

Virginia Swimming Board of Directors Meeting

Tuesday March 16, 2021
7:00 pm
ZOOM Conference

AGENDA

Call to Order

John

Consent Agenda

- Approval of the Minutes from October, 25 2020

Emily

Treasurers Report

Bob

- General Chair's Report
- Administrative Vice Chair's Report
- Senior Vice-Chair Report
- Age Group Vice-Chair Report
- Finance Vice-Chair Report
- Safe Sport Vice-Chair Report
- Governance Committee Report
- Athlete Committee's Report
- Coach Committee's Report
- Executive Director's Report

Bryan

John

Steve

Drew

Bill

Maureen

Kevin

Jack

Mike/Morgan

Mary

Old Business

New Business

1. Proposal to continue VSI's Procedure 45. Fees and Surcharges through Long Course
2. Discussion of fees received from PVS for athletes endowment
3. Governance Committee status

Adjourn

Upcoming Meetings

- BoD- April 24
- HoD- April 25
- BoD- June 6
- BoD- August 29
- BoD- September 18
- HoD- September 19

Virginia Swimming Board of Directors Meeting

Sunday October 25, 2020
7:00 pm
ZOOM Conference

MINUTES

Call to Order

Bryan

- The meeting was called to order at 7:01 pm.

Consent Agenda

Approval of the Minutes from September 10, 2020

Emily Fagan

- The motion to approve the September 10, 2020 minutes was approved.

Lobby for VSI's support for the DEI voting initiative

- Lamar DeCasseres (Metro Swimming) and Ryan Gibbons (Florida Swimming)
 - Lamar DeCasseres asked for support for adding a DEI Chair position to the VSI Board of Directors. He likened the addition to a DEI chair to the same requirement of having a Safe Sport Chair. He asked that VSI stand unified to amplify voices of change. Having a smaller more strategic board is one argument for not adding a DEI chair. Using an at-large board member for the DEI board chair is one way to include a DEI chair to the BOD. USA Swimming is committed to growing and celebrating diversity where everyone feels respected and supported within the LSC. Diversity, equity and inclusion is important to USA Swimming achieving their goals.
 - Ryan Gibbons joined the call to speak to the motion by arguing that the world is changing where we need to reconsider ourselves and how we view each other. While this in the wake of Black Lives Matter movement, this is a longer movement for doing what is right and best for people. Our sport needs to find progress. If you want the organization to succeed, you must lean into diversity. He also argued that achieving more diversity is the right thing to do. Everyone needs to be involved and embraced and athletes needs to know they have a place. Having a DEI member on the board reconfirms your commitment to opening the door to more people and they know that they belong. He asked that we look to the athletes for their perspective about supporting the legislation.

Treasurer's Report

Bob Rustin

• Workshop Recap

- Bob attended the Treasurer's Workshop in Ohio.
 - 990s must be filed electronically. A registered portal holder must be found that has access to the IRS to be able to file it. He expects the fee to be approximately \$2500. Clubs need to be aware of the issue as well. USA Swimming has not yet answered as to whether their accounting firm can upload the 990 for the LSCs and clubs. This is a new 2020 requirement by the IRS.
 - USA Swimming has decided that in 2021 LSCs must do an external audit annually. Until now, internal audits were acceptable if an external audit was done every four years. Bill has provided the name of our previous auditor. The cost will be \$5000-8000. There may be the option to do a procedures audit instead of a financial audit.
 - Bill would like to continue to run through the internal financial review as a good management procedure for our LSC.

- General Chair's Report

Bryan

The Board went into closed session at 7:15 pm.

Virginia Swimming Board of Directors Meeting

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The Board returned to open session at 7:30 pm.

Administrative Vice Chair's Report

John

- Officials Report (attached)
 - Masks are not a personal preference. They are required while on deck. Must abide by the rules of the facilities. We are guests of the facility in which we are working.

Senior Vice-Chair Report

Steve

- Steve sent the report today.
- Winter 18 & U Championship meet plan has been reviewed. Times can be submitted for meets done between December 1-13. A new meet can be created for the meet.
- Senior Champs qualifying times process is almost complete. The times have been approved by the committee with a few outstanding questions. Waiting for qualifying period. Report attached.

Age Group Vice-Chair Report

Drew

- The Age Group Committee owes a great debt to MC Thomas who has done a complete accounting of Age Group Times. The committee is waiting on a few members to reply to the committee. He anticipates the committee will approve the times.

Finance Vice-Chair Report

Bill

No report

Safe Sport Vice-Chair Report

Maureen

- In June, USA Swimming launched Meet 360 that includes the Safe Sport signage to be used for every meet in the LSC. The document and signage are posted on the VSI website.
- GATR received their Safe Sport recognition.
- Life streaming meets requires a waiver for every participant. It can be a blanket waiver done per meet. The host team needs to make sure every participant is informed. If it is in the meet invitation, then it is a blanket statement.

Governance Committee Report

Kevin

No report

Athlete Committee's Report

Jack

- Jack has added a few things to the website and more active on social media.
- Meeting will happen in November.
- Athletes are happy with the meet formats.
- Scholarship committee has not met yet and they plan to use the same members as in 2020.

Coach Committee's Report

Mike/Morgan

No report

Executive Director's Report

Mary

- Report attached.
- Registration numbers are down approximately 10 percent. No conclusions can be drawn yet. There are teams who have not yet submitted their registrations. There are more flex registrations now than this time last year.
- Three clubs will not renew but they have merged into other clubs.

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- Mary shared the results of the Team Update survey. About 50% of the teams responded to the survey.
- Using Dolphin watches as the semi-automatic timing system can no longer be sanctioned. USA Swimming has not yet certified the equipment at this time. However, there is a task force at the national level reviewing this and a final decision on their use in semi-automatic mode is expected soon.

Old Business

VSI Logo Proposal-Maureen

- USA Swimming came back with the refined logo design with the modifications requested. They made the lane line more defined. One version includes a heart.
- The VSI logo will be replaced with the new design as created by USA Swimming. The digital files will be given to use for printing. The primary logo (upper left logo) is the primary logo.
- The board approved the new logo as the updated VSI logo.

New Business

DEI Voting Member of LSC Board of Directors

- Options – increase the size of the board by one. Make one of the at-large positions could be the DEI Chair. Is the position elected or appointed?
- The DEI position will be added the VSI Board of Directors. It will go before the HOD in April for approval.

Update Covid-19 Return to Competition Check List

- Proposal attached.
- The highlighted items in the document are the proposed changes.
 - Map of flow is requested.
 - Relays will be allowed in a limited capacity. The specifics are outlined in the checklist.
 - Morgan appreciated the updates to the document especially the specifics about relays and information about locker rooms.
- The updated Covid-19 Return to Competition Check List was approved by the board.

Modifications to the VDH Phase III Guidelines

- There are likely to be a few tweaks that will ease things a touch. The changes will be done as winter sports approach.
- Ten feet of social distancing and the mask requirement will not change.

Adjourn

The meeting was adjourned at 8:43 pm.

Next Scheduled Meeting-subject to change

**Virginia Swimming
Board of Directors Meeting**

Sunday October 25, 2020

7:00 pm

ZOOM Conference

February 7, 2021

Meeting attendees: Bill Geiszler, John Stanley, Bryan Wallin, Drew Hirth, Bob Rustin, Maureen Tolliver, Mike Salpeter, Morgan Cordle, Chad Onken, Emily Fagan, Mary Turner, Steve Hennessy, Boone Fleenor, Dave Henderson, Jack McCann

Other attendees: Dan Summerlin, Lamar DeCasseres (Metro Swimming), Ryan Gibbons (Florida Swimming)

DRAFT

Virginia Swimming Financial Summaries 2020-2021

3/14/2021

*** Revenue ***	Budget	January	February	YTD
USAS Registration	467,600	23,252	45,863	392,616
VS Registration	112,050	5,645	9,763	95,227
Flex registration	10,000	530	600	7,960
USAS Club Dues	3,500	350	350	2,660
VS Club Dues	1,900	150	510	1,612
Meet Sanctions	3,200	280	160	1,410
Meet Rebates	191,000	17,505	18,098	72,386
Sales & Misc.	2,000	264	1,395	1,864
Championship Meet Revenue	30,000			-
Sectionals Meet Revenue	10,000			-
Zone Meet Revenue	50,000			-
LC Zones Team	28,900			-
Clinics and Swimposium Revenue	5,500			1,860
Zone Meeting Revenue				-
Awards Banquet	25,000			-
Interest - Checking	25	2.71	2.45	14
Interest - Reserve	800	0.74	9.99	14
Endowment Income	50,000	10186.34	10,734	32,032

Total Revenue	\$991,475	\$58,166.71	\$87,485.03	\$609,656.36
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*** Expenses ***				
USAS Registration	467,600	55,248	29,088	408,824
USAS Club Dues	3,500	910	70	2730
				0
Travel - US Open	2,500			0
Travel - Winter Nationals/Paralympic/Other	22,500			0
Travel - Summer Nationals	13,500			0
Travel - Olympic Trials / World Team trials	15,000			0
Travel - National Youth Team	1,500			0

Travel - Discretionary	3,000			0
National Meet Travel - Coaches	12,600			0
				0
Senior Champ Meet Support	10,000			0
Va. Championship Meet Expenses	30,000			0
Zone Meet Expenses	50,000			0
Sectionals Meet Expenses	10,000			0
LC Zone Team Support	70,900			0
Champ Meet Awards	22,000	5,239	6,721	11,960
				-
Staff Salaries	71,000	6,617	6,617	39,700
Payroll Taxes	6,350	553	571	3,149
Benefits	2,400			-
Webmaster	20,000			-
Web Upgrades	3,000			959
Administration Expenses	14,000	3,249	1,756	8,807
Supplies & Misc.	3,000		59	343
				-
Awards Banquet	40,000			859
National Convention	18,000			-
Zone Meeting	3,000			-
				-
Equipment	1,000			-
Officials Workshops / Training /Travel	20,000	325	1,046	3,365
				-
USAS Workshops	6,000			-
VS Camps & Clinics	6,000			1,063
VS Workshops	1,000			-
				-
Diversity, Outreach Reimbursements	10,000	843	347	1,985
Diversity / Travel, Other				-
Make a Splash/Learn to Swim Grants	6,000	4,000		6,000
Safe Sport Programs	2,000	1,000		2,500
Coach Mentoring Program	2,000			-
Athlete Scholarships	6,000			-
Club Grants				-

Endowment Funding	50,000		20,000	20,000
Total Expenses	\$1,025,350	\$77,984.33	\$66,274.78	\$512,243.06
Net Income / Loss	(\$33,875.00)	(\$19,817.62)	\$21,210.25	\$97,413.30
Beginning Funds	\$238,491			\$238,491
Inflow (Outflow)	-\$33,875			\$97,413
Transfer to savings	\$800			\$14
Transfer to / From Savings	\$0			
Ending Funds	\$204,616			\$335,891
Endowment	\$40,000			\$60,000
BOD Restricted Funds	\$30,859			\$30,859
Virginia Swimming Savings	\$253,542			\$253,556
Total Funds	\$529,016.82			\$680,305.12

General Chair's Report

BRYAN WALLIN- MARCH 15,2021

I am glad to see VSI SC Championships are done for 2021. Over-all I thought it went well. The levelheaded people I talked to seemed happy with the effort VSI put into these non-traditional Championships. The other people I talked to where not going to be happy with anything that was being done to begin with. Quite frankly, most issues that were brought up where out of our control, weather being one. Facility restrictions being the other. The things we could control, I thought we did a great job doing so. Hopefully by LC season we will be able to move toward more traditional championships.

From USA-S LSC Leadership Meetings.

There are national meets on the horizon:

- TYR 18 and Under Spring Cup- April 29-May 2- Richmond
- Speedo Summer Invitational (Open and Juniors)- August 3-7 - Greensboro

The Ted Stevens Act being was revised, where NGB's must have 33 1/3 representation of athletes on their Board. USA Swimming HOD and National committees will be effected and this will trickle down to the LSC's in some form. A work group is making a recommendation to USA-S in early May. Once USA-S is compliant then they will LSC's will be addressed.

Virtual Zone Workshops are April 30-May1- Mary, Has there been a registration for this yet?

2021 Convention: September 23-25. More details coming.

Respectfully Submitted,

Bryan Wallin

Fellow VSI Board Members,

Please find the Coaches' Committee/Association Report for tonight's meeting below:

Here is our Coaches Association Report:

1) We as an LSC want to give a HUGE thanks for all the efforts that were put in to make championship season happen in VA Swimming because in talking with other LSCs not all of them are even back and swimming yet. We are very lucky, fortunate, and appreciative to all on this board for their dedication in making our short course championship season happen!!!

With that said, some of the concerns voiced to Morgan and myself are good thinking points for us as a board to consider if we need to encounter this again over the summer. These concerns are as follows:
a) Would there be consideration to running Age Group Champs and Senior Champs East (one location); and Age Group Champs and Senior Champs West (another location) as opposed to virtually combining meets and forcing meets to run similar on timelines?

b) Is there a plan from the senior and age group committees to do research on what each host team and facility plan is in regards to hosting the championship meets; and if so, what is the protocol if the LSC determines that a facility truly isn't prepared to host the meet at the standards that the LSC is looking for?

c) Recommendation point- We as a VSI board met very frequently during the 3 month initiation period of the pandemic; and then those meetings as a board completely dropped off. In looking back on setting up these championship meets (and maybe a lesson learned if ever faced with a situation like this again) would be to have the coaches committee/association meet first to discuss what coaches are looking for in regards to a championship meet; then send those recommendations over to the SR committee and AG committee for further discussion. This would make everyone feel as if they had a voice and were taking ownership in regards to the championship series format of things.

*****All of these come out of positive intent. We are all so appreciative of the efforts that were put forth to make championship season happen. The goal of the above is to help gain "lessons learned," and get more involvement from coaches in our LSC who wish to have more of a voice. Looking back, as coaches' reps both Morgan and I feel like we could've done more ourselves to help initiate these discussions and truly wish we had taken on a more active role with that.

2) There is growing concern in the LSC among coaches regarding Long Course meet opportunities.

3) With new Gov. Northam restrictions being modified, what is the LSC's stance on:

- Spectators at meets
- Live streaming requirements for meets (consistency needs to be had if we are going to have it). Is livestreaming an actual requirement if we allow spectators access to viewing?
- General distancing and spacing athletes at meets
- Anything else I am missing?

4) There is growing concern that due to Covid restrictions that had to be put in place that we aren't meeting the needs of our lower and middle tier athletes. We are constantly discussing this even in non-

Covid times; and I think this needs to be a central discussion point for committees to discuss; and following board meetings.

5) We need to begin the process in regards to nominations for Coaches Rep as Mike's term is expiring.

With the greatest respect,

Mike and Morgan



Mike Salpeter
Associate Head Coach
TIDE Swimming
7573754394
coachmike@tideswimming.com

"To create a culture that empowers every athlete, coach, and parent to have meaningful experiences in life and sport through TEAM!"