0.00	19,800.00	-19,800.00	0.0%
Total Misc.	3,058.88	19,800.00	-16,741.12	15.45%
Total Other Income	3,190.69	20,000.00	-16,809.31	15.95%
Sanctions & Meet Revenue				
Approval Surcharges	5,834.00	5,000.00	834.00	116.68%
Sanctions	0.00			
Splash Fees	24,756.50	95,000.00	-70,243.50	26.06%
Swimmers Surcharge	69,595.18	175,000.00	-105,404.82	39.77%
Total Sanctions & Meet Revenue	100,185.68	275,000.00	-174,814.32	36.43%
Total Income	136,438.03	414,490.00	-278,051.97	32.92%
Expense				
Operations				
Administrative Review Board	0.00	100.00	-100.00	0.0%
Administrative Vice Chairman	0.00	500.00	-500.00	0.0%
Age Group Chairman	0.00	100.00	-100.00	0.0%
Athlete Representative	0.00	1,000.00	-1,000.00	0.0%
Camps/Clinics Coordinator	0.00	8,200.00	-8,200.00	0.0%
Coach Representatives				

Ohio Swimming
Profit & Loss Budget vs. Actual
September 2021 through February 2022

	Sep '21 - Feb 22	Budget	$ Over Budget	% of Budget
Coach Education/Training	0.00	1,000.00	-1,000.00	0.0%
Coach of Yr Clinic, Scholorshp	0.00	4,000.00	-4,000.00	0.0%
Coach of Yr Plaques	0.00	500.00	-500.00	0.0%
Total Coach Representatives	0.00	5,500.00	-5,500.00	0.0%
Disability Swimming Coodinator	0.00	3,000.00	-3,000.00	0.0%
Donations	0.00	500.00	-500.00	0.0%
General Chairman	0.00	5,000.00	-5,000.00	0.0%
Interest Expense	188.49	1,050.00	-861.51	17.95%
LSC Conventions/Clinics/Dues				
Central Zone Dues	1,279.25	1,375.00	-95.75	93.04%
D&O Insurance	0.00	525.00	-525.00	0.0%
House of Delegates Meeting	0.00	1,975.00	-1,975.00	0.0%
USAS Convention	0.00	4,000.00	-4,000.00	0.0%
Workshops	1,545.44	5,000.00	-3,454.56	30.91%
Total LSC Conventions/Clinics/Dues	2,824.69	12,875.00	-10,050.31	21.94%
Officials Chair				
Background Check	493.00	5,795.00	-5,302.00	8.51%
Background Check Renewals	257.00			
Officials Chair(Tshirts&Badges)	135.00	1,075.00	-940.00	12.56%
Officials Travel	995.27	15,000.00	-14,004.73	6.64%
Wkshops,Meetings,Recog,Training	0.00	2,500.00	-2,500.00	0.0%
Total Officials Chair	1,880.27	24,370.00	-22,489.73	7.72%
Operational Risk Coordinator	0.00	600.00	-600.00	0.0%
Outreach/Diversity				
CZ Diversity Select Camp	0.00	2,500.00	-2,500.00	0.0%
Diversity/Inclusion Clinic	0.00	2,000.00	-2,000.00	0.0%
Learn To Swim	0.00	2,000.00	-2,000.00	0.0%
Multi Cultural Camp	0.00	2,500.00	-2,500.00	0.0%
Outreach-Gear	4,024.21	12,000.00	-7,975.79	33.54%
Outreach Travel	0.00	11,000.00	-11,000.00	0.0%
Total Outreach/Diversity	4,024.21	32,000.00	-27,975.79	12.58%
Permanent Office				
Bank Charges	37.00			
CC & Electronic Fees	586.42			
Office Expense	5,181.45			
Payroll Expenses	21,537.38			
Payroll Wages	40,412.20			
Subcontractor Work	3,460.00			
Worker's Compensation	135.00			
Permanent Office - Other	0.00	133,798.35	-133,798.35	0.0%
Total Permanent Office	71,349.45	133,798.35	-62,448.90	53.33%
Safe Sport Coordinator	557.91	2,400.00	-1,842.09	23.25%
Safety Coordinator	0.00	0.00	0.00	0.0%
Secretary	167.18	100.00	67.18	167.18%

Ohio Swimming
Profit & Loss Budget vs. Actual
September 2021 through February 2022

	Sep '21 - Feb 22	Budget	$ Over Budget	% of Budget
Senior Vice-Chairman	0.00	500.00	-500.00	0.0%
Treasurer				
Audit	10,915.00	9,000.00	1,915.00	121.28%
Tax Prep	2,625.00	3,000.00	-375.00	87.5%
Taxes	100.00	100.00	0.00	100.0%
Total Treasurer	13,640.00	12,100.00	1,540.00	112.73%
Total Operations	94,632.20	243,693.35	-149,061.15	38.83%
Recognition Banquet				
Recognition Banquet Exp	-1,800.00	10,000.00	-11,800.00	-18.0%
Swimposium	0.00	10,000.00	-10,000.00	0.0%
Total Recognition Banquet	-1,800.00	20,000.00	-21,800.00	-9.0%
Safe Sport Recognition Discount	910.00			
Swimmer Support				
Awards				
Age Group	10,938.40			
Seniors	1,248.03			
Awards - Other	0.00	15,530.00	-15,530.00	0.0%
Total Awards	12,186.43	15,530.00	-3,343.57	78.47%
Championship Facility				
Copier Rental	500.00			
LC Seniors	7,800.00			
Open Water Championship	0.00	3,500.00	-3,500.00	0.0%
OSI Sponsored Jo's Expense	800.00			
Championship Facility - Other	0.00	60,000.00	-60,000.00	0.0%
Total Championship Facility	9,100.00	63,500.00	-54,400.00	14.33%
Meets				
Distance Meets	2,500.00	5,000.00	-2,500.00	50.0%
LSC Virtual Championship Income	-640.00			
LSC Virtual Championship Meets	-975.32			
Total Meets	884.68	5,000.00	-4,115.32	17.69%
Open Water Programs				
Open Water-Awards	0.00	430.00	-430.00	0.0%
Open Water Zone Team Travel	0.00	2,500.00	-2,500.00	0.0%
Total Open Water Programs	0.00	2,930.00	-2,930.00	0.0%
Senior Travel Fund				
Olympic Trials	0.00	5,000.00	-5,000.00	0.0%
Summer 2021 (paid 2022)	5,397.74			
Senior Travel Fund - Other	0.00	80,000.00	-80,000.00	0.0%
Total Senior Travel Fund	5,397.74	85,000.00	-79,602.26	6.35%
Swimmingly				
Kits	150.00			
Total Swimmingly	150.00			
Zone Team	0.00	15,000.00	-15,000.00	0.0%
Total Swimmer Support	27,718.85	186,960.00	-159,241.15	14.83%

Ohio Swimming
Profit & Loss Budget vs. Actual
September 2021 through February 2022

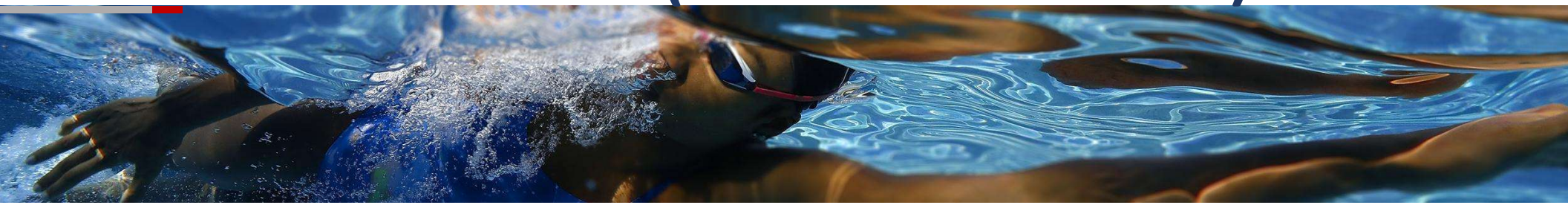
	Sep '21 - Feb 22	Budget	$ Over Budget	% of Budget
Total Expense	121,461.05	450,653.35	-329,192.30	26.95%
Net Ordinary Income	14,976.98	-36,163.35	51,140.33	-41.42%
Net Income	**14,976.98**	**-36,163.35**	**51,140.33**	**-41.42%**

Ohio Swimming
Balance Sheet
As of February 28, 2022

	Feb 28, 22
ASSETS	
Current Assets	
Checking/Savings	
Edward Jones	
Olympic Trial Funds (Reserved)	28,000.00
Edward Jones - Other	376,825.72
Total Edward Jones	404,825.72
Edward Jones Money Market	75,140.27
FMB Checking	2,607.90
Total Checking/Savings	482,573.89
Accounts Receivable	
Accounts Receivable	244.00
Total Accounts Receivable	244.00
Other Current Assets	
Clearing account	0.08
Total Other Current Assets	0.08
Total Current Assets	482,817.97
TOTAL ASSETS	**482,817.97**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	1,297.28
Total Other Current Liabilities	1,297.28
Total Current Liabilities	1,297.28
Total Liabilities	1,297.28
Equity	
Opening Bal Equity	220,316.78
Retained Earnings	246,226.93
Net Income	14,976.98
Total Equity	481,520.69
TOTAL LIABILITIES & EQUITY	**482,817.97**

PIVOT TO PARIS

PURPOSE & ENDS (PRIORITY RESULTS)



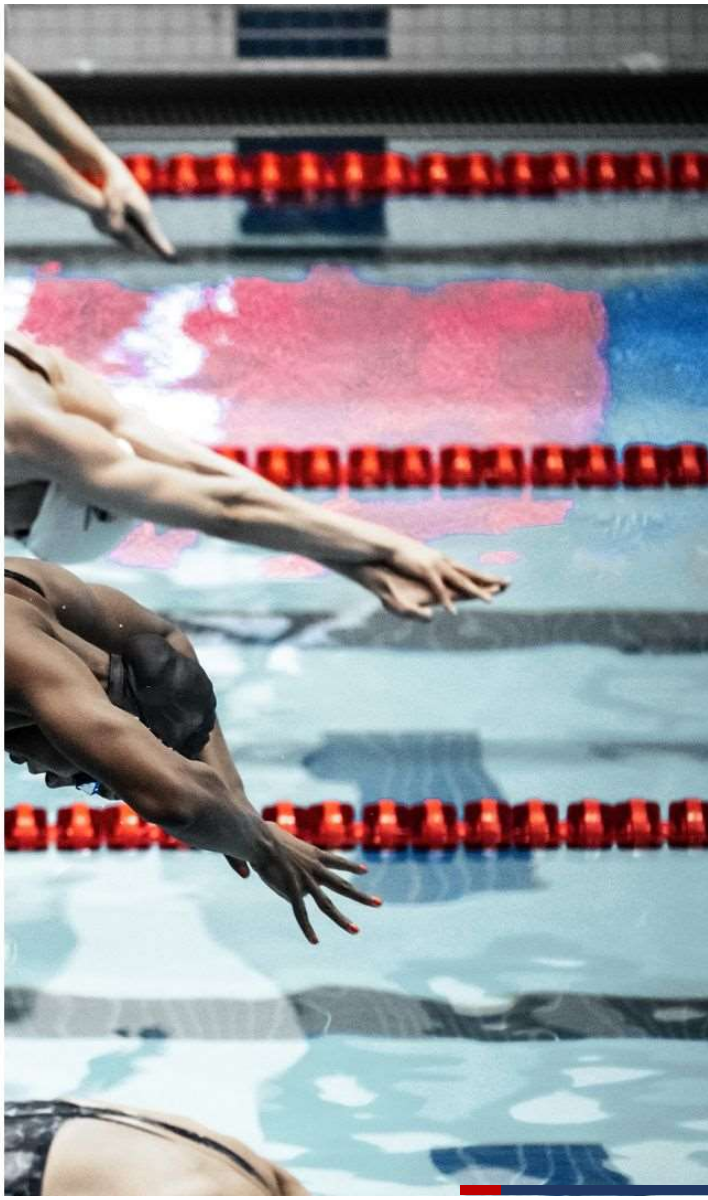
USA Swimming exists for the Growth and Success of Swimming in the U.S.

Our Ends continue to guide our overall strategies:

1. **Competitive success** at the international level
2. **Resources to support** athletes, coaches, and clubs
3. **Public engagement** with swimming
4. Recognition as **best-in-class** NGB

ORGANIZATIONAL PRIORITIES

1. Stewarding Financials
2. Mitigating Threats
3. Growing the Sport



ORGANIZATIONAL PRIORITIES

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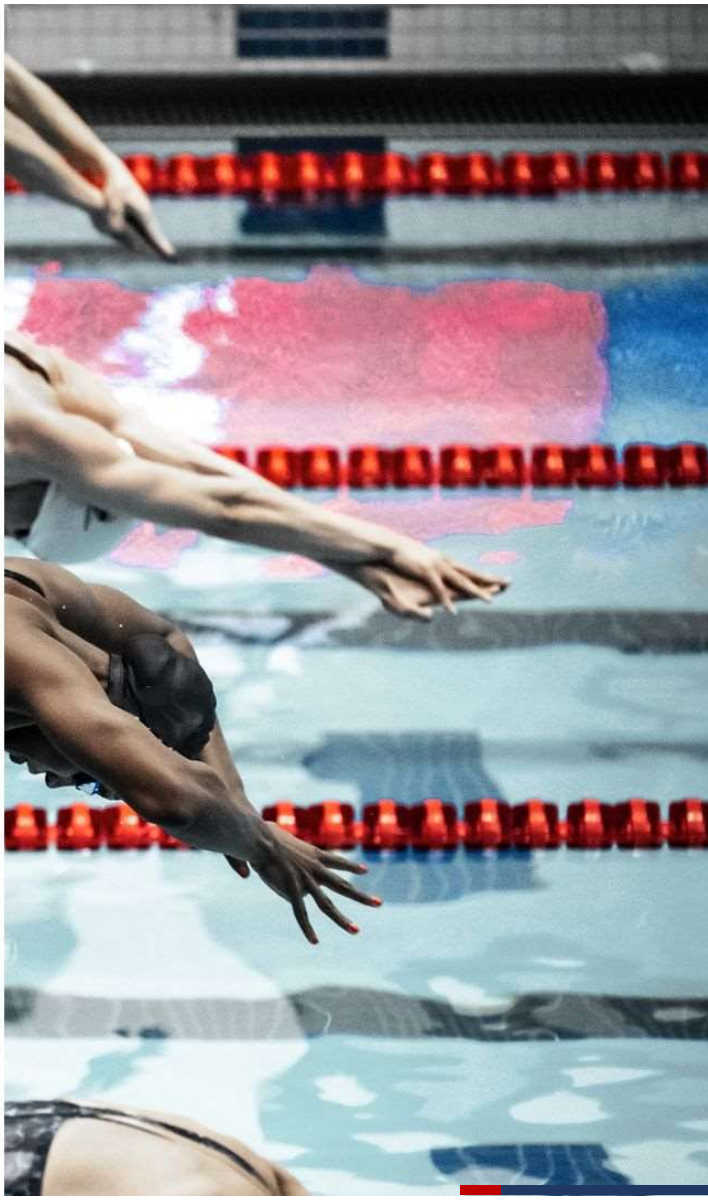

KEEPING ATHLETES FIRST

- $5M investment from Board designated funds to accomplish three key initiatives to keep athletes first and facilitate a best-in-class organization:
  - Online member registration & digital transformation
  - Safe Sport Club Recognition program and staff/program resources
  - Coach education & Learning Management System

TARGETED PROGRAM RESOURCES & SERVICES FOR MEMBERS

- **Keeping Athletes First** – continuing the focus
- Creation of new, elevated competitive opportunities
- DEI
- Community Impact Grants
- Financial wellness education and advising to athletes and coaches (OneAmerica program)
- Access to affordable, high-quality health coverage for coaches
- SwimAssist
- $3M pandemic grant to Clubs from USA Swimming Foundation
- Creation of and investment in Aquatics Coalition to keep pools open
- Marketing Toolkits for club recruiting
- Risk Management & Insurance

ORGANIZATIONAL PRIORITIES

1. Stewarding Financials
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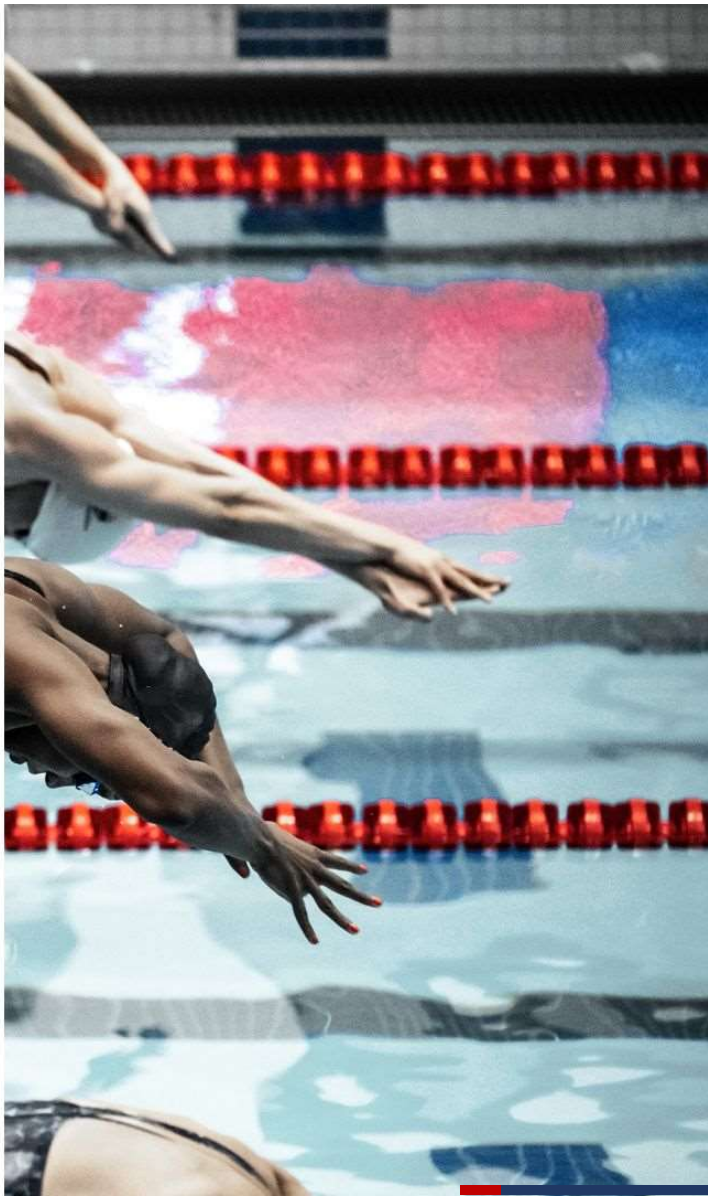


RISK MANAGEMENT & INSURANCE

- Breadth of coverage
- Insurance market and renewals
- State Statutes of Limitations
- USA Swimming Safe Sport program
  - 10-year anniversary
- Club level operational risk mitigation/education

12 & UNDER MEMBERSHIP

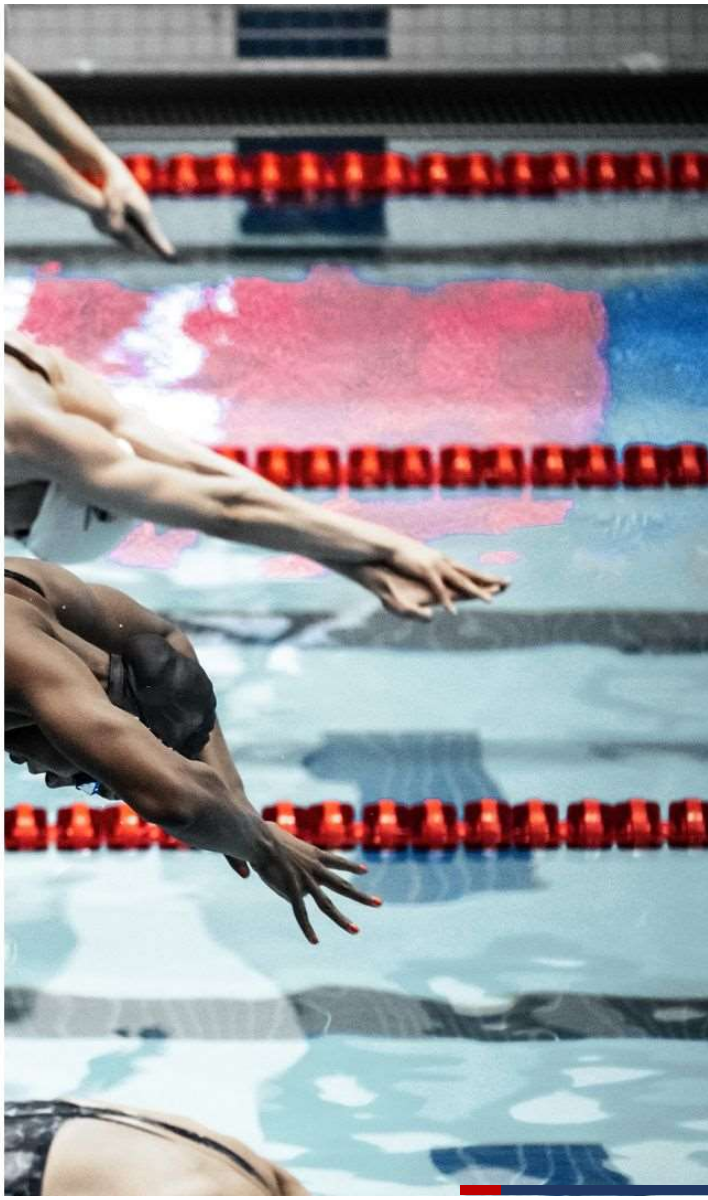
- The COVID pandemic exacerbated a previously identified trouble area
- Currently down 18,000 12&Under members since 2019
- 9 to 11-year-old swimmers are our 2032 Olympians
- Family-friendly competition
- Flex Membership
- Access to water

COMPETITIONS

- The challenges of COVID-19
- Constraints of college and school campuses
- Continued need for increased health and safety protocols
- Limited development of new facilities

ORGANIZATIONAL PRIORITIES

1. Stewarding Financials
2. Mitigating Threats
3. Growing the Sport



DIVERSITY, EQUITY & INCLUSION

Engage: Increase awareness by educating the USA Swimming community on what diversity, equity and inclusion looks like in action

Educate: Commit to increasing communication, transparency and engagement internally and externally

Empower: Increase swimming literacy and career opportunities for diverse communities by providing the tools needed to become USA Swimming members or employees

Elevate: Increase visibility and membership via diverse partnerships, programs, and participation

COACH DEVELOPMENT

1. Create a great environment
2. Lasting, positive swimming experience
3. Provide access to education

Coach Certification Program:

Pre-requisites

- The Starting Block

Certification Levels

- CORE
- ADM – Age Group
- ADM- Senior
- Head Coach

Maintenance

- Continuing Education Units

TECHNOLOGY

SWIMS 3.0 Application and Database

- State of the art member data security
- Improved member data quality
- Modernizing organizational applications
- Flexible reporting

CRM Architecture

- Targeted & relevant communications to members
- Fan & donor data capture

Website

- Interface for programs & membership tools

Interconnectivity & Technology Cycle

DIVERSIFYING REVENUE

More revenue = increased member resources

Traditional top 4 revenue sources:

1. Membership
2. Partnerships
3. USOPC
4. Foundation donors

New/evolving strategies include:

- Aggressive partnership sales strategy
- Events & Olympic Trials – rights fees from cities, tickets, etc.
- Foundation shift to Fundraising Board
- eCommerce & Retail – capitalize on pride in shield
- Technology

PERFORMANCE

- Opportunity at all levels
- Physical & mental health of our athletes
- Support in & out of the pool
- Podiums in Paris