

Virginia Swimming Board of Directors Meeting Minutes

Saturday April 28, 2018 - 7:00pm at Doubletree by Hilton, Midlothian VA

Call to Order

7:05pm

Bryan Wallin

Consent Agenda

- Minutes from February's BOD meeting
- Treasurer Report
- Submitted Committee Reports

Registrar's Report, proposed Legislative changes and Officials Report were pulled for further discussion. The remaining items from consent agenda were approved.

Bryan welcomed Matt Farrell- Chief Marketing Officer USA Swimming. He will address the HoD on Sunday; topics will include Safe Sport, Technical suits for 12 and unders, and Flex Membership marketing plans.

Finance Division Reports

- Treasurer Report

Bob Rustin

April to date report is out, month has not closed. Significant overspends are senior champs and short course travel. This is not a sustainable position for the organization and will be discussed further with the budget.

- Finance Committee

Bill Geiszler

Proposed budget has been sent to everyone, which includes roughly \$12,000 deficit for year. Two goals for next year are to increase revenue and better control expenses. Finance Committee is proposing an increase in meet rebate fees of \$0.15 per swim, and the relay rebate fee to increase to double the splash rebate fee. This 0.15 increase will add \$35,000 to our income levels. Currently on target to achieve numbers for this year. The committee would like to decrease travel reimbursement amounts; we have overspent by \$14,000 in this area. Bill reviewed the history of this Travel Reimbursement Plan. Proposed a two tier reimbursement rate starting next year. Non-USA swim meets would be reimbursed at a lower amount. This will be voted on as part of the proposed budget for next year.

We have gone to plan of keeping 125% in reserve. This was proposed by Finance Committee and approved by the HoD. We must have large amounts available in the checking account a couple times each year to pay USA Swimming for registrations. Under current plan we have had available funds to pay USA Swimming and continue operating LSC until all registration fees are collected from clubs. Discussion ensued that a planned deficit each year is not the way to run our organization. Board members want to know what is long-term plan.

Club Development program was put into place to try to burn \$50,000 for two years. This was planned to get down to the 125% in reserve. This was previously voted on and approved by the BoD. During the second half of the year, there is less income coming into the organization. Bob has to keep a large cash reserve for expenses during this time. Cash flow must be carefully controlled.

Virginia Swimming Board of Directors Meeting Minutes

Saturday April 28, 2018 - 7:00pm at Doubletree by Hilton, Midlothian VA

Bryan asked if we can keep functioning with this budget plan?

Finance Committee feels that we can, if we can increase revenue, which has been proposed. We have now spent down the extra funds that we were holding in reserve. We need to start planning for the next 2-3 years. **Quad plan needs to be re-evaluated based on financial situation of our organization.**

Finance committee includes Bob Rustin, Gordon Hair, Bill Geiszler, Dave Henderson, Will Murphy, Karen Sizemore and Mary Turner assisted with budget as the Executive Director.

Mary Turner shared that in the past we have had a deficit planned for budget. We need to adapt our thinking to 'do we need to spend it?' instead of 'we have had the money, let's spend it!'. We need to tighten our belts and find a way to increase revenues to VA Swimming.

Long discussion ensued regarding budget, increasing fees, and possible tiered system for reimbursement. Thus will be brought up again in HoD meeting on Sunday.

Administrative Division Reports

- Registration/Membership Mary Turner

Action items – Should we consider combining awards celebration and athlete clinic to one single weekend? Easier to book Olympic athletes for Fall months – they are involved in training during spring months. Mary will discuss this with Athlete committee tomorrow during committee meetings, but would like this idea endorsed by the board. This would be a change for Fall of 2019. Jessica made a motion for board to endorse this, and Mike seconded the motion. Voted and approved.

We will be voting tomorrow on adopting Flex Membership. LSC must endorse this for clubs to be able to offer this if they choose. Mary would like to travel to clubs to promote Flex membership for clubs who have learn to swim programs and or high school programs.

Bill moved that VA Swimming endorse Flex membership program. Seconded and approved.

- Officials

Mary had a question – can we conduct online training using Zoom? **Mary and Dan to discuss this later offline.** We are now looking for officials for Zones, which requires an application.

Bryan thanked Mary and Emily for their work with the awards ceremony today.

- Technical Planning Report submitted
- Officials Committee Report submitted
- Rules and Regulations Report submitted

Kevin ran through the list of policies to be voted on tomorrow at HOD meetings.

Virginia Swimming Board of Directors Meeting Minutes

Saturday April 28, 2018 - 7:00pm at Doubletree by Hilton, Midlothian VA

OFFICIAL LANGUAGE FROM KEVIN TO BE ADDED HERE – MINUTES WILL BE REVISED!

1. Athlete Representation – board does recommend this item.
2. Time Standards – ambiguous language makes this change necessary. The board recommends this item.
3. Clarify existing language to align with current practice. The board recommends this item.
4. Centralize routing of Meet announcements. The board recommends approval for this item.
5. Section L – the board recommends this item.

- Club Development Report submitted

Age Group Division Reports

- Age Group Committee Report submitted
- Disability Committee Report submitted

Senior Division Reports

- Senior Committee Report submitted
- Diversity Committee Report submitted

Operational Risk Division

- Operational Risk Committee Report Gordon Hair

Gordon would like clubs to do a better job of reporting accidents so we can have better data. Only reported 9 accidents over the past 12 months from six teams. Three of the 9 reported were head bumps and they were all returned to play. Gordon proposed that if there is a head injury at practice, they should be finished for the night.

Gordon feels we are not doing the best job on concussions, accidents, and meet Marshalls (numbers at meet and training). We had previously agreed that Marshalls need training and at least review the list of duties before the meet. Three Marshalls at meet is current requirement– Gordon feels this number should be increased to four.

Athletes would prefer not having adults in locker rooms. This can be a problem depending on facility. Need to look at facilities and improve this area. Going into locker rooms or bathrooms should be two-deep actions.

Kevin Hogan asked about our means of communication regarding safety measures to the members of Virginia Swimming. Kevin suggested that we might need to utilize social media to get information out to clubs. Gordon feels that we have done a good job of communicating Safety requirements.

Virginia Swimming Board of Directors Meeting Minutes

Saturday April 28, 2018 - 7:00pm at Doubletree by Hilton, Midlothian VA

Kevin feels we need to use different mechanisms to communicate and do it more frequently within our LSC. We need to be more effective.

Jessica asked about sending out materials with Registration info, but Mary thought clubs were getting too much information at this time, and that this info may be overlooked. Kevin thought that designating a calendar to help communicate information could be useful.

- Open Water Coordinator Stephanie Suhling
Nothing to report.
- Athlete Committee Report submitted

Old Business

- VSI Hall of Fame

Bill has made limited progress, but has talked to Doug Fonder. Maybe start a HOF on the website. ***Wants to put together small committee to formulate requirements. This item should remain on old business items.***

- Swimmer surcharge - Should VA swimming set better policies around this item?

Some clubs are charging a higher surcharge. Swimmer fee is listed as \$2.50, but some clubs add money to this surcharge. The opinion of the board is that clubs should not be able to charge additional fees. Currently, clubs can charge what they want for heat sheets, and they can set up Heat Sheet on Meet mobile. There can be a charge or no charge. Meet mobile does keep a portion of this revenue.

Many older swimmers are attending meets on their own or as part of team travel. They should not have additional charges. John made a motion to not allow any additional charges to the swimmer fee of the established \$2.50. Seconded by Jessica. There is a new proposal to make the surcharge \$2.50. The fee structure is currently in the policy, so people are finding a way around this policy. We need to revise the language regarding meet fees then vote on this before we can make a motion to limit additional fees. The fees are part of our procedures, so this requires additional notice to Board of Directors before a vote. The motion set forth by John was withdrawn.

Virginia Swimming Board of Directors Meeting Minutes

Saturday April 28, 2018 - 7:00pm at Doubletree by Hilton, Midlothian VA

New Business

- Age Group Task Force – Drew, John, Gordon and Mary

The task force met to discuss problems with District Champs meets. There is too much difference in District Champs Meets between regions. If VSI wants to promote and subsidize this meet, then the meet should follow the same format in all areas of the LSCs.

Suggestions: 12 and unders would be pulled out of this District Champs meet, and limits would be set on events. Events offered must be the same at all meets. Age Group Committee will come up with a set order of events for this meet. Drew wants board to endorse the findings of the Age Group Champs Task Force. The board agreed to endorse these suggested changes.

- Crisis Management Team- Spokesperson

Kevin has asked to step down from this position. Kevin McHaney was suggested as the candidate to fill this role. **Bryan to ask Kevin McHaney about this position.**

In attendance:

Mogan Cordle, Mary Turner, Emily Fagan, John Stanley, Gordon Hair, Jessica Simons, Stephanie Suhlig, Grace Edwards, Sarah Gaston, Matt Farrell, Peter Maloney, Mile Salpeter, Bob Rustin, Bill Geiszler, Drew Hirth, Dan Deemers, David Strider, Kevin Hogan, Bryan Wallin, Ashby Marcey.

Adjournment – 9:35pm then Re-convened at 12:00pm Sunday April 29, 2018

We will discuss what happened in Committee meeting plus tie up a few loose ends.

- Finance Committee Bill Geiszler

Couple items not mentioned last night:

1. Increase VA Swimming portion of seasonal athlete fee from \$9.00 to \$12.00.
2. Increase club membership fee to \$150.00 with \$50.00 discount if register by December 1. This is designed to get clubs to register early, not increase revenue.

Virginia Swimming Board of Directors Meeting Minutes

Saturday April 28, 2018 - 7:00pm at Doubletree by Hilton, Midlothian VA

CCA has bid on 9-12 and 13 and over district meet with no facility named. Lynchburg has also offered to host this meet at Liberty. Tech Planning will have to resolve this in the next couple weeks.

Age Group Champs will be hosted by HOKI - dates are March 7-10, 2019.

Need to make a decision about Summer awards – 2 bids. Once for VMAC and one for Tide outdoors. Summer Awards meet will take place at Princess Ann with TIDE as host.

3 bids for LC Senior Champs. Senior committee has recommended this meet be awarded to NOVA at CSAC.

Drew asked if locations have been set for 12 and under District champs? Not at this time.

Discussion regarding 12 and under meet being district meet being also 8 and under meet. This has not been decided yet. Southeast District could decide to have a separate 8 and under meet, or continue with circuit meet and SEVA meet. **Mike Salpeter to start conversation in SouthEast about what they want to do with 8 and under championship meet for 2019.**

- Athlete Committee – Grace Edwards

Recommendation that we combine awards and clinic to get possible higher level Athlete. Karah Morgan McHaney has stepped down from this committee. Motion for Jenny Rynniewicz to be added to athlete committee. Seconded and approved.

Athlete Committee has made a motion to combine awards/athlete clinic in Fall of 2019. Bill seconded the motion. Voted and approved.

- Coach Committee

Reviewed what was discussed in both Age Group and Senior. Reviewed how to vote for Coach of the Year. Want to make this as fair a process for everyone.

Convention

Currently VA swimming pays expenses for those who can vote at convention - 6 votes plus 2 at-large members. We also send Safe Sport rep and Athlete reps. We have a non-athlete member of a national committee who wants to know if his expenses will be paid. Peter made motion that Virginia swimming would cover the cost. Drew seconded the motion. Motion carries. **Mary will let the coach know that we will cover cost.**

Summer League – Someone asked if VA Swimming would observe summer league meets? Board was in agreement with Terry that we do not start observations of summer league meets.

Motion to adjourn at 12:48pm.