

*The following 3 pages are presented by David Stevens to stimulate discussion within the Ozark LSC.*

### **ARGUMENTS FOR A REPEAL OF THE CURRENT SURCHARGE PENALTIES**

Quote below is taken from the Finance Report of the October 10, 2012 House of Delegates Meeting:

“The per swimmer surcharge shall not exceed the \$2 per swimmer fee payable to Ozark plus a dollar amount per swimmer calculated by the host team to cover facility/pool rental expenses, but cannot produce excess funds that are more than equal to the # of swimmers entered in the meet (as a dollar amount) after expenses shall be payable to Ozark Swimming. Pool/facility fees can include the fees associated with the rental fees (tables, chairs, umbrellas) or management fees charged by the facility. Any policy interpretations will be made by the Ozark General Chairperson and/or Ozark Finance Chair.”

Example: Host team sets a \$12 surcharge. \$2 will go to Ozark, \$10 will go toward facility/ pool rental expenses. Assume that 500 swimmers enter the meet. 500 swimmers at \$10 each means that \$5,000 is available to pay the pool rental. If the pool rental turns out to be \$6,000, the host team still needs to come up with another \$1,000. If the pool rental turns out to be \$5,000, the host team has estimated well and will break even on Ozark’s current “surcharge equals pool rental” policy. If the pool rental turns out to be \$4,000, the host team has, according to Ozark, “overcharged” by \$1,000. Since there were 500 swimmers entered, the host team gets a \$1 per swimmer, or \$500 “grace”, but will be fined the remaining \$500 by Ozark. If only 425 swimmers sign up for the meet when the host had planned for 500, the Ozark fine gets even bigger.

Problems with the current situation:

- Why does Ozark dictate what a host team can use the surcharge for?
  - Host is penalized if too few or too many swimmers sign up.
  - Host is penalized if the rental charges are lower than expected.
  - Host is penalized if it can get a facility free or for a bargain price because the host cannot charge swimmers more than the facility/pool rental fee.
  - Host could potentially be penalized if, for example, a sponsor was willing to pay the facility/pool rental fee.
- If Ozark wants to legislate how much they will profit from the meet host’s efforts, build Ozark’s profit on top of the \$2 already surcharged, and the “Splash Fee” – which is currently ambiguous.
  - Page 8 of the currently posted Ozark Sanction Information and Request Form (revised 7/2014) states that the Splash fee is \$0.25 times the total number of entries before scratches.
  - The currently posted Ozark Profit/Loss Report, (Revised 9/2012) item 2(e) states that Splash Fees are 8% of the event entries sub-total.

A proposed solution is described in the Motion below:

### **Meet Sanction Fees Motion:**

In order to raise funds for Ozark Swimming's Annual Operating Budget, Ozark Swimming shall levy fees to be paid from the revenue generated by hosting swimming competitions Sanctioned by Ozark Swimming. Ozark Swimming shall specify a surcharge for each swimmer entering a meet, and an additional Splash Fee assessed against the total number of individual and relay entries for the meet.

The swimmer surcharge and splash fee may be adjusted from time to time at the discretion of the Ozark Swimming House of Delegates, and said fees shall be published using identical language in at least three places, to include: (1) Ozark Swimming Policies and Procedures; (2) Ozark Swimming Sanction Information and Request Form, and (3) Ozark Swimming Standard Meet Profit/Loss Statement.

Other than the above-mentioned fees payable to Ozark Swimming, Ozark Swimming shall refrain from dictating how host teams apply additional revenue toward the expenses and the potential profit of hosting an Ozark-sanctioned competition.

### **PROPOSAL THAT OZARK CONSIDER A PAID OZARK POSITION**

LSC's all over America are setting up offices and hiring part-time and/or full-time staff to better serve the LSC. As per Pat Hogan at USA Swimming, at least 15 LSC's have full time employees with duties as straightforward as Office Managers; while others act as Sport Development Consultants, and even others are hiring Executive Directors. LSC's are frequently run primarily by coaches and parents of larger clubs, with their full-time, professional staff members already spread thin by the demands of operating their own clubs in addition to volunteering at LSC meetings and on LSC committees. Positions are funded initially by adding an annual LSC fee to the athletes' USA Swimming Membership fees, by adding surcharges to swim meet entries, and by increasing Splash Fees. Once in place, the contractor/employee often is expected to seek out and secure further financial support.

USA Swimming says that we are supposed to devote ourselves toward the Core Objectives of Building the Base, Promoting the Sport, and Achieving Competitive Success.

In any given year, at any of these LSC meetings, what are we, as Ozark Swimming, actually accomplishing?

- We coordinate and organize a meet schedule and some local championships
- We strive for well-prepared officiating crews at LSC competitions
- We have 2-3 meetings a year
- We supply a little travel funding to help our elite swimmers
- We organize a Zone Team each summer
- We send a delegation to the USA Swimming convention each September
- We try to implement the current "trend"
  - Open Water Swimming
  - Diversity



- Outreach (lower income, irrespective of ethnicity)
- Inclusion (Paralympics, adaptive aquatics)
- LEAP certification level

Most of what the LSC does seems to be feeding back to the swimmers already meeting with a degree of success. What are we doing to Build the Base and to Promote the Sport? Are we spending our income on the masses who form the “Base”, or on the elite performers? Are we helping the big clubs that already have full-time staff, or are we helping the smaller clubs that don’t have full-time guidance? Are we serving the needs of the underrepresented (minorities, lower income) or are we providing travel funding for elite performers who may already be affluent, but simply have more meet travel expenses than the novices?

Would a paid position help make a difference? Currently, I can’t imagine paying a full-time salary from an LSC of our size. (But could we partner with Missouri Valley?)

### **Possible Duties**

#### *Clerical Duty/ Office Management Ideas*

LSC Registration Chair, run pre-meet registration verification reports

Host an LSC Office, answering phone calls and emails

Act as LSC Secretary and/or maintain LSC website

Maintain LSC records, calendar, meeting schedule, financial record archives, meet result archives

#### *Fundraising Ideas*

Apply to Foundations, Corporations and Government for grants

Seek sponsors of LSC web site, championship meets, Outreach & Diversity

#### *Professional Guidance Ideas*

Consult as needed (especially small clubs) on club governance, ownership models, board effectiveness, hiring/training coaching staff, fundraising, meet hosting

Help LSC create clinic opportunities for athletes, parents, coaches

### **Motion Concerning a Potential Paid Ozark Position:**

The Ozark LSC shall create a committee to consider the desirability of a paid LSC position. The Committee shall be comprised of: David Stevens as Chair of the Committee, at least one of the General Chair and the Administrative Vice Chair, at least one of the Financial Vice Chair and the Treasurer, and at least two other delegates. (Minimum committee size is 5; maximum size is 7.) The Committee shall research existing LSC positions, propose duties that a paid individual would perform, and report on possible funding models and pay structures. At the next 2015 LSC Meeting, the committee shall present their findings and make a recommendation to the House of Delegates.