# Minutes

1. Call to Order
   * The meeting was called to order at 2:02 pm
2. Adoption of 2020 September HOD Meeting Minutes
   * The minutes from the September 2020 HOD were approved.
3. Treasurer’s Report
   * Bob Rustin deferred most discussion to the budget discussion.
   * Revenues and expenses are tracking well to the budget. The LSC needs to be positive in a normal year to break even for the year.
   * Travel reimbursements have come in, but there may be more for LC season.
   * The motion to approve the Treasurer’s Report passed.
4. Guest- Jennifer LaMont, ASCA CEO- Discussing the Future of ASCA
   * Chad Onken introduced Jennifer LaMont.
   * First female CEO of ASCA. She has been an employee of member run organizations for 30 years.
   * ASCA would like to collaborate with as many groups in the swimming community to do what is best for the athletes and sport.
   * ASCA is a member driven organization that reflects what the coach members want.
   * ASCA has updated certification courses and created clinics around the country to make it more convenient to learn from other coaches face to face.
   * Created a mentoring program for coaches.
   * ASCA wants to be inclusive and reach out to coaches by creating demographic specific groups like Women in Coaching, Coaches of Color, and New Member Coaches.
   * ASCA has revamped its publications and continues its advocacy for coaches.
   * ASCA looks forward to working with LSCs around the country.
5. Election of Officers
   * Kevin Hogan explained the election procedure.
6. Officers and Committee Chairs/Coordinators Reports

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| * General Chair * Administrative Vice Chair * Finance Vice Chair * Senior Vice Chair * Age Group Vice Chair * Safe Sport Vice Chair * Athletes Chair * Coach’s Chair | * Governance Chair * Officials Chair * Open Water Chair * Operational Risk Chair * Diversity Chair * Disability Chair * Technical Planning Chair * Executive Director |

**Officer and Committee Chair/Coordinator Reports**

* General Chair
  + The year of COVID has given the VSI Board and clubs in the LSC the opportunity to be creative when providing opportunities for athletes. Thank you to the clubs, coaches, volunteers and all who helped keep athletes in the water. Thank you to the office staff.
* Administrative Vice Chair
  + The challenges this year have been amazing. John reiterates Bryan’s sentiments and also thanks the meet hosts who have held meets within the guidelines of the Commonwealth of Virginia.
* Finance Vice Chair – Report Submitted
* Senior Vice Chair - Report Submitted
  + Thank you to the committee members for the hard work to make everything happen this season. There have been 9 working groups out of this committee.
* Age Group Vice Chair
  + There have been 117 SC meets with 12 SC Championship meets for 14 & U athletes. Being able to offer these meets to the younger athletes will pay huge dividends to the future. Need to be appreciative of the hard work from parents, coaches and volunteers. The Senior Committee provided excellent guidance. Huge thank you to meet referees and hosts for Age Group Champs.
  + LC AG Champs will hopefully have relays.
  + EZ Age Group meet will take place August 4-7 at CSAC.
* Safe Sport Vice Chair
  + On April 6, notification went out with a “Keeping Athletes Safe Incentive.” There is a tiered system starting with a financial incentive on May 1.
    - May 1 - $1500 for 25% safe sport certified with a $200 matchup for merchandise.
    - June 15 – $2000 for 50 % safe sport certified with a $200 matchup for merchandise.
    - July 15 - $2500 for 75% safe sport certified with a $400 matchup for merchandise.
    - September 1 - $3000 for 100% safe sport certified with a $500 matchup for merchandise.
  + There is grand total of $9000 in cash and prizes. Any money received goes to the athletes in a meaningful way – camps, clinics, grants.
  + Every team who achieves Safe Sport recognition receives a pop-up changing tent.
  + Suicide prevention webinar took place last week. The topics were helpful with cues and clues to look for. The presentations have been posted on the safe sport page at USA Swimming website.
  + Safe sport zone conference is next week. MAAPP is under revision with changes to be implemented this summer.
  + Teams who need their second recognition of safe sport – use volunteer hours to get out of the way the training.
  + VSI has a $500 award for any team who completes their recognition by August 31.
* Athlete Chair - Report Submitted
  + Athlete election – Allison Dodd is the newly elected Junior Athlete Representative.
  + Scholarship – Blake Johnson (ODAC) and Tim Higgins (SRVA)
* Coach Chair
  + Huge thanks to the LSC leadership to provide the opportunities for athletes.
  + Push the LC Zones meet for athletes and have coaches apply to help.
  + Email will come out soon from Morgan about an election for the Junior Coach Rep position.
* Governance Chair
  + Board of Directors elections now occurring.
  + Proposed legislation and bylaws change will take place later in the meeting.
* Officials Chair - Report Submitted
* Open Water Chair
  + Meet coming on June 19
* Operational Risk Chair – no report
* Diversity Chair - Report Submitted
* Disability Chair - Report Submitted
* Technical Planning Chair – see new business
* Executive Director - Report Submitted
  + Registration numbers – down 6% from where we were last year. We are 7% from where we were in 2019.
  + Coach certifications- extension granted through August 31 for In Water or CPR training. Coaches must send the updated online course. The list of courses has changed dramatically. Make sure your course is on the USA Swimming website.
  + Online member registration by families will be delayed and will not start for the fall of 2021.
  + Flex registrations for 2022 will remain the same format.

1. Proposed Policy and Procedures Amendments - Proposed DEI Chair Legislation
   * Kevin presented the report for the policy change and bylaws change to add a DEI Chair to the BOD.
   * The change to include the DEI chair legislation bylaws carries.
   * The policy change and the procedure change to define the DEI chair as written in the bylaws also passed.
2. New Business

2021-2022 Budget Proposal (Finance Vice Chair)

* + The proposed budget includes a 10% increase for athletes from this year.
  + Propose a deficit of about $18,000 for the year. Other years have had deficit budgets, but most years end up operating in the black.
  + An increase in the sanctioning fee to $30 is proposed. The meet sanctioning fee has been $20 for a number of years.
  + Webmaster position has been displaced with the advent of the new website. The staff salaries were adjusted to include the webmaster duties.
  + Safe Sport incentives from VSI have been built into next years budget.
  + The 2021-2022 budget has passed.

2021-2022 Meet Schedule (Technical Planning)

* Still need decisions on the following:
  + 8 & U Champs SE – should this remain in two locations?
  + LC Senior Champs meet host and location
  + Blue Ridge District Champs – should this be a combined 9-12 and 13 & O meet?
  + Need a bid for the 13 & O SE District meet

Election Results

* The following individuals were elected for the 2021-2023 Board of Directors term.
  + General Chair – John Stanley
  + Admin Vice Chair – Bryan Wallin
  + Senior Vice Chair – Richard Hunter
  + Age Group Chair – MC Thomas
  + Finance Vice Chair – Brian Cann
  + Treasurer – Bob Rustin
  + At Large – Scott Baldwin, Drew Hirth

1. New Business
   * Meet sanctioning will return to the 60-day requirement in September. If a team plans to host a meet early in September, please submit invitations in July.
   * LC AG Zones will be family travel. Details are forthcoming. The meet will be August 4-7 at CSAC. The Eastern Zone is working to get the information out there.
   * Jessica Simon thanks the office staff for the work for tech planning and the LSC.
2. Announcements
   * 2021 Fall House of Delegates meeting September 19- Location TBD
3. Adjournment

The meeting was adjourned at 4:49 pm.