



Virginia Swimming Board of Directors Meeting

Date: September 18, 2016

Time: 11:30am

Location: Doubletree Hotel, Richmond, VA

Meeting called by:	General Chair	Type of meeting:	VSI BoD Meeting
Facilitator:	Admin Vice-Chair	Note taker:	Secretary
Attendees:	Steve Hennessy, Art Anthony, Terry Randolph, Mary Turner, Bob Rustin, Drew Hirth, Bill Geizsler, Jessica Simons, Gordon Hair, Jill Rhyne, Ted Sallade, Peter Maloney, David Strider, Alix Nielan, Bryan Wallin, Ashby Marcey, Kevin Hogan, Kevin McHaney, Maureen Tolliver, Grace Edwards, Stephanie Suhling, Sandra Jones.		

Steve called the meeting to order at 11:45am.

Minutes from previous board meeting

Ashby presented the minutes. Peter seconded the motion. Small edits were made and the minutes were passed as edited.

Treasurer's Report

Bob Rustin sent out end of year report, which shows net loss of just over \$122,000. Bob had reviewed this report during last board meeting. We had planned to overspend this money. The biggest expense was the zones meet, and we also overspent in Athlete Travel Reimbursements. There has been some debate as to how much should be held in reserve. Motion to accept the treasurer's report made, seconded and passed.

Maureen Tolliver was called forward by Steve and given gift thanking her for her work on the zones team each year.

Women in Leadership Conference – Report submitted by Sandra Jones, attached.

Two representatives from our LSC attended the conference – Sandra Jones and Karen Sundahl.

Sandra thanked VA Swimming for sending them to the summit. Sandra gave the group a short presentation on what was covered at the summit. They discussed club culture, and drew from military ideals. Coaches should know your mission and know your goals, then be clear to everyone in presenting the culture of your club. Gave ideas of how to incorporate swimmers into this process. Women are behind in the role of swim coach, and there are more women coaching in other sports.

Administrative Division Reports:

- Rules – no report submitted.
- Registration/Membership – report submitted, attached. Mary wanted to cover several topics:
 - New pool at Liberty University. Expected entry date in August of 2017. Mary has been given a contact name if we want to explore this as a site to host diversity camp in 2019.
 - Mary will discuss information for Athlete cards from USA Swimming at HOD meeting later today.
 - Poseidon wants VA swimming to put in a bid for LC Zones 2018. They will also be taking bids for Sectionals 2018 – March 28-April 1, 2018.
 - ***We need to decide if we want to bid that meet.***
- Need to decide date of Symposium for next year. Convention is week of Sept 11, 2017. Recommended Symposium/HOD weekend be held 9/30-10/1, 2017. We need to reserve

space and let USA Swimming know these dates. Jessica made a motion to hold Swimplosion during recommended dates. Terry seconded the motion. The motion passed.

- Technical Planning – Report submitted, attached.
- Finance
- Club Development
- Safety
- Safe Sport
- National Times Verification
- Records
- Equipment & Webmaster

Age Group Division reports:

- Age Group
- Disability – report submitted, attached.
- Zone Team Manager

Senior Division Reports

- Senior – Report submitted, attached.
- Senior Champs proposed to move a week earlier.

Senior committee wants to adopt this change. Tech planning chose not to make a recommendation. Kevin McHaney made a proposal to move Senior Champs one week earlier. Drew seconded this motion. This was voted on and approved.

Coach Division Report

- Coaches – Report submitted, attached.
- Diversity and Inclusion – article submitted for review, attached.
- Camps and Clinics

Athlete Division Report

- Alix introduced Grace Edwards as Junior Athlete Representative. We need to add two athlete at large members: Alix nominated Lexi Osleger, Kara Morgan McHaney and Matthew Whalen. Steve to contact Austin to see if he still wants to remain on board. If he does we could have 4 athlete members, as more representation is better. Bill made proposal to accept all three athlete at large members. Proposal was seconded and approved.

Unfinished (old Business)

Nothing discussed

New Business:

- Steve pointed out that Peter had shared an article, which pertained to our Outreach program. The article that many more children are utilizing the free lunch program. The Outreach guidelines state that athletes must be eligible to receive these benefits, not that they actually use them. Need to make sure our clubs know that there may no longer be a letter stating that child is receiving free lunch. In this case, club needs to request another form of documentation. Clubs decide if an athlete is eligible based on information turned in to the club. Must remember that confidentiality is most important.

4 ways to qualify for VA Swimming Outreach Program:

- reduced/free lunch
- food stamps
- Medicaid
- Other

- Eastern Zone short Course AGC format. Considering new format for short course zones. A task force has been assembled to review format. Should they maintain all start format or should it be just for teams that participate? Should it be different age groups? LSC or team meet? Steve wants to be able to accurately reflect the thoughts of our LSC. Mary is the facilitator for this task force. Report does not mention zones, so everyone needs to know that this is a Zone issue, not our LSC.
- The recommendation is to go to qualifying times meet instead of all-star format, which is the current format. Reason for task force is there are currently 3 LSC who do not participate, and two other teams weighing this. Proposed changes would be for 2018. Task force did not make a recommendation on if this should be a team or LSC meet. Need to answer questions first and get input from LSCs. Should it be 14 and under only or include 15-18 year olds? Consensus was one LSC said yes only 14 and under. Other clubs feel this was not a deal-breaker. No recommendation on change for this issue from task force.

Steve needs answers to the following questions from this group:

1. Should it remain All-star format or be changed to qualifying times meet?
2. Should this be team meet or LSC meet?
3. Do we want this to be for 10 and under and 15-18 or keep it to 14 and under?
Someone asked f it becomes a team meet will it be a reimbursable meet?

What would VA want this meet to be to entice us to return? Going to stick to these questions only to make best use of our time. Discussion ensued on these topics. Coaches feel the current all-star meet format is not meeting our needs. The questions were answered in the following manner:

- ✓ We would like to use qualifying times for this meet.
- ✓ Group voted and was in favor of going as an LSC team.
- ✓ The group decided we are fine with either limited age group or all ages program for the meet.

Steve will report these answers to the task force from our LSC.

- Ted received proposal from coach, which is a more liberal reimbursement plan in which the money would go to the club. The senior committee declined this proposal. This will not go

forward to the HOD.

Announcements:

- Bill Geizsler announced that he had received reimbursement request from a club for eight meets. This request was submitted past the 60-day deadline. Bill made a motion to pay the request. Peter seconded the motion. The motion was voted on and carried.
- Mary presented that clubs had neglected to make small payment. Check was mailed from Florida. As soon as they found out she had not received it, they sent new check. They did get service fee applied. Motion to waive service charge. Voted and approved.
- Steve reported that we need someone to fill the Club Development and Camps Coordinator position. ***Steve asked the group to forward any names for consideration to him.***
- Terry Randolph reminded all of the coaches that there are recognition programs – top ten times. Swimmers and parents should look at this report. For older swimmers, you can be a member of the Scholastic All American team. Requires meeting time standards and maintaining a certain GPA.
- Going to be observing HS meets just as they did last year. Will be observing Regional and Championship meets. Will also observe the same for private schools. ***Coaches should please remind swimmers that they should be entered with their full names.***
- Ted asked what other LSCs do to encourage LSC participation among clubs. Mary will ask about this at convention.

Bill Geizsler made motion to adjourn BOD Meeting. Motion was seconded, voted and approved. Meeting was adjourned.

Respectfully Submitted,

Ashby Marcey, Secretary

REPORTS:

Registration / Office Administrator Report House of Delegates & Board of Directors Meetings August 28, 2016

- **2016 Registration Numbers as of 8/21/16:**

Athlete: 6273

Athlete Outreach: 49

Athlete Season 1: 130

Athlete Single Meet 2 Clubs: 52 Total: 6454 Organizations: 1

- **Awards Celebration Update:** The 2017 event is scheduled for April 29th and will again be held at Kings Dominion. Several recommendations made by the Task Force have been approved by the Board of Directors:

The All Star Team will now be based on top times in the LSC at the end of Age Group Champs and Senior Champs for each season. Swimmers who place in the top five in any event in their respective age group (10 & U, 11-12, 13-14, 15-16, 17-18) will be named to the team. The list for each course will be compiled at the end of Age Group Champs for 14 & younger athletes and at the end of Senior Champs for 15 & over athletes.

- Instead of paying for lunch for the All Star Team members and Competitive Spirit winners attending the picnic, Virginia Swimming will subsidize the cost of the picnic lunch for every athlete attending the Celebration.

- **Potential Changes to Seasonal Registration:** Because of competition from lower cost swimming programs which have resulted in a slight but continuing reduction in registrations over the past few years, USA Swimming is looking at its membership categories and how it might address this challenge. At its most recent meeting, the USA Swimming Board of Directors was given information about some potential restructuring of the categories. While there were several proposals, those related to Seasonal registrations resulted in proposed legislation for consideration at this year's Convention. This legislation, if approved, would reduce the cost to the athlete significantly and also limit the amount that an LSC can charge as its portion of the fee. It is also proposed that the fee paid by an athlete for Seasonal registration can be credited toward the year-round registration fee. However this will require significant programming changes so it is expected to be a future enhancement.

- **SC Zone Meet Task Force:** The Eastern Zone has created a task force to discuss and contemplate the future of the SC Zone meet. This is the result of several LSCs indicating that they are reviewing their involvement with the meet as it relates to the cost of fielding a team as well as if the current format meets the needs and desires of their athletes. A representative from each LSC is serving on the task force. Steve is the representative from VSI and I am serving in an ex-officio status.

- **New Club:** A new club has joined Virginia Swimming. TORP is located in Loudon County and will be practicing at Claude Moore Recreational Center. Their membership will become effective on September 1.

- **Membership Cards:**

- Athletes-USA Swimming has decided to move away from the physical membership packets that have been mailed to athletes the past few years. Instead, it will now offer an online card that will provide the athlete with easy accessibility through Deck Pass. Instructions for accessing the card will be posted on the Virginia Swimming website and will be emailed to each athlete.

- Officials-I will not mail cards to officials this year because the certification card that is available through OTS shows all of the membership requirements. I greatly appreciate the flexibility demonstrated by everyone in accepting this change last year!!

Non-Athlete: 981

- Coaches – I will continue to mail membership cards this year. However, USA Swimming has decided to move to only digital cards for coaches in 2018. So, if you have not done so already, get friendly with Deck Pass and

using it to display your credentials. If currently proposed legislation passes next week, every LSC will be expected to accept Deck Pass as a verification of membership requirements.

- **Outreach Membership:** Please remember to submit the Outreach Application with the file that includes any athlete who has been identified as meeting the requirements for Outreach. It is not necessary to send me any additional documentation. If an athlete was registered as Outreach in 2016, please wait to renew his/her membership until after the team has determined if s/he is eligible again this year. Outreach is valid until the athlete is renewed so if you send the athlete's registration without the required form, his/her status will change to year-round.
- **Background Checks:** Remember, most of us will need to renew our BG checks this year. Please be certain to initiate the renewal at the beginning of the month that your check expires so there is no lapse in your membership.

DRAFT

Va Swimming Financial Summary

Year 15 /16 End August and Fiscal Year Financials

9/7/2016

*** Revenue ***	Budget	July Actual	August	Year to Date
USAS Registration	\$402,300	\$2,142.00	\$4,644.00	\$394,311
VS Registration	\$92,400	\$453.00	\$1,085.94	\$91,884
USAS Club Dues	\$3,640	\$70.00		\$3,780
VS Club Dues	\$1,560	\$30.00		\$1,620
Meet Sanctions	\$2,500	\$120.00	\$280.00	\$2,860
Meet Rebates	\$165,000	\$10,230.70	\$23,409.30	\$158,793
Meet Swimmer Fees	\$0		\$0	
Sales & Misc.	\$2,500	\$151.00		\$151
Championship Meet Revenue	\$0		\$0	
Sectional Meet Revenue	\$10,000			\$19,101
Zone Meet Revenue	\$50,000			\$712
SC Zones Revenue	\$0			\$0
LC Zones Revenue	\$45,000		\$52,961.02	\$60,514
Clinics and Symposium Revenue	\$3,500			\$1,609
Awards Banquet	\$25,000			\$29,749
Zone Meeting Revenue				0
Interest - Checking	\$10	\$0.96	\$0.99	\$26.63
Interest - Reserves	\$500	\$73.24	\$33.92	\$255.65
Total Revenue	\$803,910	\$13,271	\$82,415	\$765,367

*** Expenses ***				
USAS Registration	\$402,300	\$4,850.00	\$2,112.00	\$395,071
USAS Club Dues	\$3,640			\$3,710
Travel - US Open	\$2,500		\$500.00	\$500
Travel - LC Nationals	\$25,000	\$500.00	\$6,222.44	\$10,222
Travel - SC Nationals	\$20,000			\$22,500
Travel - National Team Trials	\$12,000	\$11,834.02	\$1,800.00	\$13,634
Travel - National Youth Team	\$1,500			\$0
Travel - Discretionary	\$3,000			\$1,334
Senior Championships Support	\$15,000		\$7,500.00	\$15,000
Championship Meet Expenses	\$5,000	\$3,129.66	\$1,489.80	\$6,309
Sectional Meet Expenses	\$10,000	\$15,942.20		\$18,505
Zone Meet Expenses	\$50,000			\$33,691
SC Zones Expenses	\$0			\$0
LC Zones Expenses	\$85,500	\$59,909.84	\$10,980.96	\$148,981
Administrator	\$30,600	\$2,550.00	\$2,625.00	\$30,600
Payroll Taxes	\$2,750	\$195.08	\$200.81	\$2,417
Webmaster	\$18,504	\$1,542.00	\$1,542.00	\$18,379
Website Expenses	\$3,000			\$1,043
Administration Expenses	\$10,000	\$204.93	\$275.79	\$13,461
Awards Banquet	\$40,000			\$44,343
National Convention	\$14,000		\$3,139.40	\$20,843
Equipment	\$3,000			\$937
Officials Training & Travel	\$16,000		\$8,742.23	\$26,192
Supplies & Misc.	\$5,000	\$432.85	\$345.07	\$1,871
USAS Workshops	\$3,000			\$6,490
VS Workshops	\$1,000			\$2,000
VS Camps & Clinics	\$4,000			\$3,843
Diversity & Outreach Programs	\$6,000	\$204.50	\$1,285.00	\$6,326
Safe Sport Programs	\$1,000			\$0
Make A Splash Programs	\$10,000			\$8,242
Coach Mentoring Program	\$2,000			
Zone Meeting	\$3,000			\$2,553
Championship Meet Awards	\$30,000			\$24,022
Grants/Development/Clubs	\$50,000		\$5,000.00	\$5,000.00
Total Expenses	\$888,294	\$101,295.08	\$53,760.50	\$888,018.74

Net Income (Loss)	(\$84,384)	(\$88,024.18)	\$28,654.67	(\$122,652.21)
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Checking:
Beginning Funds
Net Income (Loss)
Interest Transferred from (to) Reserves Other Transfers from (to) Reserves Ending Funds
VS Reserves Total Funds
\$224,536.00 (\$122,652) (\$255.65)
\$0.00 \$101,628
\$380,582 \$482,210

September 4,5 USA Swimming Leadership conference

Cathy Wright-Eger-past woman's coach of Purdue swimming John r wooden leadership institute
Certified professional behavioral analyst

Title 9 deputy

Developing a championship culture: what is a coach's role?

Cathy referred to the military to learn about developing culture

Her military culture experience was black and white: either you are with us or against us.

Military Leadership was crystal clear with: Knowing your mission

Knowing your goals

Be clear with your message

Culture –at the start of the season we all must be a piece of that culture

Create guidelines to support culture- be very clear with your culture: everyone knows the mission, goals-

To be a good leader –you must also be a good follower- know how to do both.

What is the coaches' role in developing culture and what is the team's role. How do we merge this together? 2 steps forward to each other (coaches, athletes, parents staff)

Your team culture: emerging leaders (coaches) must model team culture. Hold kids accountable (make them part of creating/cultivating the culture with your influence/ picking the tight ones to speak up.) have clear communication of expectations and standards. Be clear with swimmers, coaches and parents.

How to involve the swimmers to help create your culture- Team roles

- Ask them, what type of culture do you want to help create your success.
- Swimmers can make a list- list the expectations, list what will not be tolerated
- Ask the question behind the question: don't always tell /ask
- Coaches can plant seeds w swim leaders-
- Be clever with your messages – use outside support.
- Use team building activities that help to creat your culture.
- Use images to represent your culture (bracelet, triangle of words, laminate and punch onto a speedo back, vision board (have kids create it), t-shirt,
- Start somethings new this year: ICE kick board Award- Intensity, Concentration and Effort. (Scaled 1-5, self-critique). Each week a swimmer earns the award and kicks w a special ICE board.

2

- Create a leadership council- swim leaders decide as a small group how to handle issues. Team captains don't like to squeal -(remember tolerant millennial).
- As a team they can creates standards and create consequences for breach of rules. Swimmers will self-police. Stop: we don't drink on our team as it is a team rule. Leadership council – counsels others to stay in line.

Activities- for promoting core values and owning their culture

1. Select a core value Pick a song

Name the group representing the value

1. Create a play list of songs that have a message – each swimmers message is announced when the song is highlighted.
2. Have athletes look at long mission statements and pick 3 things out of it and make a statement(this can help redefine your too long statements)
3. Have athletes come up with a quote of the day- select one daily and write it on the board before practice
4. Select one word that represents you- write it on a brick – build your base
5. Build your pyramid of success- give them 5 slots for the bottom and build up to the last slot (like John wooden pyramid if success)
6. Bigs –match teammates as big bro or sis
7. Role playing – to help w team issues
8. American swimming warrior – create a game of this w drylands
9. Community- miss a practice –bring in a can good-. Do a stroke clinic food drive- everyone brings in 15.00 /food
10. Taking care of the ball- caring for each other
11. Pledge it- for every team record broken – what will you pledge –and as a team what can you put this pledge towards
12. Senior speeches at the banquet – about their team what they are taking with them from this experience. – what are they grateful for
13. Parents run social activities-
-

What Drives winning: most important quality that created a winning team was the ability to effectively manage people (positive). Millennials must have a say in this as a buy in on their part – creates their accountability. Be clever with this. Yes strategy is important and acquired talent with hard work pays off but the number 1 key to success is managing of people.

Clear Communication:

1. Give feedback and for yourself, embrace criticism.
2. NEVER ignore negative behavior-
3. Not sure how to react: State that . “Not sure , but doesn’t seem or feel right.”

Successful program: Leaders are proactive not reactive. Take the time upfront to establish ground rules, culture. Be a business woman – ask for what you want and need with data to support. As a leader, Do performance Evals to help your coaches/swimmers grow. Ask for performance Evals. You can find Evals on USA swimming webpage

8 Things that destroy college teams (relate this to younger swimmers)

1. Too much partying (not just drinking-late nites/texting?)
2. When you think you can act like a normal student- athletes are not normal students
3. Eating like a normal student
4. Chasing sex (chasing peer acceptance for a ms aged) 5. Doing nothing right but complaining about results
6. Living in the past
7. Difficult time accepting new things/ideas
8. No more spoon feeding- your driving the bus

Coach Leaders:

1. All coaches should think like CEOs of their parent group and swimmer groups; teach people how to treat you. Put in place rules for boundaries/ protocols (24 hr rule, email first, 815pm I'm done, no email/ computer on Sunday's)
Send them: article- why I stopped recruiting this child

2. Have the hard conversations – take into account the personality type (See Style Analysis) . Teach athletes how to talk with parents and represent what they say objectively as possible.
3. Teach athletes how to respond to something they are caught off guard yet they know is wrong: If someone says something or does something that catches by surprise (an odd color joke/sexual statement) and you don't know how to respond: say this" I don't know how to respond to that but it just doesn't feel/sound right to me"

4

Coach Leaders (cont.)

4. Addressing Team concerns: Concerns should be communicated in a clearly understood order-moving up the ladder. At Purdue:

- Athlete to coach (teach swimmers how to communicate w adult- develop healthy adult relationships,/we are safe)
- Athlete coach ,coach parent (2 coaches in room to make sure nothing is twisted)
- Athlete /coach/ parent / CEO or AD
- Don't complain without bringing a solution to the table
- Remember to Model the behavior we are looking for in your athletes.

We are working in an environment w 4 different generations- remember you adapt to your leader. How do we work together?

- Take 2 steps forward to understanding them. Ask them to take 2 steps forward as well.
- Show you care –small meetings and yes /during practice time! Other ways to show you care:
 1. favorite quote , list what you are grateful for, circle of support(someone having a hard practice- pull them out –put them in the center and say positive stuff to them)
 2. List of things that went well: take a moment to credit the work you do with your staff. Examples from conference:
 3. ICE AWARD, msprep,mstraining visiting all groups, creating a velocity group 2x week , creating an endurance group 2xweek, start up teams in multicultural areas, interfacing with other group coaches for ideas or needs

Coaching millennials (todays swimmers) and their approach to things: millennials are very tolerant (think advances in acceptance of diversity). Their tolerance is both good (non judgmental) yet can also be detrimental in certain situations (nonchalant with being late). We must teach them to know when to be tolerant and when to take a stand against things that are detrimental that can effect personal excellence or infiltrate team culture.

Millennials: their first wave of resources for information is no longer teachers/coaches. They are getting information from their parents, peers and Internet (Google). These are 3 unclear sources of information- each source can give different info:not crystal clear with messages.may be hearing and receiving mixed messages

5

Stress and Gratitude cant fill the same space: Find your gratitude under stress:

Common List of things that stress Coaches

- Lack of support from superiors (head coaches, lead coaches, board of directors)
- Managing 15 hour days without ability to recharge
- Not being heard
- Poison families
- Working with all kinds of people and constantly trying to adapt
- School life interfering w club culture /life
- **Parents:** the demands/ conflicts with group placements, unrealistic expectations,

helicopter parents not giving children space to fail- all were issues that surfaced. Parents were a common theme.

- **Parents are a consistent stress across the board for all coaches. As a coach leader, you must also teach your parents. Go back to your culture:** teach our parents team culture.
 1. Be Proactive – teach them what is acceptable /not acceptable ahead of time.
 2. Define your boundaries. Protect your health and culture.
 3. Parents should model their sportsmanship behavior the way they want their children to exhibit with sport.
 4. Disparaging the team in any social media or platform =immediate dismissal from team.

Woman as Leaders in our Sport: Women tend to be behind in swimming as far as head coaches.

Think like a CEO of your life, Think like a CEO of your group, Think like a CEO of your swimmers. Self Care- Give your self time for yourself to recharge.

Remember: it is impossible to grateful and stressed at the same time. When you begin to feel stressed- create a gratuity list. What are you grateful for.

Part of the cause of woman behind. Society and the brainwashing from an early age: Watched:

1. MissRepresentation- how women are valued for looks/sex in the media and the message it gives to young girls.
2. The Mask You Live In: How boys are devalued when they show emotion ('be a man') and how it effects them. Not everyone is mr. macho- but this is the role that is promoted.

Styles Analysis of personalities when working with others and the intake of situations and auto reactions. Also, it helps to QBQ- Question before the Question to figure out how something is interpreted.

DISC

6

Control Problems Anger

Taken adv of

talk

people

Optimism

social recognition

accommodate follow rules Pace/plan/need time procedure non emotion fear security criticism

Senior Swimmers and Issues:

Drinking and Consent: Tea or No Tea Video

Are we preparing our seniors before they go to school about Consent, Drinking.

Consent for sex can ONLY be given if person is sober. If a person is drunk, consent is non acceptable.

What is a good vs. bad (drunk) hook up. Make sure they talk through everything for consent. Most sexual assaults fall under the friend category. May have involved alcohol (no consent allowed).

1st 6 weeks of school- a lot happens. First time away from helicopter parents.

Think: you could be walking down the street half naked, drunk and out of your mind...NO one has the right to sexually assault you despite any bad judgement or'signals ' you may give off.

Safe Sport Training: Sexual Assaults, Bullying Q/A

Sandra Jones Tide Swimming

Additional Input (Karen Sundahl)

Sandra and I spoke again about some of the articles so I thought that I would share the other couple that I noted:

1. A Nation of Wimps - Psychology Today
2. 8 things that destroy college athletes - Ian Warner
3. Why I stopped recruiting this athlete - Becky Carlson

As Sandra stated, it was a great clinic and we really appreciated the opportunity to participate.

Karen Sundahl

Old Dominion Aquatic Club

DRAFT

TECH PLANNING REPORT

1. The tech planning committee has been populated and is on the new web site. 4 meets have been sanctioned so far as well as 1 approved and 2 team Intrasquad meets.
2. The tech planning committee will discuss and decide on a recommendation to the BOD and the HOD for winter as well as summer regional assignments. There has been a development or two that preclude definite assignments that need a bit of discussion.

Jessica Simons

Tech Planning Chair September 15, 2016

VSI Disability Committee Report Sept 14, 2016

Joseph Peppersack and Samantha Tubbs attended Paralympic Trials in Charlotte, N.C. at the end of June. Samantha Tubs (Rappahanock Raiders) not only competed by she earned a first place gold medal the top three in all seven of his events in the Paralympic Trials.

This summer Joseph has been working at the local YMCA teaching children of all skill levels how to swim. He gets back in the pool on Sept. 12th to start training himself. He is making plans now for his disability swimming schedule and which meets he will be able to attend.

Emilia Scovel finished the summer swimming for the Sideburn Run Sharks in Fairfax. She is currently swimming with a private coach and hopes to join the Riptide Swim Team in Prince William County for the 2016-2017 season.

Benjamin Hunter achieved his first A times this year and he even earned one AA time. He achieved his A times in the 100 Free, the 100 Fly, and in the 400 Free and he reached his AA time in the 50 Fly. Benjamin also achieved long course Age Group cuts in the 400 Free and the 50 Fly and he earned a trip to the Age Group Champs this summer. Benjamin also showed 100% or greater decreases in all the long course events he swam this summer.

Sean Harrington is still working at the materials management division at Chesapeake Regional Medical Center. Sean continues to swim up to four times per week at the Great Bridge YMCA during his workouts. He has acquired a great tan from his swimming workouts in the outdoor pool.

The VSI Disability Committee has been working on a proposal for standardized, consistent swimmer reimbursement, within certain limits, for disability swimmers competing at national level disability meets. The reimbursement principles would closely resemble those for the USA-VSI able bodied swimmers. Such a proposal would suggest that an athlete with a physical disability may be eligible to receive a travel reimbursement for up to two designate d meets per year , with the exception that in an Olympic year, the same athlete may receive an additional travel reimbursement for participating in the USA Paralympic Trials.

Pat Donohue has been one of our lead VSI disability officials and she has, along with several other VSI officials, participated at national level disability swim meets during the last year.

Respectfully submitted - David V. Strider (Chair – VSI Disability Swimmer Committee).

Senior Chair Report 1.

2017 Senior Championship Venue

Attached venue info for the new Jeff Rouse Center in Stafford. Dates are available if the Senior Committee votes to reserve for 2017 events.

CSAC in Richmond is not available for scheduled July 2017 Long Course date. CSAC costs are significantly higher and have gone up 17% for the upcoming year.

It is nice to have options.

2. Coach/ Athlete travel reimbursement proposal

Senior Committee will be reviewing a proposal to significantly increase opportunity for reimbursement.

I will report discussion at the BOD meeting.

3. Scott Thacker SMAC will be attending the convention in my stead as he begins a year mentoring as my successor.

- I am thankful Scott is willing to serve.
- He is engaged and certainly provides a new prospective for our "experienced" members.

Ted Sallade
Senior Vice Chair September 16, 2016

VSI Coaches Committee Meeting 9:30 AM 09/18/16

1. **Coaches Committee Restructuring** - Sr. & Jr. Coaches Reps are in the process of adding 2 coaches and 1 athlete to our committee (it will initially be a committee of 5). We will work within this group to communicate with our Coaches Association (that consists of all VSI Coaches) to represent them appropriately to the Board of Directors. When is the best time to get participation and support for our Coaches Association??? Sr. Champs and Age Group meets?

2. **Zones Coaches** -We are again recommending that have 9 Zones Coaches on staff instead of the current 8. This will allow us to have 1 coach for each group, as well as a Head Coach that can be focused exclusively on that role.

3. **Zones Coaches Compensation** -The Coaches Committee is recommending that our assistant coaches be compensated \$500 each (currently \$300), and the Head Coach \$800 (currently \$600). This will more accurately represent the time and involvement we expect from our coaching staff.

4. **Sandra Jones and Karen Sundahl** will present a short synopsis/report from an Outstanding Women's Coaches Conference they recently attended on behalf of our group.

5. **Review and endorse** any items form Age Group Committee and Senior Committee as appropriate

6. **Benefits for Coaches** - It is time for us to investigate any options that might be out there to provide benefits (medical, retirement ,etc....) for our coaches. Too many coaches dedicate their careers to our sport, but "retire" to nothing, or get in a financial crisis because of health issues... Do we want to put together a committee to investigate? I will contact people at the USA Convention next week to see what have been done in our Zone and beyond as well....

Please read the article to see what is happening in states around the country regarding free or reduce school lunches, and why we need to look at alternate methods of qualifying people for grants/scholarships.

Peter

Why kids who aren't poor are now getting free school lunches

By Valerie Strauss May 11, 2015 (Ted S. Warren/AP)

It used to be that students from families with low incomes qualified for lunches that were either free or available at a reduced price. That's still true — but now, new federal rules allow kids who aren't poor at many schools to get the same thing.

The change in the rules means not only that more kids will get to eat free- and reduced-price lunch but that what had been broadly used for years as a proxy for poverty rates among schoolchildren will no longer be useful for that purpose. Policymakers and researchers will have to find another measure of poverty. As [the Hechinger Report notes](#) in this story:

Education researchers often look at whether an instructional technique works as well with low-income students as it does high-income students, for example. Without reliable poverty figures for each school, that kind of analysis will be inaccurate. Many programs, including billions in federal Title I dollars for disadvantaged students, are tied to lunch statistics. Philanthropic grants are given out this way, too. States and districts are scrambling to figure out how to allocate budget funds among schools without the precise school-lunch figures. New York City was so concerned about putting its federal dollars in jeopardy that it didn't participate in free lunch for all this year. (Only children who are poor enough receive it).

Under the federal Free and Reduced-Price Lunch Program, which was established in 1946 during the presidency of Harry Truman, students [whose families earned no more](#) than 85 percent above the federal poverty line and below that amount could qualify. The percentage of students who qualified has been going up over the years, with some 38 percent in 2001-02 to at least 50 percent by 2011-12. That is different from the official poverty rate of children under 18, which rose to 23 percent in 2013.

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New rules that went into effect this year allow for something called the "[Community Eligibility Provision](#)," which allows schools and districts to provide free breakfast and lunch to all students if at least 40 percent of them would have qualified by the old rules. [Updated guidance released in April from the U.S. Agriculture Department](#), which administers the nutrition program, said that participating schools no longer have to require families to complete individual applications. (It was these applications that researchers and policy-makers had used to get data they found useful.) The guidance says:

First rolled out in pilot states beginning in School Year (SY) 2011-2012, CEP became available for nationwide implementation this school year. As a result, in SY 2014-2015, approximately 14,000 schools in more than 2,000 local educational agencies (LEAs) serving more than 6.4 million children elected to participate in CEP for its ability to both reduce administrative burden and increase access to school meals for children in low income communities. While Food and Nutrition Service (FNS) is encouraged by the significant response, we know more children can benefit from CEP.

Why is the federal government doing this? As noted above, it will reduce paperwork for families and schools, but it will also help reduce the stigma that some children feel about eating in a government-funded program at school. You can read [more about the program here](#). The ultimate cost of the program is unclear because nobody yet knows how many students will participate.

States with the highest percentages of students who qualified for free- and reduced-price lunch in 2012 included Mississippi, at 71.5 percent; New Mexico, at 68.5 percent; and Louisiana, at 67.1 percent.

DRAFT

Report from SC Age Group Champs Task Force

This Task Force was formed at the Spring meeting to determine if the current all-star format meets the needs our athletes or if it is time to move to a different format. Each LSC named a representative to serve on the Task Force along with Marci Callan, host of the meet for many years, and Mary Turner who will serve as facilitator. A survey was sent to each representative in July and the results of the survey were compiled and distributed to the Task Force.

The members of the Task Force participated in a video conference on Tuesday, September 13th to discuss the results. The discussion during the meeting seemed to center around the following three questions.

1. Should the meet maintain its current All Star format or should it be changed to a format using qualifying times?
2. Should the meet continue to include 10 & U, 11-12, 13-14, and 15-18 age groups or should it become a 14 & younger meet?
3. Should the meet remain a meet where in which LSCs enter the athletes or should it become team meet such as the Senior Zone meet?

It is the recommendation of the Task Force that the format of the meet be changed to one using qualifying times.

On the question of the age groups that should be included in the meet, the group was split between those who felt that it should be a 14 & younger meet and those who felt that it should include the 15-18 age group. However, most felt that including the 15-18 age group would not be a deterrent to their LSC participating in the meet.

Before making a recommendation as to whether the meet should be 'LSC entered' as it is now or 'Team entered' as in the Senior Zone meet, the Task Force felt other decisions need to be made first. For example, further consideration needs to be given as to whether all entries must meet the qualifying time or if a certain number of athletes may be entered by each LSC. Each LSC will also need to consider the ramifications of proposed changes to determine which type of meet best meets their budget and the desires and needs of their clubs.

The Task Force set a target date of 2018 for implementation of the changes to the SC Age Group Championship Meet.

Task Force Members participating in conference call: Rick Lewis, George Breen, Mary Ellen Tynan, Carol Healy, Adam Zackowski, Kip Hein, Mark Faherty, Steve Hennessy, Marci Callan, Mary Turner