

Ohio Swimming, Inc. Board of Directors Meeting

Conference Call – October 21, 2018 8:00 pm

513-275-6543 (no PIN) or via computer: www.uberconference.com/ohioswim

TENTATIVE AGENDA

1. Call to Order and Roll Call @ 8:00am

BOD members:		BOD Members:		BOD Members:	
General Chair – David Back	x	Senior Athlete Rep – Katrina Kanzari	x	Operational Risk Coord. – John Pristash	x
Admin Vice Chair – Michael Yeager	x	Athlete Rep – Braydon Kime	x	Sanctioning Chair – Anissa Kanzari	x
Senior Vice Chair – Norman Wright		Ath Rep – Jack Banks	x	Disability Swimming Chair – Jim Peterfish	x
Age Group Vice Chair – Chad Rehkamp				Officials Chair – Pam Birnbrich	
Secretary – Mark Johnson	x			Technical Planning Chair – Todd Billhimer	x
Treasurer – Joe Waller				Safe Sport Chair – Anthony Russo	x
Coaches Chair – Kris Moellenberg	x			Diversity/Inclusion Chair – Terry Anchrum	
Asst. Coaches Chair – Vacant					
Committee and Coordinators:					
Camps – Vacant		Ath Rep – Bridget Parker		Office – Erin Schwab	x
Open Water – Chip Carrigan	x	Ath Rep – Peyton Farrell	x	Finances – Kristi Princell	
Zone Team – Brent Peaden		Ath Rep – Caroline Holmes			
High School – Rich Morris	x				

2. Approve Agenda **APPROVED**

3. Consent agenda **APPROVED**

- a. Adoption of August 2018 Minutes
- b. Treasurer report
- c. Permanent Office convention report

4. Old Business

5. New Business

- a. LEAP 1 – Everything is complete with the exception of the BOD taking the leadership training. We have until the end of Nov to complete that.
- b. Code of Conduct – Needs to have a major update to incorporate changes required by USA Swimming. Needs to be done by 2020.

6. Announcements

- a. Welcome to our new athlete reps.

7. Next BOD Meetings – Sunday November 18, 2018 8 pm (Last day of the Senior Championships).

8. Adjournment @ 8:26 PM

Permanent Office Report – Oct 2018 BOD Meeting

2018 USAS Convention Report – Jacksonville, FL

Diversity & Inclusion Business Meeting:

Transgender taskforce update - There is a 7-step formalized process for changing an athlete's gender in the USA Swimming SWIMS database. There will also be a panel of individuals available to help and support the athlete and their family during the process. Birth certificates can only be used to verify age, not gender. IOC guidelines must be followed for international/national team membership regarding gender.

Non-athlete outreach membership – There is discussion about establishing an outreach membership for officials and “other” membership category (chaperones, meet directors, etc.) There will be a task force with representatives from officials, registration/membership and Diversity/Inclusion national committees. An officials reimbursement program will also be investigated (background check reimbursement) as part of this membership category. LSCs will have jurisdiction over approval process like Outreach athletes.

Bridge Programming task force – there is a direct correlation between income level and competitive level. Lower the income, the less participation in competition. Several LSCs are hosting ‘festival’ meets to encourage participation.

Spring Zone Meetings: Central Zone workshop to include D&I education on the 7-step process for SWIMS gender changes plus other workshops. May 17-18, 2019 Chicago. LSC delegation to include: General Chair, Admin VC, safe sport, operational risk coordinator, registration/times, D&I, officials chair, office staff.

Registration/Membership Business Committee Mtg

- Team Unify to give demo at Turis workshop for registrars.
- Eastern/Central Zone workshop May 17-19, 2019 in Chicago
- “Premium” membership is new nomenclature for previous ‘annual’ athlete membership
- New requirement for coaches beginning Sep 2020: USADA Anti-doping education. Renewal every 2 years.
- SWIMS being programmed to include fields for concussion. Ohio one of earliest states to require concussion training, coming in near future to many other states.
- 120-day transfer rule to be discussed at Spring 2019 R/M committee meeting
- Dual membership – intent to only pay a single fee for premium athletes who also are coaches. However, SWIMS currently can't track it.
- Updated SWIMS & Registration Manuals coming

Vendor Demo for LSC Registrars

- Team Unify demonstrated the data validation platform.

Times Workshop

- Central Zone is 2nd highest in splash count by zone, behind Western zone.
- Scholastic All-American: Central zone is 3rd behind Southern and Eastern zones.
- USA Swimming will no longer print and mail the T10 certificates. Each LSC will print them.
- Paralympic times will now be added to SWIMS database. Times & recognition committee will do loading.
- Mixed relay NAG records will now be tracked, must contain 2 males/2 females.
- SWIMS doesn't flag single-gender relay uploaded as a mixed relay

CS Required Bylaw Proposed Changes Workshop

- Proposed bylaws reduced from 70 pages to 20 pages. Intended to be more flexible for LSCs. Can fold some information into the LSC policy manual.
- Finance VC now a mandated position with treasurer. Bank statements go to finance VC, not treasurer
- LEAP committee will work with LSCs if they are recertifying LEAP 1 before the new proposed bylaws are to be in place (Jan 1, 2020)

- Officers in new proposed BOD structure will be phased in. No officer will be removed before finishing their term.

House of Delegates Meeting - Fri

Ohio Swimming was recognized for achieving LEAP 2 certification at the annual USA Swimming House of Delegates meeting and was presented with a \$2500 check.

Happy to have been included in the delegation again this year.

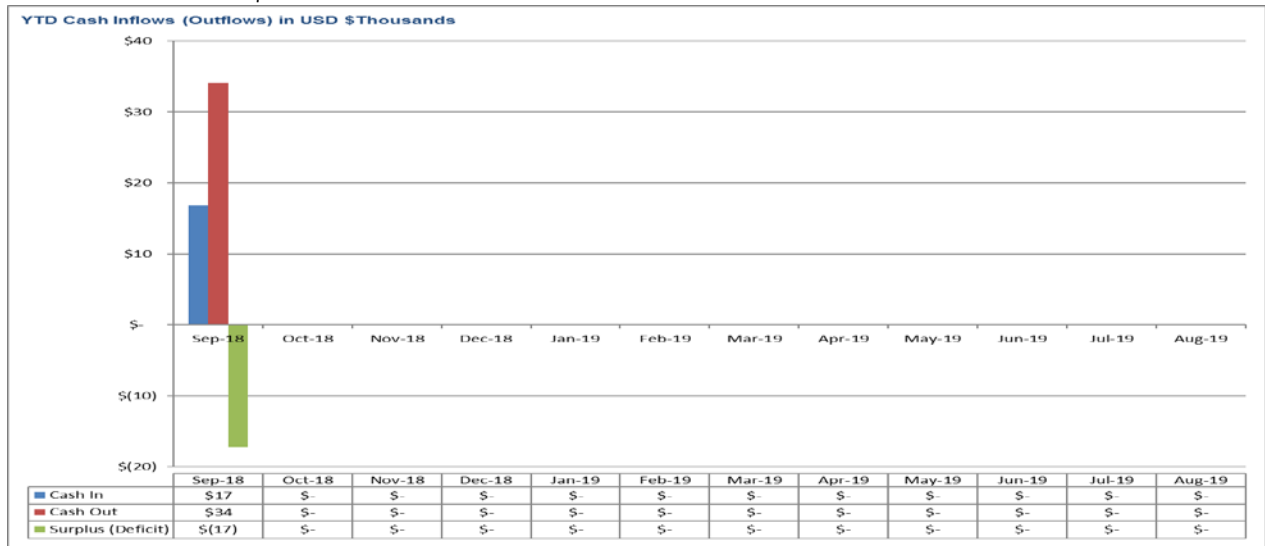
Erin Schwab
OSI Permanent Office



Treasurer's Report Ohio Swimming BOD October 2018 Meeting

To: Ohio Swimming BOD
 From: Joseph Waller
 Date: October 6, 2018
 Re: OSI Treasurer's Report

1. YTD Financials as of fiscal September (P1)
 - a. Inflows = \$17K vs our \$299K budget, or 6% YTD
 - b. Outflows = \$34K vs our \$346K budget, or 10% YTD
 - c. YTD Net Deficit = -\$17K



2. P&L Actual versus Budget = -\$17K YTD Unfavorable Variance versus -\$47K Budget = +\$30K Favorable Variance

Main Drivers of Surplus (Deficit)		
Planned Use of Reserves		\$ (47,549)
Membership/Dues NET		\$ -
Prior year income received in current year		\$ 12,777
Prior year expenses paid in current year		\$ (20,262)
Credit Card Fees YTD		\$ 142
Senior Travel Fund Overspend		\$ -
All Other		\$ 37,648
Surplus (Deficit) YTD		<u>\$ (17,245)</u>

3. Other Matters
 - a. FY '18 items expected to clear during FY '19: There are certain outstanding items that relate to FY '18 but will impact FY '19 cash basis results, totaling approximately \$34K of future net cash receipts expected.
 - i. Membership A/R: \$12K of prior year membership dues were collected in September 2018. Approximately \$20K of membership dues remain to collect related to FY '18.
 - ii. Travel: Approximately \$20K of FY '18 travel reimbursements were paid out during September of 2018.
 - iii. Gahanna LC Regionals: \$14K remains to be deposited from LC Regionals @ Gahanna. These amounts are expected to be deposited in October of 2018.



Treasurer's Report
Ohio Swimming BOD October 2018 Meeting

- b. Balance Sheet and Reserves: OSI continues to maintain a healthy balance sheet including sufficient reserves. Excess reserves are estimated at \$45K as of September 30, 2018, which will be further bolstered by collection of prior year amounts noted above.
- c. Quad Financial Forecasting: We are in the process of updating the Quad Financial Forecast and will update further progress during the November or December BOD meetings.

Respectfully Submitted,

Joseph Waller

OSI Treasurer

Ohio Swimming Profit & Loss Budget vs. Actual September 2018 through August 2019

	Sep '18 - Aug 19	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
2018 Income Recieved in 2019	12,776.50	0.00	12,776.50	0.0%
Memberships/Dues(USA Swim)				
Athlete	0.00	474,500.00	-474,500.00	0.0%
Athlete Expense	0.00	-390,400.00	390,400.00	0.0%
Club Membership Dues	400.00	13,525.00	-13,125.00	2.96%
Club Membership Dues Expense	0.00	-4,820.00	4,820.00	0.0%
Non Athlete	3,285.00	62,415.00	-59,130.00	5.26%
Non Athlete Expense	0.00	-52,155.00	52,155.00	0.0%
Outreach	0.00	375.00	-375.00	0.0%
Outreach Expense	0.00	-375.00	375.00	0.0%
Seasonal Swimmers	70.00	27,170.00	-27,100.00	0.26%
Seasonal Swimmers Expense	0.00	-21,450.00	21,450.00	0.0%
Total Memberships/Dues(USA Swim)	3,755.00	108,785.00	-105,030.00	3.45%
Other Income				
Approved/Meet Obsvervation Fees	0.00	2,000.00	-2,000.00	0.0%
Interest and Dividends (Edward	0.00	184.00	-184.00	0.0%
Interest Income(Ckg/Saving)				
Dividends	0.00	230.00	-230.00	0.0%
Total Interest Income(Ckg/Saving)	0.00	230.00	-230.00	0.0%
Misc.	220.00	2,050.00	-1,830.00	10.73%
Total Other Income	220.00	4,464.00	-4,244.00	4.93%
Sanctions & Meet Revenue				
Entry Fees	0.00	100,000.00	-100,000.00	0.0%
Facility Fund (Reserved Fund)	0.00	59,250.00	-59,250.00	0.0%
Sanctions	50.00	3,100.00	-3,050.00	1.61%
Senior Circuit Entry Fees	0.00	5,000.00	-5,000.00	0.0%
Travel Fund (Reserved Fund)	0.00	18,000.00	-18,000.00	0.0%
Total Sanctions & Meet Revenue	50.00	185,350.00	-185,300.00	0.03%
Total Income	16,801.50	298,599.00	-281,797.50	5.63%
Expense				
Operations				
2018 Expenses Paid in 2019	20,262.00		20,262.00	
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%

Ohio Swimming
Profit & Loss Budget vs. Actual
September 2018 through August 2019

	Sep '18 - Aug 19	Budget	\$ Over Budget	% of Budget
Coach Representatives				
Coach Education/Training	0.00	1,000.00	-1,000.00	0.0%
Coach of Yr Clinic, Scholarship	0.00	2,000.00	-2,000.00	0.0%
Coach of Yr Plaques	0.00	200.00	-200.00	0.0%
Total Coach Representatives	0.00	3,200.00	-3,200.00	0.0%
Disability Swimming Coordinator	0.00	3,000.00	-3,000.00	0.0%
Donations	0.00	2,000.00	-2,000.00	0.0%
General Chairman	0.00	10,000.00	-10,000.00	0.0%
LSC Conventions/Clinics/Dues				
Central Zone Dues	0.00	100.00	-100.00	0.0%
D&O Insurance	0.00	525.00	-525.00	0.0%
House of Delegates Meeting	250.00	1,975.00	-1,725.00	12.66%
USAS Convention	5,511.50	20,270.00	-14,758.50	27.19%
Workshops	0.00	1,957.00	-1,957.00	0.0%
Total LSC Conventions/Clinics/Dues	5,761.50	24,827.00	-19,065.50	23.21%
Officials Chair				
Background Check	152.00	5,000.00	-4,848.00	3.04%
Official Dues (\$6.00)	0.00	-1,800.00	1,800.00	0.0%
Officials Chair(Tshirts&Badges)	0.00	599.04	-599.04	0.0%
Officials Travel	0.00	15,360.00	-15,360.00	0.0%
Wkshops,Meetings,Recog,Training	0.00	2,788.80	-2,788.80	0.0%
Total Officials Chair	152.00	21,947.84	-21,795.84	0.69%
Outreach/Diversity				
CZ Diversity Select Camp	0.00	2,000.00	-2,000.00	0.0%
Diversity	0.00	2,000.00	-2,000.00	0.0%
Diversity/Inclusion Clinic	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	1,007.45	13,000.00	-11,992.55	7.75%
Outreach Travel	0.00	2,500.00	-2,500.00	0.0%
Total Outreach/Diversity	1,007.45	24,000.00	-22,992.55	4.2%
Permanent Office				
Bank Charges	0.00	85.00	-85.00	0.0%
CC & Electronic Fees	-142.33		-142.33	100.0%
Office Expense	610.16	10,271.04	-9,660.88	5.94%
Payroll Expenses	6,124.88	92,437.35	-86,312.47	6.63%
Subcontractor Work	0.00	3,150.00	-3,150.00	0.0%
Worker's Compensation	0.00	310.00	-310.00	0.0%
Total Permanent Office	6,592.71	106,253.39	-99,660.68	6.21%

Ohio Swimming
Profit & Loss Budget vs. Actual
September 2018 through August 2019

	Sep '18 - Aug 19	Budget	\$ Over Budget	% of Budget
Safe Sport Coordinator	0.00	2,400.00	-2,400.00	0.0%
Safety Coordinator	0.00	600.00	-600.00	0.0%
Secretary	0.00	100.00	-100.00	0.0%
Senior Vice-Chairman	0.00	100.00	-100.00	0.0%
Treasurer				
Audit	0.00	6,000.00	-6,000.00	0.0%
Tax Prep	0.00	2,900.00	-2,900.00	0.0%
Taxes	0.00	100.00	-100.00	0.0%
Total Treasurer	0.00	9,000.00	-9,000.00	0.0%
Total Operations	33,775.66	209,128.23	-175,352.57	16.15%
Recognition Banquet				
Recognition Banquet Exp	0.00	13,920.00	-13,920.00	0.0%
Recognition Banquet In	0.00	-4,500.00	4,500.00	0.0%
Total Recognition Banquet	0.00	9,420.00	-9,420.00	0.0%
Swimmer Support				
Awards				
Age Group	270.37	15,000.00	-14,729.63	1.8%
Seniors	0.00	530.00	-530.00	0.0%
Total Awards	270.37	15,530.00	-15,259.63	1.74%
Championship (Facility Reserved)	0.00	59,250.00	-59,250.00	0.0%
Meets				
Distance Meets	0.00	5,000.00	-5,000.00	0.0%
Senior Circuit Meets	0.00	9,000.00	-9,000.00	0.0%
Total Meets	0.00	14,000.00	-14,000.00	0.0%
Open Water Programs				
Open Water-Awards	0.00	430.00	-430.00	0.0%
Open Water Camps	0.00	3,360.00	-3,360.00	0.0%
Zone Team-Open Water	0.00	2,030.00	-2,030.00	0.0%
Total Open Water Programs	0.00	5,820.00	-5,820.00	0.0%
Senior Travel Fund (Reserved)				
Open Water	0.00	1,900.00	-1,900.00	0.0%
Senior Travel Fund (Reserved) - Other	0.00	25,000.00	-25,000.00	0.0%
Total Senior Travel Fund (Reserved)	0.00	26,900.00	-26,900.00	0.0%
Zone Team				
Zone Team Coaches	0.00	1,100.00	-1,100.00	0.0%
Zone Team Expenses	0.00	77,000.00	-77,000.00	0.0%
Zone Team Income	0.00	-72,000.00	72,000.00	0.0%
Total Zone Team	0.00	6,100.00	-6,100.00	0.0%

Ohio Swimming
Profit & Loss Budget vs. Actual
September 2018 through August 2019

	Sep '18 - Aug 19	Budget	\$ Over Budget	% of Budget
Total Swimmer Support	270.37	127,600.00	-127,329.63	0.21%
Total Expense	34,046.03	346,148.23	-312,102.20	9.84%
Net Ordinary Income	-17,244.53	-47,549.23	30,304.70	36.27%
Net Income	-17,244.53	-47,549.23	30,304.70	36.27%

Ohio Swimming
Balance Sheet
As of October 5, 2018
Oct 5, 18

ASSETS

Current Assets

Checking/Savings

Edward Jones

Olympic Trial Funds (Reserved) 28,000.00

Edward Jones - Other 293,007.13

Total Edward Jones 321,007.13

Edward Jones Money Market 2,163.56

FMB Checking 1,957.25

Total Checking/Savings 325,127.94

Total Current Assets 325,127.94

TOTAL ASSETS 325,127.94

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Payroll Liabilities 367.31

Total Other Current Liabilities 367.31

Total Current Liabilities 367.31

Total Liabilities 367.31

Equity

Opening Bal Equity 220,316.78

Retained Earnings 121,688.38

Net Income -17,244.53

Total Equity 324,760.63

TOTAL LIABILITIES & EQUITY 325,127.94