

Draft



South Texas Swimming Board of Directors Meeting

Tuesday, March 12, 2024 at 8pm

Draft

Call to Order

The meeting was called to order at 8:01 pm

Welcome & Roll Call

Board Members Present: Mary Evelyn Bowling, Aaron Gordon, Anne Bennett, Mindy Donofrio, Libby Gunn, Jennie Lou Leeder, Fynn Minus, Chase Thompson, Mike Worley, Lorna Anaya

Board Members Absent: BJ Allenstein, John Dalton, Marcy Parshall,

Others present: Trey Prinz, Annette DuVall, Cody Mackall, Marc Digby, Monica Thomason, Angie Fain

Verify Quorum

A quorum was verified.

South Texas Swimming Mission

To empower all athletes to be successful in life by providing resources, equal opportunity, and organizational excellence.

Additions to Agenda

None

Approval of Minutes: February 2024

Minutes approved as submitted.

Financial Report

There were no questions on financial report. Report filed for audit.

Board and Committee Chair Reports

Board and committee chair reports submitted were approved. **See Attached for reports.**

Committee Member Approvals

- **Operational Risk**

Anne Bennett moved to approve Jane Atwood as the Operational Risk Chair. Motion PASSED. Mike said that as of now, no additional committee members will be named. Mike is requesting documentation from USAS that the committee makeup does not have to follow the current South Texas Bylaws.

Finance Committee Policy and Procedure Proposal

The Finance Committee moved to approve the following update to the policy and procedure section XII.B.2 and XII.B.5. **Motion Passed**

Updated Wording (proposed additional language highlighted);

2. The Audit Committee shall review the STSI financial records and LSC accounting practices at least semi-annually and in accordance with any rules in effect from USA Swimming with regard to financial audits and reporting requirements. *If an external auditor is engaged, then in lieu of an Audit Committee semi-annual review, the Finance Committee may perform a monthly review of the financial statement included in the Treasurer's Report and a quarterly review of the investment account.*

5. Audits by outside agencies may *be* conducted at the discretion of the BoD.

Officials Committee PPGO Proposal

The Officials Committee moved to approve the following section changes to the Policy and Procedures Governing Officials. Exact wording will be done by the officials committee. **Motion Passed**

Change the Policies and Procedures Governing Officials (PPGO) as follows...

Section I (Introduction) and throughout: Update the LSC logo, and update to refer to 'STX' instead of 'STSI'.

Section III (Fees, Terms and Other Costs): We already reimburse officials for membership dues per HoD legislation based on being "in good standing". Add a requirement that an official must have at least one valid/current certification (per USAS guidelines) to be eligible to be reimbursed.

Section V (Reciprocal Certification): Modify language to state that STX is compliant with USAS rule which says "Additionally, all LSCs are required to recognize the certified status of visiting and transferring officials from other LSCs."

Section VI (Categories of Officials): Modify to say that we comply with the new USAS rule for LSC Certification. Remove Meet Referee and Admin Referee from the list of certified positions (per USAS rule). Add the Chief Judge as a new LSC certified position (a USAS option).

Section VII (OTS): Specify that only USAS sanctioned or approved meets will be entered (per USAS rule). Observed meets (UIL, USMS) will not. Add language providing guidance for when AO and AR entries should be used. Add language for when non-certified positions should be entered (evaluators, announcers, etc.).

Section VIII (Steps to be Taken by All New Officials): Add language to emphasize that the LSC strongly recommends that all clinic and testing be completed prior to on-deck training.

Section IX (Steps to Become Certified in a New Position): This entire section will be deleted and replaced. Propose to replicate the USAS table of certification steps, as written.

USAS uses the term "Satisfactory Performance" in their rules. Propose to define the STX version of "Satisfactory Performance" by using a set of specific criteria developed by the Committee, with a 1-2-3 rating system. The criteria were developed from the "Professional Official" documents provided by USAS. New officials will need to get passing ratings from 1

or more “Certifiers” to become certified. (Officials Chair can provide a draft copy of criteria upon request.)

USAS uses the term “Certifier” in their rules. Propose to define the STX list of “Certifiers” who can sign people off. (Should be dozens of people through the LSC for most or all positions, so finding a “Certifier” shouldn’t be hard.)

Position	Certifiers
ST	Any N3 ST Any LSC (or better) DR Any member of OComm who is ST
CJ	Any N2 or N3 CJ Any LSC (or better) DR who is also a CJ Any member of OComm who is CJ
SR	Any N2 or N3 SR Any LSC (or better) DR who is also a SR Any member of OComm who is SR
DR	Any N2 or N3 DR Any LSC DR with minimum 2 years’ experience as DR & 24 DR sessions Any LSC DR who is former LSC MR* Any member of OComm who is DR
AO	Any N2 or N3 AO/AR Any LSC AO with minimum 2 years’ experience as AO & 24 AO/AR sessions Any LSC AO who is former LSC AR* Any member of OComm who is AO

Section XI (Minimum Participation): Remove the old (rarely used) table for session requirements to recertify. Replace with the specific “once every three years” guidelines from USAS. Add language for how to apply for recertification within STX, offering a 1-year window and requiring the same “Satisfactory Performance” that was required during initial certification. Also, update the standard to waive any recertification requirement from 60% vote of the committee to simple majority.

Section XII (Meets with Inadequate Number of Officials): Delete this section, and replace with a broader section of “Meet Operations” rules.

Clarify that although Referee may help with sanctioning, the Meet Host is ultimately responsible for having a legal number of officials on deck.

Clarify that a meet with too few officials *can* be conducted/continued (and times will count) but penalties will be assessed.

For an official who no-shows (without suitable replacement), first occurrence in a year, cannot be listed on sanctions for 12 months.

Second occurrence, cannot be listed on sanctions for 12 months, and reduced to Stroke and Turn duties only for 12 months.

An official (and the Host) are excused for an actual medical or family emergency, which will be defined by the Officials Committee.

The penalty cannot be excused by simply “asking the Board” but can be reconsidered by the LSC ABOR.

Add policy that clarifies that the same MR and AO should be present for all sessions, but provide a process for “sharing” one of those roles, if planned in advance (as a last resort).

Appendix Regarding Transition to New Certification Rules: Add an appendix that expires on 12/31/25 that handles officials “in between” the new and old rules, including...

- DRs who were not previously certified as MRs:
 - Strongly recommend (can’t require) they attend a Zoom clinic on MR before being on a sanction.
 - LSC will keep record of this on the roster (so meet hosts can see it).
- DRs who were not previously certified as Starters or AOs:
 - Strongly recommend (can’t require) that they complete SR/AO certification, per new standard policy. LSC OComm will try to make this as easy for them as possible.
- Who gets grandfathered as CJ:
 - Any official with N2 or N3 CJ cert is now an LSC CJ.
 - Any official who has worked 3 sessions as a CJ at an OQM meet in the last 5 years is an LSC CJ.
 - Any official who is a DR or has previously worked at least 16 sessions as a CJ...is certified LSC CJ *after they attend a refresher clinic* focused on CJ duties in an OQM setting.
 - Everyone else has to start at the beginning with a new CJ clinic and 4 sessions, per USAS.
- No one who isn’t a CJ (or apprentice) by those rules can be entered as a CJ on OTS starting 4/1/24. (MR can still assign ST to do whatever they need them to do...just won’t be CJ in OTS.)

Official Committee Policy and Procedure Proposal

The officials Committee moved to approve the following change to the Policy and Procedures.

Motion Passed

New policy penalizing host team for hosting/continuing meet with too-few officials...

- Proposed Penalty
 - 1st occurrence in Sep-Aug swim year, 5X splash fees for that meet
 - 2nd occurrence in Sep-Aug swim year, 10X splash fees for that meet
...and loss of existing sanctions and no new sanctions for 3 months
 - 3rd occurrence in Sep-Aug swim year, 15X splash fees for that meet
... loss of existing sanctions and no new sanctions for 12 months
- Subject to same ‘emergency’ exceptions as the Official penalty (no penalty if medical/family emergency of the official in question, at the discretion of the Officials Committee)
- Any sanctions for LSC champs, TAGS or USAS Zones/Sectionals and above would be exempt from cancellation.

- Recommend that penalty cannot simply be waived by BoD (or some Committee), but could be reviewed/modified by LSC ABOR

Strategic Planning Date: April 20, 2024

Invitations were sent out for strategic planning meeting on April 20, 2024, at 9am. Location is the San Antonio Botanical Gardens.

Special HOD Meeting

Special HOD meeting will be on Sunday April 28th at 7pm via zoom. The purpose of this meeting is to vote on releasing two teams (TST and PLAT) from the LSC. Mary Evelyn noted per USAS that the voting at the special HOD must follow the South Texas Bylaws.

Mary Evelyn Bowling moved to approve the following athlete committee members to be at-large athlete votes at the special HOD. **Motion PASSED**

Phoenix Mielcarek (WLOO), Macie Baroni (SRG), Izzy Merkin (AQTX), Madison Donofrio (AAAA), Parker Mandacina (AAAA), Alexandra Dunn (NTRO), Kaitlyn Grover (SRG), Natalie Almanza (AQTX), Sebastian Lopez (MSC), Lillian Pifer (SRG), Adriana Ritch (CCLR), Ben Skinner (SRG), Dabie Isiofia (HPAC), Jett Pittman (SASA), Parker Saltsman (WOW). Lizbeth Guzman (CCLR), Brady Bennett (GOLD), Amani Singh (MSC), Kole Peterson (GOLD)

April Agenda Items

None

Adjourn

The meeting adjourned at 9:00 pm.

Next BOD Meeting

April 9, 2024, at 8pm via zoom



General Chair Report
Submitted by Mary Evelyn Bowling, General Chair

Meeting Date: Mar 12, 2024

1. Monthly Highlight

- a. Strategic Planning event outlined

2. Meeting or Event Attended

- a. USAS meeting - 2/20/24
- b. USAS DEI call - 02/26/24

3. Meetings or Events Presented

- a. ST Leadership meetings - 2/20/24, 2/27/24, 03/05/24
- b. Gulf Leadership calls/meetings - 2/15/24, 2/26/24
- c. Governance calls/meetings - Weekly
- d. Reimagine Sports meetings @ Strategic Planning- 2/23/24, 03/04/24, 03/05/24
- e. TST & PLAT calls -

4. Previous Months Accomplishments

- a. Scheduled Strategic Planning and secured facilitator
- b. Scheduled Special HOD and secured parliamentarian

5. Current Months Action Plans

- a. Work with leadership to develop agenda for Strategic Planning
- b. Work with Governance to refine policy approval procedures
- c. Work with Communications to develop improved procedures for data maintenance.

6. Other / Discussion Items

- a.



This report covers both January (1/23) and February (2/27) Committee meetings.

A. Monthly Highlights

January and February were busy months for the Officials Committee. As we were working to wrap up new training material and standards, USA Swimming released new mandatory LSC Officials Certification Standards (that were retroactive to Feb 1). Most of February was spent working to update our policies to bring them into compliance. A proposal for those policy updates was made to Board on 3/5/24.

B. Meetings or Events Attended

USAS Q1 LSC Officials Chairs Meeting (1/3)
USAS LSC Certification Update Webinar (2/1)

C. Meetings or Events Presented

N/A

D. Accomplishments

1. January Committee meeting held 1/23/24.
2. Selected Chad Capps as STX Nominee for USAS OW clinic.
3. Added additional athlete member to Committee, Jett Pittman.
4. Secure National Evaluator for STAGS: Kim Downs.
5. Published 2nd "You're Doing it Wrong" Video.
6. Hosted Stroke and Turn clinic for new officials (1/23).
7. Completed Zero-to-Swim Meet presentation (which now requires updates based on new LSC Certification rules).
8. Simplified existing PPGO language (no policy changes) in preparation for upcoming policy changes (1/30).
9. February Committee meeting held 2/27/24.
10. Provided "heads-up" presentation to Board of Directors on upcoming USAS certification changes (2/13).
11. Completed training material updates for some positions, although most now require updates based on new USAS rules.
12. Updated 1-2-3 performance criteria for each certified LSC official position based on new USAS rules.
13. Published 3rd "You're Doing it Wrong" Video. Two more have been produced and will be released in March and April.
14. Discussed and agreed on proposed PPGO changes, including definition of "Satisfactory Performance" and "Certifier", and submitted proposals to the Board of Directors on 3/5.

Officials Committee Report, Feb 27, 2024

E. Current Month's Action Plan

1. Secure approval by the Board of Directors for PPGO changes.
2. Update PPGO document and release to officiating community.
3. Update STX Officials roster based on updated PPGO (addition of CJ, etc.).
4. Schedule "upgrade" clinics for DRs who are now unplanned MRs

F. Other/Discussion Items

1. List of current committee goals for 2023-2024
 - a) Review/recommend Officials' Chair Job Description (done)
 - b) Training Material Update in work, ~~2024Q1~~
Need to revisit with new USAS rules
 - c) Monthly ST Clinic Hosting (done)
 - d) Update Officials Web Page (done)
 - e) PPGO Update, administrative (done)
 - f) Zero-to-Swim Guide (done)
Need to revisit with new USAS rules
 - g) "You're Doing it Wrong" in work, ~~2024Q1~~ 2024Q2
 - h) DQ Video Quiz ~~2024Q1~~ 2024Q3
 - i) Merit Badges 2024Q2, pending OTS data
 - j) National Meet Engagement 2024Q2
 - k) PPGO Update, substantive ~~2024Q3~~ in work, 2024Q2



STaR Committee Chair Report
Submitted by Mindy Donofrio, STaR Committee Chair

Meeting Date: Mar 12, 2024

1. Meeting or Event Attended

- a. USA Swimming times/registration training
- b. Attended LSC check-in calls

2. Previous Month's Accomplishments

- a. Loaded 8,993 splashes into SWIMS
- b. Sanctioned 16 meets and loaded meets to ST website, SWIMS, and OTS.
- c. 10 observed meets were loaded into SWIMS. Times not uploaded for athletes from mostly North Texas and Gulf Swimming were resolved quickly (errors included missing USAS IDs, incorrect USAS IDs, incorrect name, and/or missing date of birth). Athletes who were ineligible for times uploads were notified with an explanation (membership not valid due to no active USAS membership for 2024 or no APT for adult athletes). Of note, there were very few issues for South Texas athletes; we are doing a good job of being proactive with the high school coaches to get data entered correctly in the high school team database so times from observed meets will upload automatically.
- d. Ran recons for all meets held within South Texas and distributed to teams
- e. Worked with STAGS entry chairs to run times and membership recons.
- f. Updated member records
- g. Merged duplicate member records
- h. Updated incorrect USAS IDs entered by teams based on meet results and contacted teams with ID errors so they can correct them in their team database, and issued sync commands from SWIMS to attempt to update the USAS ID in the team database.



STaR Committee Chair Report
Submitted by Mindy Donofrio, STaR Committee Chair

Meeting Date: Mar 12, 2024

- i. Secured strategic planning session location and paid deposit
- j. Worked with TAGS entry chair concerning OME issues. Helped solve entry issues with TAGS including several issues with times.
- k. Ongoing communication with the SWIMS management team to report bugs and loss of functionality as new SWIMS updates are released, including issues with relay times not loading correctly for individual relay teams and dropped prelims or finals lead-off times for individual swimmers.

3. Current Months Action Plans

- a. Continue to work on updating South Texas records.



Governance Committee Chair Report
Submitted by Trey Prinz, Governance Committee Chair

Meeting Date: Mar 12, 2024

1. Monthly Highlight

a.

2. Meeting or Event Attended

- a. BOD meeting (02/13/2024)
- b. Leadership meeting (02/13/2024)
- c. Leadership meeting (02/20/2024)
- d. USA-S meeting (02/20/2024)
- e. Governance Committee meeting (03/06/2024)

3. Meetings or Events Presented

a.

4. Previous Months Accomplishments

- a. Primarily worked with the Leadership team on upcoming Special HOD and Strategic Planning meetings.

5. Current Months Action Plans

- a. Start review of the Policies and Procedures.
- b. The next committee meeting is scheduled for Wed, March 27 at 8:00pm. If you would like to attend, please reach out to the [Governance Committee Chair](#). Note that this was rescheduled to Wed, March 6 at 8:00pm.

6. Other / Discussion Items

7. Governance Committee Meeting Minutes

Date: Wednesday, 03/06/2024

Members Present:



Governance Committee Chair Report
Submitted by Trey Prinz, Governance Committee Chair

Meeting Date: Mar 12, 2024

Monica Thomason
Chris Kjeldsen
Annette Duvall
Trey Prinz

Discussion:

- Provided an update on the upcoming Special HOD meeting.
- Provided an update on the Strategic Planning meeting, including efforts around soliciting information from other LSC's.
- Discussed approach to reviewing the Policies and Procedures. It was decided the committee would take the following steps:
 - Determine whether the posted Policies and Procedures are the latest.
 - If needed, review the minutes from the Oct 2023 - Feb 2024 minutes to see if anything needs to be updated/changed.
 - Review the Policies and Procedures and provide feedback to the BOD.



Finance Vice Chair Report
Submitted by Anne Bennett, Finance Vice Chair

Meeting Date: Mar 12, 2024

1. Monthly Highlight

- a. Champs meets, champs meets, champs meets...

2. Meeting or Event Attended

- a. Leadership meetings Tuesdays at 1 pm - all (partial on 2/20 due to travel)
- b. Board meeting 2/13/2024

3. Meetings or Events Presented

- a. Finance Committee meeting 2/20/2024

4. Previous Months Accomplishments

- a. Meeting set with Investment Fund Manager for April 11, 2024 at 11:30 am
- b. Wrote Audit and Review Policy proposal, after getting approval from Finance Committee members.
- c. Submitted Travel Policy proposal for consideration by General Chair

5. Current Months Action Plans

- a. Firm up meeting date with Investment Fund Manager
- b. Attend Strategic Planning in April and meetings that lead up to those, as they will affect budgeting for 2025.

6. Other / Discussion Items

- a.



Communications Chair Report
Submitted by Communications, Communications Chair

Meeting Date: Mar 12, 2024

1. Monthly Highlight

- a. NSTR

2. Meeting or Event Attended

- a. Monthly LSC Leaders Call
- a. Weekly Meetings with Secretary
- b. Bi-Weekly Discussions with Mike, AVC
- c. Meeting with USA Swimming Media Team
- d. Communications Committee Meetings

3. Meetings or Events Presented

- a. Communications Committee, will meet the first Tuesday of each month at 8PM.

4. Previous Months Accomplishments

- a. Champs and TAGs Social Media Post

5. Current Months Action Plans

- a. Communications Committee Meetings
- b. Update South Texas Social Media Policy
- c. Finish Small Details on Website.
- d. Strategic Planning Items
- e. Coach's Clinic Items
- f. Special HOD Items

6. Other / Discussion Items

- a. If you are in need of Google 101 to better understand how to operate and maximize your Google Account, please let me know. Please know that you all have your own personal drive, that is linked to your ST Account, the Private Drive and Public drive are able to be seen by all Board Members.
- b. Communications Committee met and found the following items:
 - i. 8 March
 - 1. Attendees, Cody Mackall, Mike Worly, Monica Thomason, Mindy Donfrio, Kaitlyn Grover
 - 2. Reminded Strategic Planning Meeting in April, reminded them to RSVP if they plan on attending.
 - 3. Talked about updates to the Social Media Policy and Guidelines, South Texas Swimming Inc. Rules & Regulation and Policies and Procedures Manual - Annex B



Communications Chair Report
Submitted by Communications, Communications Chair

Meeting Date: Mar 12, 2024

- a. Talked through some of the items in the document
 - b. Photo Submission is currently being reviewed due to a meeting with USA Swimming on Media Releases
 - c. It was decided that the Brand Guidelines should become their own Annex to the Policy and Procedures, Tabled for creation for future meetings.
 - d. It was asked that this item be tabled by the Admin Vice Chair IOT to allow proper review.
4. Informed the committee that USA Swimming was conducting an un-official review of the ST Social per the request of the Communications Chair. Once the feedback is received it will be shared with the committee.
 5. No other items were brought to the attention of the Chair and the meeting was adjourned.



Coach's Committee Chair Report
Submitted by Jennie Lou Leeder, Coach's Committee Chair

Meeting Date: March 12, 2024

Coach Committee Meeting February 27, 2024

1. Meetings or Events Attended

Coach Social after STAGS at TopGolf

2. Meetings or Events Presented

This meeting was to finalize the STX Coach Clinic being held on March 24, 2024 at the Micki Krebsbach Pool in Round Rock. It was determined that we would only have South Texas stickers and color changing cups as a goodie bag gift for coaches who attend. Jennie Lou will order the stickers and Marcy is donating cups that she has from a previous event. It was decided to offer light snacks and refreshments as the clinic will be from 10-2, not the original time of 8-12. Marcy has a swim parent who offered to provide these treats for free. We greatly appreciate and accept her offer. It was determined prior to the meeting that the space reserved for the dryland part of the clinic has the required AV equipment so there is no need to rent any equipment. Swim Like A Fish will provide a flier to be blasted out by Mindy to all coaches. Marcy will speak with the Athlete Committee about their members being the demonstrators at the clinic. Parker agreed to represent our committee. Jennie Lou suggested that we could each ask one



Coach's Committee Chair Report
Submitted by Jennie Lou Leeder, Coach's Committee Chair

Meeting Date: March 12, 2024

swimmer from our own teams to participate if needed. We will need 6-10 athletes for demonstrations.

We have \$2343.20 remaining in our budget for this year. We have already paid \$1500 for the clinic and owe a final payment of \$1000. This will leave \$1343.20 in our budget. It was agreed upon that we a lot \$500 for the Coach Social after Long Course STAGS and \$500 for the Coach of the Year Yeti water bottles. This leaves us with \$343.20 of which we will pay for stickers for the clinic totaling \$184.99. After all of this is completed, our committee will have \$158.31 remaining for any incidentals we may encounter.

Previous Month's Accomplishments

Hosting Coach Social

Planning Coach Clinic

4. Current Month's Action Plan

Host a successful Coach Clinic

5. Other/Discussion Items

Discussion was also held about future topics for our meetings. To determine topics that coaches would like more information about. Then create a small mini clinic via zoom or possibly in person. This will be discussed in March.



Coach's Committee Chair Report
Submitted by Jennie Lou Leeder, Coach's Committee Chair

Meeting Date: March 12, 2024

At the end of the meeting there was a question brought up about Circle C hosting a clinic by the same presenter as the Coach Clinic on the same weekend. When I first approached Abbie Fish about a clinic at the ASCA Clinic it was for my team. Then in discussion I told her about the Coach Committee and their duty to provide clinics and continuing education. Asking if she did clinics for coaches. She requested that they be on the same weekend to reduce travel. My team is not benefiting in any way by Swim Like A Fish doing a clinic for STX Coaches. We are paying her full rate and paying her hotel for 2 nights.

Members not able to attend the meeting:

Alison Brohl

Allie Dunn

Members attending the meeting:

Abi Pruit-Campbell

Derek Horworth

Jennie Lou Leeder

Parker Mandicina

Marcy Parshall



Age Group Vice Chair Report
Submitted by John Dalton, Age Group Vice Chair

Meeting Date: Mar 12, 2024

1. Monthly Highlight

- a. OW Team
 - i. Growing to a sizable team
 - ii. Still low numbers is 11-12 boys

2. Meeting or Event Attended

- a.

3. Meetings or Events Presented

- a. Met at TAGS to discuss Open Water Zones team
- b. TAGS 2025 - Midland, TX

4. Previous Months Accomplishments

- a. Deep dive in championship meets
- b. Hiccups at STAGS
- c. BB Champs (Belton too large, Alice too small)

5. Current Months Action Plans

- a. AG Zones and Open Water Zones
 - i. OW team selection soon
 - ii. AG Zones coaches application tentatively to go out Monday April 8th.
Worry though too far in advance, coaches plans might change

6. Other / Discussion Items

- a.

Treasurer's Notes and Plans

Accomplishments & General Notes

- working with accountant to file tax return

Plans

- Work with Open Water Chair on Open Water zones Expenses
- work with Sr. Coaches rep to pay for coaching clinic

Open Issues

- None

Budget vs. Actuals Budget Y2024 FY24

January - December 2024

	Actual	Budget	over Budget	Total % of Budget
INCOME				
47000 Program Income				
47100 Membership Dues	63,685.00	172,700.00	-109,015.00	36.88 %
47200 Splash Fees	30,480.00	160,000.00	-129,520.00	19.05 %
47300 Sanction Fees	400.00	3,000.00	-2,600.00	13.33 %
47400 Fines	50.00	3,000.00	-2,950.00	1.67 %
47900 Other				
47990 Endowment Income Draw		48,000.00	-48,000.00	
Total 47900 Other		48,000.00	-48,000.00	
Total 47000 Program Income	94,615.00	386,700.00	-292,085.00	24.47 %
Total Income	94,615.00	386,700.00	-292,085.00	24.47 %
GROSS PROFIT	94,615.00	386,700.00	-292,085.00	24.47 %
EXPENSES				
60000 Program Expenses				
60100 National Reimbursements				
60110 Athletes		95,000.00	-95,000.00	
60120 Coaches		18,000.00	-18,000.00	
60130 Officials		10,000.00	-10,000.00	
Total 60100 National Reimbursements		123,000.00	-123,000.00	
60200 Championship Meets				
60220 Bag Tags		3,500.00	-3,500.00	
60221 Bag Tags LC		2,700.00	-2,700.00	
60230 Awards		8,900.00	-8,900.00	
Total 60200 Championship Meets		15,100.00	-15,100.00	
60300 Age Group Zones		89,200.00	-89,200.00	

				Total
	Actual	Budget	over Budget	% of Budget
60380 Income		-24,000.00	24,000.00	
Total 60300 Age Group Zones		65,200.00	-65,200.00	
60400 Open Water Zones		48,690.00	-48,690.00	
60480 Income		-16,000.00	16,000.00	
Total 60400 Open Water Zones		32,690.00	-32,690.00	
60700 LSC Clinic/camps/swimposiums		12,000.00	-12,000.00	
60780 Income		-2,000.00	2,000.00	
Total 60700 LSC Clinic/camps/swimposiums		10,000.00	-10,000.00	
61000 USAS Workshops and Business Mtg				
61010 Registration		0.00	0.00	
61020 Transportation		5,170.00	-5,170.00	
61030 Lodging		5,170.00	-5,170.00	
61040 Meals		1,600.00	-1,600.00	
Total 61000 USAS Workshops and Business Mtg		11,940.00	-11,940.00	
61100 Officials				
61110 Official's Dues Reimbursements	1,528.00	20,825.00	-19,297.00	7.34 %
61120 BGC Reimbursement	80.12	1,000.00	-919.88	8.01 %
61130 Evaluator Travel		4,000.00	-4,000.00	
61140 Officials' Travel and Training		1,000.00	-1,000.00	
61150 Official's Account Expenses	332.25	1,733.00	-1,400.75	19.17 %
Total 61100 Officials	1,940.37	28,558.00	-26,617.63	6.79 %
61200 Member Awards		1,200.00	-1,200.00	
61250 LSC Development	1,178.75	10,000.00	-8,821.25	11.79 %
61300 Safe Sport		500.00	-500.00	
61400 Zone Select Camp		2,100.00	-2,100.00	
61600 DEI and Adaptive		4,500.00	-4,500.00	
61700 Outreach Athlete Assistance	163.00	3,700.00	-3,537.00	4.41 %

				Total
	Actual	Budget	over Budget	% of Budget
61900 Coaches Committee Fund	1,856.80	4,200.00	-2,343.20	44.21 %
Total 60000 Program Expenses	5,138.92	312,688.00	-307,549.08	1.64 %
70000 Operations				
70100 Contract Services				
70110 Accounting Fees	247.50	3,500.00	-3,252.50	7.07 %
70130 Website Maintenance	1,287.50	10,000.00	-8,712.50	12.88 %
Total 70100 Contract Services	1,535.00	13,500.00	-11,965.00	11.37 %
70200 Facilities				
70210 Office/Storage Rent	240.00	1,000.00	-760.00	24.00 %
Total 70200 Facilities	240.00	1,000.00	-760.00	24.00 %
70300 Bank Charges	2,700.00	8,200.00	-5,500.00	32.93 %
70400 Investment Expense	2,615.83	14,500.00	-11,884.17	18.04 %
70500 Memberships, Dues and Subscriptions	855.90	850.00	5.90	100.69 %
70600 Postage and Shipping	129.24	400.00	-270.76	32.31 %
70700 Office Equipment and Supplies		800.00	-800.00	
70800 Telecommunications	280.41	2,024.00	-1,743.59	13.85 %
70900 HOD Meeting Expenses		2,000.00	-2,000.00	
71000 Chairperson's Expenses		1,500.00	-1,500.00	
71300 Travel		2,800.00	-2,800.00	
72000 Employee Expenses				
72100 Wages				
72110 Wages - Base	9,328.00	60,632.00	-51,304.00	15.38 %
72120 Wages - Bonus	5,000.00	0.00	5,000.00	
Total 72100 Wages	14,328.00	60,632.00	-46,304.00	23.63 %
72200 Payroll Taxes	356.80	4,638.00	-4,281.20	7.69 %
72400 Workers Comp		350.00	-350.00	
72500 Employee Bond	260.00	300.00	-40.00	86.67 %
Total 72000 Employee Expenses	14,944.80	65,920.00	-50,975.20	22.67 %
Total 70000 Operations	23,301.18	113,494.00	-90,192.82	20.53 %

	Actual	Budget	over Budget	Total % of Budget
Total Expenses	28,440.10	426,182.00	-397,741.90	6.67 %
NET OPERATING INCOME	66,174.90	-39,482.00	105,656.90	-167.61 %
OTHER INCOME				
80100 Interest Earned	6.97		6.97	
81000 Investments				
81090 Other Investment Gain/Loss	44,337.10		44,337.10	
Total 81000 Investments	44,337.10		44,337.10	
Total Other Income	44,344.07	0.00	44,344.07	0.00%
NET OTHER INCOME	44,344.07	0.00	44,344.07	0.00%
NET INCOME	\$110,518.97	\$ -39,482.00	\$150,000.97	-279.92 %