

1 Proposed Modification to the Niagara Swimming, Inc. Policies and Procedures – Number 4

2 Location: Policies and Procedures, page 17, Fee Schedule section

3 Proposed by: Jim Stromski

4 Purpose: Add \$2 LSC Fee to Outreach Membership

5 This is the second of a series of proposed modifications to the Fee Schedule in the Niagara Swimming,
6 Inc. Policies and Procedures Manual. There are two proposed major increases in LSC expenditures this
7 budget cycle that require increased funding: a significant increase to Coach Education (>250%) and fully
8 funding a paid staff position. The goals of this expenditure is to have every coach member of Niagara LSC
9 either ASCA or ISCA educated and certified, allow for the traditional attendance at coaching clinics and
10 conferences, and budgeting for the maximum amount of USA Swimming reimbursement for Coach
11 Mentoring. Accordingly, the Coach Mentoring program would be expanded to allow coaches, who wish
12 to participate, the opportunity to visit some of the top programs in the country.

13 There are two reason for increasing the Coach Education budget line item. The first is that common
14 sense dictates that, to have high performing athletes, we must have experienced and expert coaching.
15 The Board believes that one of the ways that we can get there is to substantially increase the Coach
16 Education budget item. During budget development discussions, one conversation was about funding
17 travel reimbursement for next year's Olympic Trials (June 2020). During that discussion, it was realized
18 that Niagara currently has one athlete that is *close* to having a qualifying time. Granted, not every
19 athlete can qualify for Trials, nor should they, but Niagara not having any qualifiers means that we have
20 to do better.

21 The second reason is, also, Olympic related, but we're meaning the 'Olympic bump' in membership that
22 we (and USA Swimming in general) see after an Olympic year. Enabling our coaches to become trained,
23 educated, and certified this year best positions them for making the athlete experience better NEXT
24 year.

25 Transitioning to formal payroll and a paid staff position has been contemplated for several years and
26 partial funding was included in the 2018 – 2019 budget. USA Swimming has frowned upon our historical
27 'stipend' model of reimbursing Niagara's Registrar and Treasurer. As such, the Finance Committee is,
28 both, formalizing these relationships as well as moving to bring on a paid staff member. The paid staff
29 member would perform the functions of the Registrar, certain delegated functions of the Admin Vice
30 Chair, National Times Verification, Niagara Top Ten / Records, Communications, as well as other duties,
31 administrative tasks, and responsibilities. The goal of having a paid staff member is to unload the day-to-
32 day tasks of LSC administrative tasks to this person and allow Board members to think strategically as
33 opposed to operationally. The process of bringing on this staff member is close to completion.

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35 Effective Date: Upon approval of the Niagara LSC House of Delegates and beginning with the 2019 –
36 2020 registration year (September 1st, 2019).

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38 ~~Athlete – Outreach~~ ~~—————~~ ~~\$ 5.00~~

39 **Athlete – Outreach** **\$ 7.00**

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41 **Note: 2019 – 2020 USA Swimming Registration Fee + \$2 LSC Registration Fee)*