



2024 House of Delegates Meeting
Saturday, October 5, 2024
Piper Bass Student Center & Virtual Attendance via Zoom
San Antonio, TX

Call to order – Mary Evelyn Bowling 9:01 am

Roll Call – was done in person via a sign-in sheet and online for individuals who included their names in the Zoom login.

The following teams were absent from the HOD meeting. As per South Texas Swimming Policies and Procedures, these teams may not host a sanctioned or approved meet until the 2025 House of Delegates meeting: BEAQ, CAA, CLAN, COTA, HILL, LIFE, MMA, MSC, PFPF, ROTS, RUSH, STSA, TEX, WWW.

Adoption of 2023 HOD & Special HOD Minutes

A motion was made by Jennie Lou Leeder and seconded by Garrett Nelson to approve the minutes from the 2023 HOD meeting on October 7, 2023, and the special HOD meetings on May 21, 2024, and May 28, 2024, as a block with no discussion. **Motion PASSES.**

Reports of Officers and Committee Chairs

Jennie Lou Leeder moved and Garrett Nelson seconded to approve the board and committee reports as posted on the website. **Motion PASSES.** See the attached reports.

Trey Prinz, Governance Committee Chair, described the arrangements with two consultants to the LSC, Reimagine Sports and Mary Ellen Tynan. Reimagine Sports submitted a report (attached). Mary Ellen worked to review our LSC's governing documents.

Reports were submitted by the STaR Committee, Finance Vice Chair, Senior Chair, General Chair, DEI Chair, Age Group Chair, Officials Chair, Operational Risk Chair, Governance Committee Chair, Coach Committee Chair, Safe Sport Committee Chair. An additional report included reports from delegates who attended the USAS Annual Business Meeting in September 2024. A motion was made by Jennie Lou and seconded by BJ Allenstein to approve these reports as posted with no discussion. **Motion Passes.**

Jessica Evans, Registration Chair, reminded coaches to make sure that the email address in their SWIMS portal is the one that they check on a regular basis. USAS will be sending notifications

about certifications and reminders to that email address, and South Texas Swimming pulls the email addresses from SWIMS to contact coaches.

Please do not post your team's OMR registration link on your website, and do not ever publish your OMR Outreach Athlete registration link. These links should be given directly to new members. Nationally, USAS is having problems with people doing a Google search and using someone's published OMR link to register without realizing that these links are unique to teams.

If you have athletes training with you on a temporary basis (less than 30 days) from other federations, please contact Jessica for the appropriate forms to submit to USAS.

The office phone (210-479-0881) does not support text messages. Please email at registration@stswim.org or call me if you need help.

Please make sure all of your coaches are registered and in good standing. The old requirement for coaches to complete certain courses before registering for the second year has changed. Coaches now have 365 days to complete certain courses.

If you have unregistered members (athletes or coaches) or members not in good standing participating in your program, you will not be covered by USAS insurance in the event of a claim. There are no grace periods. Please make sure your members are registered and in good standing.

If you take a course and it doesn't update within 24 hours of completion, please contact me so I can troubleshoot for you.

Approval of Annual Budget - Anne Bennett, Finance Vice Chair (via Zoom)

Anne presented the 2025 proposed budget, which showed net income of a deficit of \$303,040. The budget was amended based on the motions below and is attached.

Anne reports that the LSC's financial performance in 2023 was positive. Of note, we are not spending budget allocated to programming, camps, clinics, swimposiums, DEI, or Outreach. Our endowment fund is tracking well against indexes.

Our financial reports are prepared monthly by the Treasurer, reviewed by the Finance Committee, and approved by the Board of Directors. USAS requires our LSC to have an annual financial review by a third-party accounting firm and there were no anomalies found.

The 2025 proposed budget implements items from the strategic planning meeting held in the spring of 2024. The nonathlete fee was raised \$5 due to requirements from USAS for all nonathlete fees to be the same. Splash fees were reduced to account for Block Party meets, which produce no revenue to the LSC, with the assumption that swimmers who are swimming at Block Party meets are participating where no splash fees are collected instead of at meets where splash fees are collected. Revenue for awards was increased to support the additional championship meets being proposed for 2025. A line item of \$15,000 was added for

professional services for consultations on legal matters, governance, accounting, and technology. The HOD allowance was increased for venue selection and member travel expenses.

The cost of adopting the full strategic plan for the LSC shows an annual budget deficit of \$303,040 (which included a \$90,000 draw from the investment fund; the total deficit was later amended to \$342,040 due to a math error) to support hiring staff to support the plan, which includes camps and clinics, with \$120,000 annual salary and medical and workers comp benefits. Budget was added to invite 72 STX athletes to participate in the Duel in the Pool competition with Gulf, Illinois, and Indiana Swimming with a budget of \$80,000. \$75,000 was added for a weekend coach clinic that would be highly subsidized by the LSC.

The proposed budget shows a \$303,000 deficit (which was later amended to \$342,000 due to a math error). The loss would be covered by the endowment fund, which has a current balance of \$1.9 million. The Board of Directors reviewed the budget and voted to pass it.

The budget for national meet financial assistance was not changed, except to decrease the additional amount added for an Olympic year.

Member discussion was around the following topics:

- Job description for the proposed \$120,000 staff position. A clarification was made that this person will coordinate venue selection, vendors, and technology for the proposed clinic, based on conversations with Julie Bachman of Reimagine Sports. The person will be either a full-time employee with this job description or a contractor with other clients. Members were concerned that there was no formal job description for this position, and about hiring a company to do this work. A clarification was made that Reimagine Sports has assisted with a job description. Members expressed concern about voting down an Executive Director two years ago because there was no clear job description, and now this is being proposed again at a much higher salary and aligned with doing work for camps and clinics. There were also concerns about how this new position would interact with interim staff and whether there was sufficient workload to justify the costs. **Motion FAILED.**
- Details about the proposed \$75,000 coach clinic. **No motion made.**
- Details about the proposed \$80,000 participation in Duel in the Pool. A clarification was made that the budget was developed with Julie Bachman of Reimagine Sports, whose company manages this event. The budget includes travel, uniforms, entry fees, and lodging. There's a request to use a South Texas pool for the next event, so the travel may be local. Duel in the Pool is for the fastest swimmers in the LSC. The event is held in one of the participating LSCs each year in May. The event selects 12 athletes per gender, by age group ages 11-16. Approximately seven to eight coaches would be selected for the event. Expenses for the event vary based on location and facility costs. The proposed cost to athletes in South Texas would be \$250 per athlete, with the LSC covering the rest. There are no time standards for the meet. The LSC would be required to make a four-

year commitment to Duel in the Pool. **Motion was amended to remove funding and attendance for Southern Age Group Zones for the next four years and to reallocate the current budget to Duel in the Pool. Amended PASSES. Motion to attend Duel in the Pool PASSES as amended.**

- Adding an LSC athlete clinic/camp initiative for “below STAGS” to the schedule. No budget was allocated to this event. **A motion was made to allocate \$30,000 to LSC camps and clinics for athletes as a line item for the Age Group Committee. Motion PASSES.**
- Mike Worley made a motion that was seconded by Garrett Nelson to change interim staff members to permanent staff members and to allocate \$65,000 to STX staff. **Motion PASSES.**
- Mark Parshall made a motion that was seconded by Cody Mackall to add \$10,000 to our budget for Open Water Athlete Development, to support startup costs for LSC teams hosting open water events, and to promote open water swimming in the LSC. **Motion PASSES.**

Schedule of Bid Meets – BJ Allenstein

South Texas Swimming B Championship

- North Site January 18-19, 2025, hosted by AQTX at Round Rock ISD Aquatics Center.
- South Site January 11-12, 2025, hosted by AAAA at Alamo Heights Natatorium

South Texas Swimming STX Championship

- North Site – February 7-9, 2025, hosted by AQTX at Round Rock ISD Aquatics Center.
- South Site - January 31-February 2, 2025, hosted by HPAC at CCISD Natatorium

Short Course STAGS

- February 21-23, 2025, hosted by AAAA-Northeast

Short Course Senior Championship

- February 14-16, 2025, hosted by AAAA-Northside

Summer B Champs

- No meet for 2025

Long Course STX Championship

- June 27-29, 2025; HPAC at CCISD Natatorium

Long Course STAGS

- July 10-13, 2025 – AAAA at Northside Swim Center

Long Course Senior Championship

- July 17-20, 2025 at AAAA Northeast

ST Swimming Board of Directors Elections

General Chair:

- Mark Parshall, AQTX, **elected**
- Mary Evelyn Bowling, UN (floor nomination)

Finance Vice Chair:

- Garrett Nelson, AAAA-AH (floor nomination), **elected**

Age Group Vice Chair:

- Adam Depmore, LSAC (withdrew)
- Jennie Lou Leeder, CCSS (floor nomination), **elected**

Jr Coach's Representative:

- Derek Howorth, SRG, **elected**

Safe Sport Chair:

- Lorna Anaya, UN
- Will McCormick, WLOO (withdrew)
- Cody Mackall, HPAC (floor nomination), **elected**

Other Elections

Officials Chair: Electronically elected prior to the meeting by ST Officials

- Marc Digby, UN, **elected**
- Lorna Anaya, UN

Junior Athlete Representative: Elected electronically prior to the meeting by ST Athlete members:

- Matthew Moreno, SASA
- Anna Kate Goodson, HOT
- Harrison Tater, WLOO, **elected**

Admin Board of Review:**Non-athlete member:**

- Mike Koleber, NTRO, **elected**

Non-athlete member, alternate:

- Mark Parshall, AQTJ (withdrew)
- Janet Risser, YMCA, **elected**

Athlete member:

- Phoenix Mielcarek, WLOO, **elected**
- Matthew Moreno, SASA
- Anna Kate Goodson, HOT
- Harrison Tater, WLOO

Athlete member, alternate:

- Phoenix Mielcarek, WLOO, withdrew
- Matthew Moreno, SASA, **elected**
- Anna Kate Goodson, HOT
- Harrison Tater, WLOO

Legislative Items**Consistent Pricing for Multi-site Championship Meets – *withdrawn by author***

Submitted by: Daniel Martin, Team Director, Nitro Swimming

For any championship meets. I believe that if a meet is being hosted by multiple clubs/locations, there should be the same price per event/surcharge. This past short course STX Champs, our Bee Cave location was originally going to go to a different pool than our Cedar Park location and because of that, our Bee Cave families would have paid a higher event fee/surcharge. I understand that each pool may price things out differently but for a championship meet hosted by different locations, there should be consistency amongst the costs for the families. I think it's easy enough for the hosts to agree upon a price per event and surcharge so pricing is consistent.

Sanction Policy Update—*withdrawn by author*

Submitted by: Lindsay Grogan, Nitro Swimming

I was browsing the Southern Zone website and came across a form that streamlines the process for coaches who need to request accommodations for their athletes. I was wondering if it's possible for the link to that form to be added to meet information packets for STS meets going

forward. If this is something that would need to be voted on at HOD, I would like to submit it as a legislative proposal. The form can be found here.

Outreach Athlete Membership Policy—motion PASSES with immediate effect

Submitted by: Chase Thompson, DEI Chair

The DEI committee recommends that STX adopt the following Outreach Athlete membership policy.

Starting September 1, 2024, if a club offers Outreach Athlete memberships, the club's team admin, registrar, and coaches should understand and follow the requirements listed on the steps below. This information is also available on the South Texas Swimming website, under the Athletes menu.

A. The club must confirm the athlete's eligibility prior to giving the athlete the club's OMR

Outreach Athlete registration link. The club's OMR Outreach Athlete registration link should never be posted on any website or made available to the public. South Texas Swimming accepts the following documentation as verification of eligibility for Outreach Athlete memberships:

- i. School Breakfast Program (SBP) and/or National School Lunch Program (NSLP)
 - ii. Texas CHIP program (Children's Health Insurance Program or Children's
 - iii. Medicaid)
 - iv. Texas SNAP benefits program (Supplemental Nutrition Assistance Program)
 - v. Texas TANF program (Temporary Assistance for Needy Families)
 - vi. WIC (Women, Infants, and Children Program)
 - vii. Medicaid
 - viii. Written documentation by a club representative of demonstrated need
- B. Documentation of eligibility must be current at the time of the athlete's USA Swimming registration or renewal and must be valid for a minimum of 60 days from that date. Clubs are required to verify eligibility annually.
- C. Within 21 days after registration or renewal with USA Swimming, the club (or the athlete) should email the eligibility documentation to registration@stswim.org.
- D. It is the responsibility of the club to make sure that all Outreach Athlete memberships have been properly verified and that the documentation has been submitted to the LSC. If the club (and athlete) fail to submit the required eligibility documentation, the athlete's membership will need to be changed to the Premium Athlete membership type. In addition, the athlete will not be eligible for financial assistance from the South Texas Swimming Outreach Athlete fund until the required documentation has been provided.
- E. Clubs should give their Outreach Athletes this link, which allows them to seek reimbursement for meet entry fees under the South Texas Swimming financial assistance program.

Approval of Policies and Procedures Updates—motion PASSES with immediate effect

Submitted by: Trey Prinz, Governance Committee Chair

The Governance Committee is recommending that we adopt the updates that we have been working on in conjunction with Mary Ellen Tynan. As you review the PDF document (posted [here](#)), the following may help:

- For anything highlighted in green, the content has not been changed; it has just been relocated in the document.
- For anything highlighted in yellow, that represents an addition, deletion, or change. Ballot language

Given that these updates were approved via email, no vote is necessary unless there are any changes at HOD.

Sanction Process Resolution—motion PASSES with immediate effect

Proposed by Lindsay Grogan, Nitro Swimming

WHEREAS, in many cases, it is desirable for requests for modifications and accommodations for swimmers with disabilities to be requested using a standard format.

WHEREAS, it would benefit athletes, coaches, and officials to easily access the standard format for these requests.

THEREFORE, NOW BE IT RESOLVED that a standardized request for modifications and accommodations be include in the Meet Announcements for all meets sanctioned by South Texas Swimming: Meet accommodation form for swimmers with a disability 2-2-23(3) (posted [here](#)).

2025 Championship Meets

Proposed by: BJ Allenstein, Senior Chair, Championship Meet Committee Chair

BJ presented a motion on behalf of the Championship Meet Committee to change the schedule and formats of South Texas Swimming LSC championship meets as follows:

1. Split STAGS into two meets STAGS and Senior Champs **Motion PASSES**
 - a. STAGS - 14 and Under Prelim Final Meet
 - i. 2 heats of 10 and Under finals
 - ii. 3 heats of 11-12 finals
 - iii. 3 heats of 13-14 finals
 - iv. Allow 2 bonus events with a BB times
 - v. Date SC - 2 weeks prior to TAGS / LC - 1 week prior to TAGS (TAGS is early)
 - b. Senior Champs - Open Prelim Final Meet
 - i. 3 heats open finals
 - ii. 2 heats 16 & Under finals

- iii. 15-16 A times to qualify
 - iv. Allow 2 bonus events with 15-16 BB times
 - v. Date SC - 3 weeks prior to Sectionals / LC - Options
- 2. Consider Bonus times for STX and B Champs **Motion PASSES**
 - a. This can only happen if we have multiple sites for both B Champs and STX with an equal distribution of the teams
 - i. B Champs Bonus times - any official time listed in SWIMS
 - ii. STX Champs Bonus times - B times
- 3. Site split for STX and B Champs **Motion was amended to have two sites for STX, North and South, with team alignments determined by the Championship Meet Committee based on team numbers and locations. Amendment PASSES and motion PASSES.**
 - a. Recommendation - 3 sites for each (North, Central, South)
 - i. North of 290 in Austin - North
 - ii. South of 290 in Austin to North of 1604 in San Antonio - Central
 - iii. South of the North side of Loop 1604 - South
- 4. Remove Splash fee for Champs meet host **Motion PASSES**
 - a. Allows for host team to NOT have additional costs associated with providing a service for the LSC
 - b. Impact on budget - about 11,000 splashes in individual events at 2024 Champs meets resulting in \$13,750 (plus the splash fees for relays)

Current Policy (numbers from recommended version) -

III. Fees, Fines, and Miscellaneous Charges

C. Splash Fees

- 1. Each individual entry and relay entry that occurs at a sanctioned meet, sanctioned time trial, and sanctioned open water event, is assessed a splash fee of \$1.25 per event by South Texas Swimming. All events at meets hosted by a South Texas Swimming team, except for some select meets including the Senior Circuit meets, Texas Age Group Championships Age Group Zones, and national-level meets, are assessed splash fees.

Proposed change -

III. Fees, Fines, and Miscellaneous Charges

C. Splash Fees

- 1. Each individual entry and relay entry that occurs at a sanctioned meet, sanctioned time trial, and sanctioned open water event, is assessed a splash fee of \$1.25 per event by South Texas Swimming. All events at meets hosted by a South Texas Swimming team, except for some select meets including **all South Texas Championship meets including B Champs, STX Championships, STAGS Championships, and Senior Championships**, the Senior Circuit meets, Texas Age Group Swimming **Swimming** Championships, Age Group Zones, and national-level meets, are assessed splash fees.

5. Remove condition restricting meets on same days of championship meets for the B Champs and STX Champs meets **Motion FAILS**
 - a. Last year a team hosted a Block Party meet on the same weekend as STX. This will allow for a ST sanctioned meet to happen and then collect splash fees (do not collect splash fees on Block party meets and can not control when they are hosted)

Current Policy

V. Scheduling and Sanctioning Procedures

A. 1. Formal bids for bid meets will be requested prior to the scheduling conference and must be submitted before the scheduling conference ends. Scheduling for bid meets will take place during the scheduling conference. Site selection will take place during the HoD meeting. The meet scheduling calendar will be drafted at or in conjunction with the Annual Meeting of the House of Delegates for the next short and long course seasons. Updates and corrections will be made at the Annual Meeting when the final schedule will be completed and approved. Meets will be scheduled during the scheduling portion of the Annual Meeting. The Championship Meets will be voted on during the House of Delegates portion of the Annual Meeting. Meets of the same classification shall not be scheduled at different sites of the LSC on the same weekend. Teams must be present and registered to bid or schedule a meet. Teams must be present and registered with proposed meet information to bid or schedule an open, unclassified, or championship meet.

Proposed change -

V. Scheduling and Sanctioning Procedures

B. 1. Formal bids for bid meets will be requested prior to the scheduling conference and must be submitted before the scheduling conference ends. Scheduling for bid meets will take place during the scheduling conference. Site selection will take place during the HoD meeting. The meet scheduling calendar will be drafted at or in conjunction with the Annual Meeting of the House of Delegates for the next short and long course seasons. Updates and corrections will be made at the Annual Meeting when the final schedule will be completed and approved. Meets will be scheduled during the scheduling portion of the Annual Meeting. The Championship Meets will be voted on during the House of Delegates portion of the Annual Meeting. Meets of the same classification shall not be scheduled at different sites of the LSC on the same weekend **for the STAGS and Senior Championship meets**. Teams must be present and registered to bid or schedule a meet. Teams must be present and registered with proposed meet information to bid or schedule an open, unclassified, or championship meet.

6. Order different awards for B Champs, STX, and STAGS / Sr Champs **Motion PASSES**
 - a. Three sets of awards that increase in size and quality as advancing to higher meet
7. Create Virtual Team Championship Meet **Motion FAILS**
 - a. All meet results from meets from December 2-23, 2024 will be combined into a database to publish results
 - i. Age Groups 10 & Under, 11-12, 13-14, 15-16, 17 & Over

- ii. Team Titles - divide teams into 3 equal groups based on registration numbers on December 1, 2024
 - 1. Small / Medium / Large Teams
 - iii. Request for non South Texas meet results to be used for Team Title need to be submitted by December 23, 2024 - email SeniorChair@stswim.org
 - iv. Individuals can be considered for all events swum in the time period (no event limit)
- 8. Proposed Dates for meets **Motion TABLED so dates could be determined by team bid/vote.**
 - a. SC B Champs - Options - Jan 4-5, Jan 11-12, Jan 18-19
 - b. SC STX Champs - Options - Jan 31-Feb 2, Feb 7-9
 - c. SC STAGS - Feb 21-23
 - d. SC Senior Champs - Feb 14-16
 - e. LC STX Champs - Options - June 27-29, July 18-20, July 25-27
 - f. LC STAGS - July 10-13
 - g. LC Senior Champs - Options - July 18-20, July 25-27
- 9. Have 2 HoD meetings: There was a discussion about changing when we have the HoD meetings. Changing what we do at each meeting will require a change in the Bylaws and require 20 days notice. In order to change when positions are voted on, we will need to have a Special House of Delegates meeting. **No motion made, but there was a consensus to proceed with a meeting in April to vote on these changes.**
 - a. Main meeting - late March / early April
 - i. Encourage in person participation
 - b. Second meeting - early October, 1 week after USAS ABM.
 - i. Virtual - Zoom meeting
 - c. Advantages to 2 meetings
 - i. Allow for changes to be set prior to the new year (September start date)
 - ii. Saturday Clinic to host certifications / clinics (coaches and athletes)
 - iii. Sunday meeting to get business done
 - 1. Don't have to miss Saturday morning practices
 - iv. Discuss meets for upcoming SC and next year LC (planning farther out)
 - v. Allow for new Board to be present and attend the USAS ABM in September
 - vi. October Zoom
 - 1. will allow discussion of any changes presented by USAS ABM
 - 2. Confirm dates for LC meets after TAGS date is set in July

For all meets:

Team alignments will be determined by the Championship Meet Committee based on team size and numbers.

Times will be 2025-2028 National Age Group Motivational times.

Qualifying times will be the previous three seasons.

B Champs will be conducted in the spring and zoned North and South. Athletes must have one provable B time and can enter up to two bonus events with any provable time. BB and faster times are not eligible. Events will be timed finals with no relays. Meet format will be a two-day format, sessions by age group.

STX Champs for short course will be zoned North and South. Athletes must have one provable BB time and can enter up to two bonus events with a provable B time. A and faster times are not eligible. Meet format will be 2.5 days, prelims/finals.

STX Champs for long course will be conducted at one site. Athletes must have one provable BB time and can enter bonus events to the meet entry limits with a provable B time. A and faster times are not eligible. Meet format will be 2.5 days, prelims/finals.

STAGS for short course and long course will be a 14&Under meet and will be conducted at one site. Athletes must have one provable A or faster time and can enter up to two bonus events with provable BB times. Meet format will be three days for short course and four days for long course, prelims/finals.

Senior Champs for short course and long course will be an 18&U meet and will be conducted at one site. Athletes must have one provable 15-16 A or faster time regardless of athlete age and up to two bonus events with provable 15-16 BB times. Meet format will be three days for short course and four days for long course, prelims/finals.

Old Business

- Sean Barry made a motion and Greg Spano seconded for the Tigersharks of Texas and Platinum Aquatics teams and the territory of Bell and Milam counties to be released from South Texas Swimming so they may join Gulf Swimming. An amendment was made to take only the part of the county by drawing a line from the edge of the Gulf Swimming territory to the TST and PLAT facilities, in lieu of taking the entire county. **Amendment PASSES. Motion FAILS.**

The next HOD annual meeting was not scheduled. The BOD agrees to schedule a HOD meeting in the spring to vote on the discussed changes to the bylaws.

A motion was made to adjourn the meeting. **Motion PASSED.**

Meeting adjourned at 5:00pm.



USAS Annual Business Meeting: Report for HOD

Submitted by Attendees

Meeting Date: October 5, 2024

● **Coach Track**

- Great discussion on how you can use the American Development Model (ADM) to help track and categorize athletes. ADM has 4 domains, “C’s” to break down the development of athletes. Character, Connection, Confidence, and Competence. You can then categorize the athlete into 6 levels for each domain. This can be used in many different ways to help explain or justify the development of the athlete.
- Other ideas noted in meetings include:
 - Running Skills meets, Training meet, Intrasquad meets, Dual meets, or larger meets to give excitement to the meet.
 - Concerns heard around USA Swimming include price of meet including travel.
 - Question asked - What can we do to get more kids engaged at the meets (including LSC Championship meets)?
 - How can we as an LSC use our logo? Branding of the LSC?
 - Ideas for Coaches:
 - How are you communicating with the team?
 - Teaching Tuesdays
 - Find a parent and ask about the athlete - small points of contact shows you are engaged with the individual person.
 - Weekly or Monthly emails / newsletters
 - How can we instill the ideas of LSC Excellence
 - Experiences Matter
 - Creating Moments
- Team Services
 - USA Swimming approved the increase in team fees for 2026.
 - These fees will be used to increase services to the LSC and Team
 - Dana Skelton and Terry Jones are two contacts for the Southern Zone.
 - Team Services can be large or tiny issues - use them for help.
- Today’s Vision for Swimming
 - Transformational v Transformational



USAS Annual Business Meeting: Report for HOD

Submitted by Attendees

Meeting Date: October 5, 2024

- Language is Leadership
 - Open Ended Questions
 - What type of transactions facilitate ownership?
- Discussion Question
 - What do you think you need?
 - Keep the main focus the focus, do not lose sight of the goal.

PUSH		V	PULL	
Aspect	Transactional Leadership		Transformational Leadership	
Motivation	Relies on extrinsic rewards and punishments		Inspires intrinsic motivation and personal growth	
Goal orientation vs inspiration	Emphasises specific, measurable goals		Inspires a shared vision and purpose	
Structure vs support	Provides clear structure and guidelines		Offers empowerment, support, and mentorship	
Communication	Transaction-based and task-oriented communication		Inspirational and future-oriented communication	
Focus	Short-term focus on achieving goals and efficiency		Long-term focus on growth, innovation, and change	

CHP ABM: STRATEGIC THINKING



● DEI Track

- Understand and Address Community Needs: Engage directly with communities to gain insights into their unique needs and concerns. Avoid making assumptions about what works best. Use community-driven



USAS Annual Business Meeting: Report for HOD

Submitted by Attendees

Meeting Date: October 5, 2024

strategies and distribute pamphlets or educational resources to make swimming more accessible and inclusive.

- Create Inclusive Spaces Amid Political Polarization: In a time when DEI is often politicized, it is crucial to establish spaces for open, honest, and productive dialogue. DEI Chairs should present at meetings, advocating for inclusive practices and addressing DEI issues in a way that resonates with all members.
- Develop Tailored DEI Policies and Genuine Practices: Each LSC should move beyond performative DEI practices by developing policies that address the specific needs of their population. These policies should be communicated clearly to families, ensuring the principles of inclusion and equity are incorporated into the core operations of clubs.
- Establish and Expand Key DEI Programs: Implement initiatives such as Water Safety Days, Learn-to-Swim programs, DEI swim camps, and stroke schools. Additionally, hosting events like community parades and swim clinics can raise awareness and increase participation among underrepresented groups.
- Leverage Partnerships to Expand Reach: Partner with organizations such as SIGMA GAMMA RHO and Jack & Jill of America to support events, provide resources, and enhance outreach. Building connections with these organizations can help increase engagement and support for DEI initiatives across communities.
- Enhance Community Engagement through Feeder Programs: Use community swim teams, summer leagues, and swim nights as feeder programs into competitive USA Swimming membership. Engaging youth through these local programs encourages a pathway from recreational swimming to competitive participation.
- Increase Funding with a Dedicated Grant Writer: Hire or appoint a grant writer within the DEI committee to secure funding for outreach programs, community events, and scholarships. Utilize grants like the Community Impact Grant to fund city-wide initiatives and expand the reach of DEI programs.



USAS Annual Business Meeting: Report for HOD

Submitted by Attendees

Meeting Date: October 5, 2024

- Showcase Success through Measurable Impact: Develop and implement SMART goals (Specific, Measurable, Achievable, Relevant, Time-bound) to evaluate the success of DEI activities. Conduct surveys across LSCs to understand current DEI initiatives and align them with broader organizational goals.
- Incorporate Youth Voices and Leadership: Engage athletes in DEI committees and develop junior official programs to promote sustained involvement as they progress to higher levels in swimming. Involving youth in DEI initiatives helps build future leaders and strengthens commitment to DEI principles.
- Create Positive and Inclusive Cultures for All Athletes: Build environments that encourage fun, connection, and a sense of belonging through structured training, social events, and team-building activities. Promote understanding across diverse ethnic backgrounds, and create spaces where all athletes feel welcome, even in communities that lack representation of certain groups.

● General Chair Track

- Strategic Thinking for the LSC Board of Directors: Group discussion regarding best practices for developing and implementing strategic plans.
- Parliamentary Proceedings and Mock Board Meetings: Detailed review by USAS parliamentarian, Patrick Hunter, about Roberts Rules and parliamentary procedures. We participated in some hypothetical situations in which we needed to choose the best path forward.
- USA Swimming Programming and Services, the ZDC Information Super Highway, Effective Communication to LSCs. This session reviewed effective methods for communicating across the LSC. There was discussion about target audiences, delivery methods and audiences best practices.
- Panel Discussion with Brendan Hansen and LSC Panelists

● Officials Track

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● Registrar Track

- Just some registration reminders and tips to share with the LSC:



USAS Annual Business Meeting: Report for HOD

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- Make sure the email address in your SWIMS account is current and one that you check. USAS will send reminders about certification expirations and other updates to that email address.
- For new coaches, some education requirements will be within 365 days after the initial registration date (instead of prior to the second year of registration). If you are a new coach and your membership is not in good standing, it's probably an education requirement that you must complete.
- If you took a course and it hasn't updated within 24 hours, please contact me at registration@stswim.org for assistance. For the APT and USADA CAT courses, please send me a certification of completion when you contact me. If it hasn't matched in 24 hours, then there's an issue that we need to fix.
- Background checks are taking anywhere from 1-2 days to several weeks to complete. I recommend that you submit your background check as soon as you receive the reminder from USAS to allow 30 days for it to process.
- Please send your completion certificates for your CPR, lifeguard, Safety Training for Swim Coaches (online and in-water courses), and concussion protocol training to registration@stswim.org. These courses do not automatically update in your account.
- Don't publish your club's OMR registration links on your website! You should give it to new members directly.
- Please make sure your SWIMS portal permissions are correct and members of your staff have the necessary access for your club. If you need help with this, please contact me.
- There are documentation requirements for foreign athletes who are (or were) members of a foreign swimming federation when they join your club, for foreign athletes training with your club for less than 30 days, for USAS athletes competing abroad, and for members of a foreign swimming federation when they are competing in a USAS meet. If any of these situations come up, please contact me for help.



USAS Annual Business Meeting: Report for HOD

Submitted by Attendees

Meeting Date: October 5, 2024

- Please make sure all members of your club are registered and in good standing so you and your members have USAS insurance coverage in the event of a claim. There are no grace periods for coaches to accomplish their individual certifications and there are no grace periods for coaches to compete renewals. New athletes must register within 30 days if they are swimming with your USAS program. Athletes who have been members of USAS—even if their previous membership expired—must register immediately.
- If you need help with anything, please get in touch with me at registration@stswim.org.

○

● Legislative Summary

○

○



November 14, 2024

Erin Meise
South Texas Swimming
PO Box 592793
San Antonio, Texas 78259

Independent Accountant's Report On Applying Agreed-Upon Procedures

We have performed the procedures enumerated below to ensure South Texas Swimming, Inc. (the LSC) is operating in accordance with the LSC Affiliation Agreement of USA Swimming, Inc. as of and for the year ended December 31, 2023.

The LSC has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of ensuring that the LSC is operating in accordance with the LSC Affiliation Agreement.

Additionally, USA Swimming, Inc acknowledges that the procedures performed are appropriate for their purposes. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report, and as such, users are responsible for determining whether the procedures performed are appropriate for their purposes. The sample size determined by USA Swimming Inc. may not be representative of the population being tested.

The procedures and associated findings are as follows:

- 1) We obtained the USA Swimming, Inc. "Agreed Upon Procedures Inquiry Checklist" completed by a LSC representative. The completed checklist is included in Attachment A.
- 2) We prepared a year over year comparison of the balance sheet financial statement line items. For any variances over 10 percent, we inquired of a LSC representative the reason for the variance. Financial statement line items less than 5% of total assets were not reviewed. Explanations for variances are included as Attachment B.
- 3) We prepared an actual to budget and year over year comparison for income statement line items. For any variances over 10 percent, we inquired of a LSC

representative the reason for the variance. Income statement line items less than 5% of revenues were not reviewed. Explanations for variances are included as Attachment C.

4) We obtained from a LSC representative a list of all vendor invoices paid during the fiscal year. We randomly selected 10 vendor invoices and canceled checks or debit charge receipts. We inspected the invoices for signature or initials indicating approval for payment. There were no differences in amount, payee, or any invoices missing evidence of approval per policy guidelines.

5) We obtained all the bank and investment reconciliations as of year-end. We agreed the bank/investment balance per the reconciliations to the bank/investment statements. We agreed the book balance per the reconciliation to the general ledger balance at year end as provided by a LSC representative. There was a minor discrepancy resulting from voided stale transactions processed after the close of a month. We recommend these types of transactions be reviewed and completed prior to the year-end financials being closed and finalized. See Attachment D for details.

6) We requested a list of cash disbursements by vendor for the calendar year from a LSC representative. They do not pay any cash disbursements. Vendors that were paid more than \$600 for the calendar year, we obtained a copy of the vendor's 1099. There were no vendors paid over the \$600 threshold for which a 1099 was not available.

7) We obtained a reconciliation of the IRS Form 941 to the general ledger as of December 31 prepared by a LSC Representative. We obtained a listing of amounts paid for the calendar year by employee. We obtained copies of W-2's issued for the year. For each employee per the listing who was paid over \$600, we agreed employee name and amount paid per the listing to the W-2. There were no differences in wages per the W-2's.

8) We obtained the most recently filed Form 990, which is included as Attachment E.

9) We obtained the year-end internally prepared financial statements. The financial statements are included as Attachment F.

We were engaged by the LSC to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on ensuring that the LSC is operating in accordance with the LSC Affiliation Agreement. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the LSC and to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of South Texas Swimming, Inc. and is not intended to be and should not be used by anyone other than those specified parties.

Sincerely,

A handwritten signature in black ink that reads "Kendra Kinnison". The signature is written in a cursive, flowing style.

Kendra Kinnison, MBA, CPA
Ruble, Leadbetter & Associates, LLC

Attachment A

LSC Agreed Upon Procedures Inquiry Checklist

LSC Name:

ST

Completed By:

Name:

Erin Meise

Date Completed (MM/DD/YYYY):

09/25/2024

Email (Copy of completed form will be sent to this address):

treasurer@stswim.org

For Period Ending (MM/DD/YYYY):

12/31/2023

General Company Information

EIN:

31-1012963

Accrual or Cash Method of Accounting:

☐ Accrual

☒ Cash

Name of General Chair:

Mary Evelyn Bowling

Name of Treasurer:

Erin Meise

Others involved in Accounting Functions:

1

Alek Orloff

2

3

4

5

6

7

8

9

10

Person who maintains books and records:

Name:

Email:

Instructions: The purpose of this checklist is to supplement the agreed upon procedures engagement performed by an independent accountant. This form should be completed by an LSC representative and provided to the independent accountant to be submitted with the final agreed upon procedures deliverable.

As you complete this document, you will be asked to choose answers from drop down menus, check boxes, select dates and type text answers.

An accounting manual should provide answers to questions, instruction to accounting personnel,

and provide the means to apply consistent reporting of business transactions. The document must be useful and, more importantly, used. Therefore, it should be organized, complete, and consistent.

It should be available to all who need or think they need it. Certainly, the accounting staff needs

the manual. Also, managers, and others who submit accounting data should have the manual available to them.

It should always be current. A plan or method for updating policies with changes, additions, or deletions to the document is a must.

Does the LSC have written accounting policies and procedures established to describe the accounting system and ensure transactions are accounted for consistently (as described above)?

- ☒ Yes
- ☐ No
- ☐ Work in Progress

Bank Accounts

All accounts are on the books and financials.

- ☒ Yes
- ☐ No

Are funds deposited in a bank with FDIC protection?

- ☒ Yes
- ☐ No

Name of person who verified this:

Alek Orloff

Date Verified (MM/DD/YYYY):

06/30/2022

Has the balance in any account exceeded the protection limits at any time during the period being reviewed?

- ☐ Yes
- ☒ No

Document any issues below:

--

List all bank account numbers and corresponding general ledger account numbers:

Account:

Account Number

49-4900-0267

General Ledger Number

10701

Additional account number and corresponding general ledger account number:

Account:

Account Number

49-4900-0363

General Ledger Number

10706

Additional account number and corresponding general ledger account number:

Account:

Account Number

45-011131-048

General Ledger Number

11001

All Accounts are held in the name of the LSC (not an individual).

- ☒ Yes
☐ No

Do volunteers or employees of the LSC possess debit cards for any bank accounts?

- ☒ Yes
☐ No

If Yes, list names:

1

Mary Evelyn Bowling

2

Virginia Leeder

3

Marc Digby

4

William Spurgeon

5

John Dalton

6

7

8

9

10

Are all account signers authorized by the Board of Directors?

- ☒ Yes
☐ No

The LSC is in compliance with stipulations regarding who can sign checks and/or authorize payments and there is a process for ensuring the bank is notified immediately of all changes to signers.

- ☒ Yes
☐ No

Please list the names and titles of the current account signers:

Account Signer

Name

Mary Evelyn Bowling

Title

General Chair

Additional account signer:

Account Signer

Name

Erin Meise

Title

Treasurer

Additional account signer:

Account Signer

Name

Title

Additional account signer:

Account Signer

Name

Title

Additional account signer:

Account Signer

Name

Title

Describe the LSC's written cash control policies to include approval policies in

place (authorization and documentation requirements before payment is made),
check signers signing checks made payable to themselves or family members,
signing of blank checks, the use of pre-numbered checks and their use in
sequence, and the use of "Cash" as the payee on a check.

Checks made payable to treasurer for reimbursement or bi-weekly payroll checks are approved via email prior to writing by Finance Vice Chair. (no payroll after Q2 2024)
Checks over \$5000 are approved via email by General Chair.
~~Blank checks are never signed. checks are written in sequence and any void checks are~~

Are these policies stated above strictly adhered to?

- ☒ Yes
☐ No

Describe a time, when you might deviate from these cash control policies.

Does the LSC use bill pay or other online payment methods?

- ☒ Yes
☐ No

If yes, describe the approval policies for these transactions.

Online, auto payments are made for phone services, storage shed, post office box, MailChimp and Zoom. All are under the second signer approval limit and budgeted by the LSC.

Explain the process for voiding and cancelling of checks.

Checks are voided and documented in QBO

Blank checks are never signed.

- ☒ Yes
☐ No

Payments are processed by someone other than the authorizing individual.

- ☒ Yes
☐ No

Attachment B

South Texas Swimming, Inc.
Balance Sheet
As of December 31, 2023

	Total			
	As of Dec 31, 2023	As of Dec 31, 2022 (PY)	\$ Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
10701 PNC Checking	192,040.68	183,554.79	8,485.89	4.62%
10706 PNC Business Money Market	141,857.23	141,814.68	42.55	0.03%
11002 Morgan Stanley - Invest	1,694,294.82	1,506,404.49	187,890.33	12.47%
Total Bank Accounts	\$ 2,028,192.73	\$ 1,831,773.96	\$ 196,418.77	10.72%
Other Current Assets				
12001 Undeposited Funds	7,220.00	0.00	7,220.00	
Total Other Current Assets	\$ 7,220.00	\$ 0.00	\$ 7,220.00	
Total Current Assets	\$ 2,035,412.73	\$ 1,831,773.96	\$ 203,638.77	11.12%
TOTAL ASSETS	\$ 2,035,412.73	\$ 1,831,773.96	\$ 203,638.77	11.12%
LIABILITIES AND EQUITY				
Liabilities				
Total Liabilities				
Equity				
30000 Opening Balance Equity	471,756.53	471,756.53	0.00	0.00%
32000 Unrestricted Net Assets	1,360,017.43	1,597,724.46	-237,707.03	-14.88%
Net Income	203,638.77	-237,707.03	441,345.80	185.67%
Total Equity	\$ 2,035,412.73	\$ 1,831,773.96	\$ 203,638.77	11.12%
TOTAL LIABILITIES AND EQUITY	\$ 2,035,412.73	\$ 1,831,773.96	\$ 203,638.77	11.12%

Explanation

Market Investments performed better than previous year. Strong Market

Review variances over 10%

Attachment C

South Texas Swimming, Inc.
Profit and Loss
January - December 2023

	Total				% of revenue	Explanation
	Jan - Dec 2023	Jan - Dec 2022 (PY)	Change	% Change		
Income						
47000 Program Income			0.00			
47100 Membership Dues	145,757.00	149,876.00	-4,119.00	-2.75%	45%	Still recuperating athletes, a large number of athletes were flex members/ water polo became a UIL Sport. Less athletes in swim.
Total 47100 Membership Dues	\$ 145,757.00	\$ 149,876.00	-\$ 4,119.00	-\$ 0.03		
47200 Splash Fees	174,953.75	154,087.50	20,866.25	13.54%	54%	Post COVID, more teams hosting larger meets as COVID restrictions are lifted.
47300 Sanction Fees	3,450.00	3,025.00	425.00	14.05%	1%	
47400 Fines	1,300.00	3,500.00	-2,200.00	-62.86%		
Total 47000 Program Income	\$ 325,460.75	\$ 310,488.50	\$ 14,972.25	4.82%		
Total Income	\$ 325,460.75	\$ 310,488.50	\$ 14,972.25	4.82%		
Gross Profit	\$ 325,460.75	\$ 310,488.50	\$ 14,972.25	4.82%		
Expenses						
60000 Program Expenses			0.00			
60100 National Reimbursements			0.00			
60110 Athletes	59,092.50	74,842.63	-15,750.13	-21.04%	18%	Fewer athletes qualified/requested reimbursement than expected
60120 Coaches	16,096.50	16,900.50	-804.00	-4.76%	5%	
60130 Officials	7,778.00	4,543.50	3,234.50	71.19%	2%	
Total 60100 National Reimbursements	\$ 82,967.00	\$ 96,286.63	-\$ 13,319.63	-13.83%		
60200 Championship Meets			0.00			
60220 Bag Tags	8,157.25	3,547.36	4,609.89	129.95%	3%	
60221 Bag Tags LC		2,043.74	-2,043.74	-100.00%	0%	
60230 Awards	9,004.06	6,270.70	2,733.36	43.59%	3%	
Total 60200 Championship Meets	\$ 17,161.31	\$ 11,861.80	\$ 5,299.51	44.68%		
60300 Age Group Zones			0.00			
60310 Lodging	16,528.85	30,561.52	-14,032.67	-45.92%	5%	
60320 Food	14,187.48	8,570.25	5,617.23	65.54%	4%	
60330 Transportation	30,861.88	30,207.48	654.40	2.17%	9%	Transportation costs increased with inflation (gas prices and airline tickets)
60340 Uniforms	8,709.29	15,412.24	-6,702.95	-43.49%	3%	
60350 Entry Fees	3,965.00	2,430.00	1,535.00	63.17%	1%	
60360 Coach Stipend	4,700.00	6,400.00	-1,700.00	-26.56%	1%	
60380 Income	-20,100.00	-24,000.00	3,900.00	16.25%	-6%	
60390 Misc	308.88	687.28	-378.40	-55.06%	0%	
Total 60300 Age Group Zones	\$ 59,161.38	\$ 70,268.77	-\$ 11,107.39	-15.81%		
60400 Open Water Zones			0.00			
60410 Lodging	8,875.12	6,765.16	2,109.96	31.19%	3%	
60420 Food	2,705.70	2,542.56	163.14	6.42%	1%	
60430 Transportation	22,402.88	21,985.47	417.41	1.90%	7%	Transportation costs increased with inflation (gas prices and airline tickets)
60440 Uniforms	5,838.00	5,767.12	70.88	1.23%	2%	
60450 Entry Fees	3,230.00	2,700.00	530.00	19.63%	1%	
60460 Coach Stipends	1,500.00	1,500.00	0.00	0.00%	0%	
60480 Income	-16,000.00	-14,400.00	-1,600.00	-11.11%	-5%	
Total 60400 Open Water Zones	\$ 28,551.70	\$ 26,860.31	\$ 1,691.39	6.30%		
60700 LSC Clinic/camps/swimposiums			0.00			
60710 Zone Select Camp	2,239.73	566.20	1,673.53	295.57%	1%	
Total 60700 LSC Clinic/camps/swimposiums	\$ 2,239.73	\$ 566.20	\$ 1,673.53	295.57%		
60900 Swimposium		11,772.84	-11,772.84	-100.00%	0%	
Total 60900 Swimposium	\$ 0.00	\$ 11,772.84	-\$ 11,772.84	-\$ 1.00		
61000 USAS Workshops and Business Mtg			0.00			
61020 Transportation	4,320.80	2,968.58	1,352.22	45.55%	1%	
61030 Lodging	3,295.11	2,892.54	402.57	13.92%	1%	
61040 Meals	1,548.52	678.09	870.43	128.36%	0%	
Total 61000 USAS Workshops and Business Mtg	\$ 9,164.43	\$ 6,539.21	\$ 2,625.22	40.15%		
61100 Officials			0.00			
61110 Official's Dues Reimbursements	9,296.00	16,077.00	-6,781.00	-42.18%	3%	
61120 BGC Reimbursement	1,249.42	1,046.53	202.89	19.39%	0%	
61130 Evaluator Travel	5,307.94	2,362.36	2,945.58	124.69%	2%	
61150 Official's Account Expenses	1,154.25	2,052.05	-897.80	-43.75%	0%	
Total 61100 Officials	\$ 17,007.61	\$ 21,537.94	-\$ 4,530.33	-21.03%		
61800 Adaptive Aquatics (deleted)		2,500.00	-2,500.00	-100.00%	0%	
62000 Committee Funds-Activities			0.00			
62200 Member Awards		1,000.00	-1,000.00	-100.00%	0%	
62500 Coaches Committee Fund	1,334.75		1,334.75	100.00%	0%	
62700 Outreach Athlete Assistance	1,256.00	1,006.75	249.25	24.76%	0%	
Total 62000 Committee Funds-Activities	\$ 2,590.75	\$ 2,006.75	\$ 584.00	29.10%		
Total 60000 Program Expenses	\$ 218,843.91	\$ 250,200.45	-\$ 31,356.54	-12.53%		
70000 Operations			0.00			
70100 Contract Services			0.00		0%	
70110 Accounting Fees	2,159.65	2,796.95	-637.30	-22.79%	1%	
70130 Website Maintenance	6,990.00	1,410.00	5,580.00	395.74%	2%	
70135 Website Redesign		697.50	-697.50	-100.00%	0%	
Total 70100 Contract Services	\$ 9,149.65	\$ 4,904.45	\$ 4,245.20	86.56%		
70200 Facilities			0.00			
70210 Office/Storage Rent	960.00	1,096.00	-136.00	-12.41%	0%	
70220 PO Box	170.85		170.85		0%	
Total 70200 Facilities	\$ 1,130.85	\$ 1,096.00	\$ 34.85	3.18%		
70300 Bank Charges	7,219.95	6,701.26	518.69	7.74%	2%	
70500 Memberships, Dues and Subscriptions	827.75	249.95	577.80	231.17%	0%	
70600 Postage and Shipping	364.55	631.53	-266.98	-42.28%	0%	
70700 Office Equipment and Supplies	218.21	211.60	6.61	3.12%	0%	
70800 Communications	1,994.10	1,172.51	821.59	70.07%	1%	
70900 HOD Meeting Expenses	14,153.93	1,430.29	12,723.64	889.58%	4%	
71000 Chairperson's Expenses	667.79	716.02	-48.23	-6.74%	0%	
71300 Travel		442.23	-442.23	-100.00%	0%	
72000 Employee Expenses			0.00			

72100 Wages			0.00		
72110 Wages - Base	60,632.00	57,200.00	3,432.00	6.00%	19% No bonus was given so overal wages were slightly more.
72120 Wages - Bonus		4,000.00	-4,000.00	-100.00%	0%
Total 72100 Wages	\$ 60,632.00	\$ 61,200.00	-\$ 568.00	-0.93%	
72200 Payroll Taxes	4,638.36	4,681.80	-43.44	-0.93%	1%
72400 Workers Comp	343.00	351.00	-8.00	-2.28%	0%
72500 Employee Bond	260.00	260.00	0.00	0.00%	0%
Total 72000 Employee Expenses	\$ 65,873.36	\$ 66,492.80	-\$ 619.44	-0.93%	
Total 70000 Operations	\$ 101,600.14	\$ 84,048.64	\$ 17,551.50	20.88%	
Total Expenses	\$ 320,444.05	\$ 334,249.09	-\$ 13,805.04	-4.13%	
Net Operating Income	\$ 5,016.70	-\$ 23,760.59	\$ 28,777.29	121.11%	
Other Income					
80100 Interest Earned	42.55	42.54	0.01	0.02%	0%
81000 Investments			0.00		
81010 Dividend, Interest (Securities)	162.94	158.49	4.45	2.81%	0%
81090 Other Investment Gain/Loss	202,738.25	-196,246.71	398,984.96	203.31%	62% Strong market led to increased returns on investments.
Total 81000 Investments	\$ 202,901.19	-\$ 196,088.22	\$ 398,989.41	203.47%	
Total Other Income	\$ 202,943.74	-\$ 196,045.68	\$ 398,989.42	203.52%	
Other Expenses					
90400 Investment Expense	14,847.92	15,349.76	-501.84	-3.27%	5%
Total Other Expenses	\$ 14,847.92	\$ 15,349.76	-\$ 501.84	-3.27%	
Net Other Income	\$ 188,095.82	-\$ 211,395.44	\$ 399,491.26	188.98%	
Net Income	\$ 193,112.52	-\$ 235,156.03	\$ 428,268.55	182.12%	

South Texas Swimming, Inc.
Budget vs. Actuals_Budget Y2023__Report
January 1-December 31, 2023

Account	Total			Explanation
	Actual	Budget	Percent of budget	
Income				
47000 Program Income	\$ 0.00	\$ 0.00	--	
47100 Membership Dues	\$ 145,757.00	\$ 175,100.00	83.24%	
47200 Splash Fees	\$ 174,953.75	\$ 145,900.00	119.91%	Answer on Income Statement tab(since on both reports)
47300 Sanction Fees	\$ 3,450.00	\$ 2,950.00	116.95%	Clubs held more meets than expected and paid the sanction fee.
47400 Fines	\$ 1,300.00	\$ 3,000.00	43.33%	
47900 Other	\$ 0.00	\$ 0.00	--	
47990 Endowment Income Draw	\$ 0.00	\$ 45,000.00	0.00%	
Total for 47900 Other	\$ 0.00	\$ 45,000.00	0.00%	
Total for 47000 Program Income	\$ 325,460.75	\$ 371,950.00	87.50%	
Total for Income	\$ 325,460.75	\$ 371,950.00	87.50%	
Cost of Goods Sold	\$ 0.00	\$ 0.00	--	
Gross Profit	\$ 325,460.75	\$ 371,950.00	87.50%	
Expenses				
60000 Program Expenses	\$ 0.00	\$ 0.00	--	
60100 National Reimbursements	\$ 0.00	\$ 0.00	--	
60110 Athletes	\$ 59,092.50	\$ 64,400.00	91.76%	Coaches requested more reimbursements than expected, however LSC policies state that budgets for reimbursements roll from Athlete to Coach to Official without Board Approval. Excess budget from athletes rolled to
60120 Coaches	\$ 16,096.50	\$ 14,400.00	111.78%	
60130 Officials	\$ 7,778.00	\$ 7,900.00	98.46%	
Total for 60100 National Reimbursements	\$ 82,967.00	\$ 86,700.00	95.69%	
60200 Championship Meets	\$ 0.00	\$ 0.00	--	
60220 Bag Tags	\$ 8,157.25	\$ 3,300.00	247.19%	Added Bag Tags for all championship meets. Also added in new STX Sites, and a Summer B Champs.
60230 Awards	\$ 9,004.06	\$ 5,500.00	163.71%	Same as above, more STX Sites, and added in a Summer B champs meet
Total for 60200 Championship Meets	\$ 17,161.31	\$ 8,800.00	195.01%	
60300 Age Group Zones	\$ 0.00	\$ 90,000.00	0.00%	
60310 Lodging	\$ 16,528.85	\$ 0.00	--	
60320 Food	\$ 14,187.48	\$ 0.00	--	
60330 Transportation	\$ 30,861.88	\$ 0.00	--	
60340 Uniforms	\$ 8,709.29	\$ 0.00	--	
60350 Entry Fees	\$ 3,965.00	\$ 0.00	--	
60360 Coach Stipend	\$ 4,700.00	\$ 0.00	--	
60380 Income	-\$ 20,100.00	-\$ 25,000.00	80.40%	
60390 Misc	\$ 308.88	\$ 0.00	--	
Total for 60300 Age Group Zones	\$ 59,161.38	\$ 65,000.00	91.02%	
60400 Open Water Zones	\$ 0.00	\$ 39,375.00	0.00%	
60410 Lodging	\$ 8,875.12	\$ 0.00	--	
60420 Food	\$ 2,705.70	\$ 0.00	--	
60430 Transportation	\$ 22,402.88	\$ 0.00	--	
60440 Uniforms	\$ 5,838.00	\$ 0.00	--	
60450 Entry Fees	\$ 3,230.00	\$ 0.00	--	
60460 Coach Stipends	\$ 1,500.00	\$ 0.00	--	
60480 Income	-\$ 16,000.00	-\$ 14,400.00	111.11%	Additional athletes were approved to attend, (and paid a copay) increasing the expected income.
Total for 60400 Open Water Zones	\$ 28,551.70	\$ 24,975.00	114.32%	
60700 LSC Clinic/camps/swimposiums	\$ 0.00	\$ 15,000.00	0.00%	
60710 Zone Select Camp	\$ 2,239.73	\$ 1,500.00	149.32%	More athletes were invited to attend from USA Swimming.
Total for 60700 LSC Clinic/camps/swimposiums	\$ 2,239.73	\$ 16,500.00	13.57%	
61000 USAS Workshops and Business Mtg	\$ 0.00	\$ 0.00	--	
61020 Transportation	\$ 4,320.80	\$ 4,700.00	91.93%	
61030 Lodging	\$ 3,295.11	\$ 4,700.00	70.11%	
61040 Meals	\$ 1,548.52	\$ 2,650.00	58.43%	
61010 Registration	\$ 0.00	\$ 1,000.00	0.00%	
Total for 61000 USAS Workshops and Business Mtg	\$ 9,164.43	\$ 13,050.00	70.23%	
61100 Officials	\$ 0.00	\$ 0.00	--	
61110 Official's Dues Reimbursements	\$ 9,296.00	\$ 22,400.00	41.50%	More officials became certified than expected. First time background checks are twice the cost of renewals
61120 BGC Reimbursement	\$ 1,249.42	\$ 1,000.00	124.94%	Brought in a National Evaluator for an extra meet. STX Covered their travel and stay
61130 Evaluator Travel	\$ 5,307.94	\$ 4,000.00	132.70%	
61150 Official's Account Expenses	\$ 1,154.25	\$ 1,575.00	73.29%	
61140 Officials' Travel and Training	\$ 0.00	\$ 1,000.00	0.00%	
Total for 61100 Officials	\$ 17,007.61	\$ 29,975.00	56.74%	
62000 Committee Funds-Activities	\$ 0.00	\$ 0.00	--	
62500 Coaches Committee Fund	\$ 1,334.75	\$ 4,200.00	31.78%	
62700 Outreach Athlete Assistance	\$ 1,256.00	\$ 2,700.00	46.52%	
62200 Member Awards	\$ 0.00	\$ 2,000.00	0.00%	
62300 Safe Sport	\$ 0.00	\$ 500.00	0.00%	
62600 DEI and Adaptive	\$ 0.00	\$ 4,500.00	0.00%	
Total for 62000 Committee Funds-Activities	\$ 2,590.75	\$ 13,900.00	18.64%	
Total for 60000 Program Expenses	\$ 218,843.91	\$ 258,900.00	84.53%	
70000 Operations	\$ 0.00	\$ 0.00	--	
70100 Contract Services	\$ 0.00	\$ 0.00	--	
70110 Accounting Fees	\$ 2,159.65	\$ 3,500.00	61.70%	
70130 Website Maintenance	\$ 6,990.00	\$ 1,500.00	466.00%	Contract labor for an employee to update and maintain the website for the organization.

Total for 70100 Contract Services	\$	9,149.65 \$	5,000.00	182.99%
70200 Facilities	\$	0.00 \$	0.00 --	
70210 Office/Storage Rent	\$	960.00 \$	1,000.00	96.00%
70220 PO Box	\$	170.85 \$	0.00 --	
Total for 70200 Facilities	\$	1,130.85 \$	1,000.00	113.08%
70300 Bank Charges	\$	7,219.95 \$	8,200.00	88.05%
70500 Memberships, Dues and Subscriptions	\$	827.75 \$	850.00	97.38%
70600 Postage and Shipping	\$	364.55 \$	400.00	91.14%
70700 Office Equipment and Supplies	\$	218.21 \$	800.00	27.28%
70800 Communications	\$	1,994.10 \$	1,100.00	181.28%
70900 HOD Meeting Expenses	\$	14,153.93 \$	2,000.00	707.70%
71000 Chairperson's Expenses	\$	667.79 \$	1,500.00	44.52%
72000 Employee Expenses	\$	0.00 \$	0.00 --	
72100 Wages	\$	0.00 \$	0.00 --	
72110 Wages - Base	\$	60,632.00 \$	60,060.00	100.95%
72120 Wages - Bonus	\$	0.00 \$	4,000.00	0.00%
Total for 72100 Wages	\$	60,632.00 \$	64,060.00	94.65%
72200 Payroll Taxes	\$	4,638.36 \$	4,900.00	94.66%
72400 Workers Comp	\$	343.00 \$	300.00	114.33%
72500 Employee Bond	\$	260.00 \$	300.00	86.67%
Total for 72000 Employee Expenses	\$	65,873.36 \$	69,560.00	94.70%
71300 Travel	\$	0.00 \$	2,800.00	0.00%
Total for 70000 Operations	\$	101,600.14 \$	93,210.00	109.00%
Total for Expenses	\$	320,444.05 \$	352,110.00	91.01%
Net Operating Income	\$	5,016.70 \$	19,840.00	25.29%
80100 Interest Earned	\$	42.55 \$	0.00 --	
81000 Investments	\$	0.00 \$	0.00 --	
81010 Dividend, Interest (Securities)	\$	162.94 \$	0.00 --	
81090 Other Investment Gain/Loss	\$	202,738.25 \$	0.00 --	
Total for 81000 Investments	\$	202,901.19 \$	0.00 --	
Total for Other Income	\$	202,943.74 \$	0.00 --	
Other Expenses				
90400 Investment Expense	\$	14,847.92 \$	14,400.00	103.11%
Total for Other Expenses	\$	14,847.92 \$	14,400.00	103.11%
Net Other Income	\$	188,095.82 -\$	14,400.00	-1,306.22%
Net Income	\$	193,112.52 \$	5,440.00	3,549.86%

Additional Zoom license (\$642) was required for the special virtual meeting in June.

*Account 71300 could/should have been utilized for travel reimbursements to eligible Board Members. Board decided to host HOD at a neutral location. \$11K to the Hyatt for the meeting room, catering

Policy renewal increased year over year

cindy@ruble-leadbetter.com

From: South Texas Treasurer <treasurer@stswim.org>
Sent: Tuesday, November 12, 2024 6:36 AM
To: Kendra Kinnison
Cc: cindy@ruble-leadbetter.com; Garrett - FVC Nelson
Subject: Re: AUP Engagement Letter

Hi Kendra,

You have access to QBO, so you can pull all those Rec reports. I am in a conference all week and not very available during the day.

Our previous interim Treasurer assisted me in finding some items causing issues... All of the mismatches between what we reported as monthly balances historically, and what those same balances report today are the result of two accounting process issues.

1. Stale transactions were voided. QBO records the change back on the transaction creation date...so every void that crosses a month end boundary causes a mismatch for all intervening months. During the year, not a big deal. At year end...it skews our reporting... Most of these were stale, uncashed checks.
2. Lazy month-end closing where the Treasurer closed a month (including reconciliations and reporting), and then in the following month found additional transactions, entered them, and backdated them into the previous month...making the accounting correct, but the reporting wrong. Not a big deal (except sloppy) during the year. Bigger deal at year end where tax reporting is skewed.

Transactions causing mismatch:

Check 5724 to Helm for \$83.00, written 09/15/22, voided 11/15/22
Check 5736 to Allenstein for \$83.00, written 09/17/22, voided 11/18/22
Check 5767 for \$2500.00, written 10/04/22, voided 11/18/22
Check 5802 to Schrock for \$83.00, written 10/25/22, voided 10/01/24
Check 5835 to Camarillo for \$83.00, written 12/13/22, voided 09/20/24
Check 5875 to Houghton for \$220.00, written 01/25/23, voided 07/13/23
Expense to Vonage for \$80.23, added on 5/1/23, backdated to 4/30/23
Expense to Selfstor for \$80.00, added on 5/1/23, backdated to 4/30/23
Expense to Carozza Athletics for \$1040, added on 7/5/23, backdated to 6/30/23
Check 6006 to Austin Swim Club for \$2321.00, written 10/20/23, voided 11/27/23
Check 6023 to Yu for \$85.00, written 10/27/23, voided 12/07/23
Check 6045 to Duvall for \$532.18, written 11/08/23, voided 01/08/24
Check 6076 to Schrock for \$85.00, written 12/18/23, voided 10/01/24
Check 6093 to Duvall for \$532.18, added on 1/8/24, backdated to 12/31/23
Deposit from Longhorn for \$3968.75, added on 1/8/23, backdated to 12/31/23

I hope this helps. I know we are close to the deadline. Let me know how I can help wrap things up!

Thanks -

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2023 calendar year, or tax year beginning , and ending

B Check if applicable:
☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization
SOUTH TEXAS SWIMMING, INC.

Doing business as
1605 COLTON WAY

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1605 COLTON WAY

City or town, state or province, country, and ZIP or foreign postal code
CEDAR PARK TX 78613

D Employer identification number
31-1012963

E Telephone number
512-633-0002

G Gross receipts \$ **476,844**

F Name and address of principal officer:
MINDY DONOFRIO
24906 BIRDIE RIDGE
SAN ANTONIO TX 78260

H(a) Is this a group return for subordinates? ☐ Yes ☒ No
H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: **WWW.STSWIM.ORG**

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: **1982**

M State of legal domicile: **TX**

H(c) Group exemption number **5367**

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
PROMOTING THE SPORT OF YOUTH AND AGE GROUP SWIMMING IN SOUTH TEXAS, PROMOTE THE EDUCATION, INSTRUCTION AND TRAINING OF INDIVIDUALS TO DEVELOP AND IMPROVE THEIR CAPABILITIES

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a) **12**

4 Number of independent voting members of the governing body (Part VI, line 1b) **12**

5 Total number of individuals employed in calendar year 2023 (Part V, line 2a) **1**

6 Total number of volunteers (estimate if necessary) **0**

7a Total unrelated business revenue from Part VIII, column (C), line 12 **0**

b Net unrelated business taxable income from Form 990-T, Part I, line 11 **0**

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	149,876	145,757
9 Program service revenue (Part VIII, line 2g)	199,013	226,331
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	53,531	64,559
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	402,420	436,647
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	66,142	65,873
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) 0		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	320,584	305,605
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	386,726	371,478
19 Revenue less expenses. Subtract line 18 from line 12	15,694	65,169

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	1,831,607	2,035,162
21 Total liabilities (Part X, line 26)	675	0
22 Net assets or fund balances. Subtract line 21 from line 20	1,830,932	2,035,162

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer
MARC C DIGBY
Type or print name and title

Date
TREASURER

Paid Preparer Use Only

Print/Type preparer's name
Elizabeth L. Ruble, CPA, CFP

Preparer's signature
08/02/24

Date
self-employed

Check ☐ if PTIN
P00041463

Firm's name
Ruble, Leadbetter and Associates, LLC

Firm's EIN
93-1576146

Firm's address
4455 S Padre Island Dr Ste 15
Corpus Christi, TX 78411-5152

Phone no.
361-225-0220

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.
DAA

Form **990** (2023)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III ☐

1 Briefly describe the organization's mission:
PROMOTING THE SPORT OF YOUTH AND AGE GROUP SWIMMING IN SOUTH TEXAS, PROMOTE THE EDUCATION, INSTRUCTION AND TRAINING OF INDIVIDUALS TO DEVELOP AND IMPROVE THEIR CAPABILITIES

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 335,519 including grants of \$) (Revenue \$)
PROMOTE THE SPORT OF YOUTH AND AGE GROUP SWIMMING, PROMOTE THE EDUCATION, INSTRUCTION, AND TRAINING OF INDIVIDUALS TO DEVELOP AND IMPROVE THEIR CAPABILITIES

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)
N/A

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)
N/A

4d Other program services (Describe on Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 335,519

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? If "Yes," complete Schedule D, Part V		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI		X
b Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		X
c Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		X
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		X
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
25b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions).		
28a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
28b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
28c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
35b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O.		X

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☒

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	9	
1b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	0	
1c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		X

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Yes No

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	1			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b			X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			X	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b				
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a			X	
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a			X	
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			X	
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c				
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a			X	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b				
7	Organizations that may receive deductible contributions under section 170(c).					
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			X	
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			X	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			X	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			X	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			X	
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8				
9	Sponsoring organizations maintaining donor advised funds.					
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a				
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b				
10	Section 501(c)(7) organizations. Enter:					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations. Enter:					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b				
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a				
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	Section 501(c)(29) qualified nonprofit health insurance issuers.					
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a				
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			X	
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b				
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.	15			X	
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16			X	
17	Section 501(c)(21) organizations. Did the trust, any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17				

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

	1a	12	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b Enter the number of voting members included on line 1a, above, who are independent	1b	12		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?			2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?			3	X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?			4	X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?			5	X
6 Did the organization have members or stockholders?			6	X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?			7a	X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?			7b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?			8a	X
b Each committee with authority to act on behalf of the governing body?			8b	X
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O			9	X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a	X
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X
b Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	
13 Did the organization have a written whistleblower policy?	13	X
14 Did the organization have a written document retention and destruction policy?	14	X
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	15a	X
b Other officers or key employees of the organization	15b	X
If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **None**

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☐ Another's website ☐ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records.

MINDY DONOFRIO**24906 BIRDIE RIDGE****SAN ANTONIO****TX 78260****512-633-0002**

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MINDY DONOFRIO	40.00									
SECRETARY	0.00	X		X				60,632	0	0
(2) BRANDON ALLENSTEIN	0.00									
SENIOR VICE CHAIR	0.00	X		X				0	0	0
(3) LORNA ANAYA	0.00									
SAFE SPORT CHAIR	0.00	X						0	0	0
(4) ANNE BENNETT	0.00									
FINANCE VICE CHAIR	0.00	X		X				0	0	0
(5) MARY EVELYN BOWLING	0.00									
GENERAL CHAIRMAN	0.00	X		X				0	0	0
(6) JOHN DALTON	0.00									
AGE GROUP VICE CHAIR	0.00	X						0	0	0
(7) AARON GORDON	0.00									
ATHLETES' REP	0.00	X						0	0	0
(8) LIBERTY GUNN	0.00									
ATHLETES REP	0.00	X						0	0	0
(9) JENNIE LOU LEEDER	0.00									
SR COACHES REP	0.00	X						0	0	0
(10) FYNN MINUS	0.00									
ATHLETE AT LARGE REP	0.00	X						0	0	0
(11) MARCELLA PARSHALL	0.00									
JR COACHES REP	0.00	X						0	0	0

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(12) MICHAEL WORLEY										
(12) ADMIN VICE CHAIR	0.00 0.00	X		X				0	0	0
(13) MARC C DIGBY										
(13) TREASURER	5.00 0.00			X				0	0	0
(14)										
(15)										
(16)										
(17)										
(18)										
(19)										
1b Subtotal								60,632		
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								60,632		

2	Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization	0	
3	Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	Yes	No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		

Section B. Independent Contractors

1	Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.		
	(A) Name and business address	(B) Description of services	(C) Compensation
2	Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization		0

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a					
	b Membership dues	1b	145,757				
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f					
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f			145,757			
Program Service Revenue			Business Code				
	2a SPLASH FEES			174,303	174,303		
	b AGE GROUP ZONE			20,100	20,100		
	c OPEN WATER ZONE			16,000	16,000		
	d OTHER INCOME			11,203	11,203		
	e SANCTION FEES			3,425	3,425		
	f All other program service revenue			1,300	1,300		
	g Total. Add lines 2a-2f			226,331			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			40,815	40,815		
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real	(ii) Personal				
	b Less: rental expenses						
	c Rental inc. or (loss)						
	d Net rental income or (loss)						
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less: cost or other basis and sales exps.						
	c Gain or (loss)						
	d Net gain or (loss)			23,744	23,744		
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18						
	b Less: direct expenses						
	c Net income or (loss) from fundraising events						
	9a Gross income from gaming activities. See Part IV, line 19						
b Less: direct expenses							
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances							
b Less: cost of goods sold							
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue			Business Code				
	11a						
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions			436,647	290,890	0	0	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

☒

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	60,632	60,632		
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages				
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	603	603		
10 Payroll taxes	4,638	4,638		
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	2,160		2,160	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12 Advertising and promotion				
13 Office expenses	583		583	
14 Information technology				
15 Royalties				
16 Occupancy	1,131		1,131	
17 Travel	104,726	104,726		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	14,154	14,154		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a NATIONAL REIMBURSEMENTS	82,967	82,967		
b OFFICIALS ACCOUNT EXPENSE	17,093	17,093		
c INVESTMENT EXPENSES	14,848		14,848	
d UNIFORMS	14,547	14,547		
e All other expenses	53,396	36,159	17,237	
25 Total functional expenses. Add lines 1 through 24e	371,478	335,519	35,959	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	325,203	1	340,867
	2 Savings and temporary cash investments	1,506,404	2	1,694,295
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b	10c	
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)	1,831,607	16	2,035,162	
Liabilities	17 Accounts payable and accrued expenses	675	17	
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	675	26	0
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☐ and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions		27	
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here ☒ and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds	1,830,932	31	2,035,162
	32 Total net assets or fund balances	1,830,932	32	2,035,162
33 Total liabilities and net assets/fund balances	1,831,607	33	2,035,162	

Part XI

Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	436,647
2	Total expenses (must equal Part IX, column (A), line 25)	2	371,478
3	Revenue less expenses. Subtract line 2 from line 1	3	65,169
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,830,932
5	Net unrealized gains (losses) on investments	5	139,061
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	2,035,162

Part XII

Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: ☒ Cash ☐ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a	X
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	X
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a	
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b	

SCHEDULE A
(Form 990)Department of the Treasury
Internal Revenue Service**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023Open to Public
Inspection

Name of the organization

SOUTH TEXAS SWIMMING, INC.

Employer identification number

31-1012963**Part I Reason for Public Charity Status.** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:
- 10 ☒ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990) 2023

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test — 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐
b 33 1/3% support test — 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐
17a 10%-facts-and-circumstances test — 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		☐
b 10%-facts-and-circumstances test — 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		☐
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		☐

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II.
If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	183,020	4,418	160,736	149,876	145,757	643,807
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	229,821	113,085	199,474	225,860	267,146	1,035,386
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	412,841	117,503	360,210	375,736	412,903	1,679,193
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						1,679,193

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6	412,841	117,503	360,210	375,736	412,903	1,679,193
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)	412,841	117,503	360,210	375,736	412,903	1,679,193
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	100.00 %
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	100.00 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests — 2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization	☒
b 33 1/3% support tests — 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization	☐
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions	☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.*
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).*
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*
- b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in Part VI when and how the organization made the determination.*
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in Part VI what controls the organization put in place to ensure such use.*
- 4a Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*
- b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*
- b **Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c **Substitutions only.** Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in Part VI.*
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990).*
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in Part VI.*
- b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in Part VI.*
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in Part VI.*
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.*
- b Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)*

	Yes	No
1		
2		
3a		
3b		
3c		
4a		
4b		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
9b		
9c		
10a		
10b		

Part IV Supporting Organizations *(continued)*

- 11 Has the organization accepted a gift or contribution from any of the following persons?
- a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?
- b A family member of a person described on line 11a above?
- c A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.*

	Yes	No
11a		
11b		
11c		

Section B. Type I Supporting Organizations

- 1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? *If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*
- 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

- 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).*

	Yes	No
1		

Section D. All Type III Supporting Organizations

- 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
- 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).*
- 3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.*

	Yes	No
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
- a ☐ The organization satisfied the Activities Test. *Complete line 2 below.*
- b ☐ The organization is the parent of each of its supported organizations. *Complete line 3 below.*
- c ☐ The organization supported a governmental entity. *Describe in Part VI how you supported a governmental entity (see instructions).*

2 Activities Test. *Answer lines 2a and 2b below.*

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*
- b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*
- 3 Parent of Supported Organizations. *Answer lines 3a and 3b below.*
- a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No," provide details in Part VI.*
- b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

	Yes	No
2a		
2b		
3a		
3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A – Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B – Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C – Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations *(continued)*

Section D – Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required— <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E – Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required— <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE O
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ**Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023**Open to Public
Inspection**

Name of the organization

SOUTH TEXAS SWIMMING, INC.

Employer identification number

31-1012963**Form 990, Part V, Line 3b - Form 990-T Not Filed Explanation****ALL INCOME WAS RELATED TO THE MISSION OF THE ORGANIZATION****Form 990, Part VI, Line 11b - Organization's Process to Review Form 990****No review was or will be conducted.****Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation****PROVIDED UPON REQUEST****Form 990, Part IX, Line 24e - Other Expenses****Description****Tot/Prog Service****Mgt & General****Fundraising****AWARDS**

\$ 9,004

\$ 0

\$ 0

BAG TAGS

\$ 8,157

\$ 0

\$ 0

BANK CHARGES

\$ 0

\$ 7,220

\$ 0

ENTRY FEES

\$ 0

\$ 7,195

\$ 0

WEBSITE EXPENSES

\$ 6,990

\$ 0

\$ 0

COACH STIPENDS

\$ 6,200

\$ 0

\$ 0

ZONE CAMP

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2023

Name of the organization	Employer identification number
SOUTH TEXAS SWIMMING, INC.	31-1012963

\$	2,240	\$	0	\$	0
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TELEPHONE

\$	0	\$	1,994	\$	0
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COACHES COMMITTEE FUND

\$	1,335	\$	0	\$	0
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OUTREACH ATHLETE ASSISTAN

\$	1,256	\$	0	\$	0
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DUES

\$	0	\$	828	\$	0
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CHAIRPERSON'S EXPENSES

\$	668	\$	0	\$	0
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MISCELLANEOUS

\$	309	\$	0	\$	0
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Total

\$	36,159	\$	17,237	\$	0
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Form **990****Two Year Comparison Report****2022 & 2023**

For calendar year 2023, or tax year beginning

, ending

Name

Taxpayer Identification Number

SOUTH TEXAS SWIMMING, INC.**31-1012963**

		2022	2023	Differences
Revenue	1. Contributions, gifts, grants	1.		
	2. Membership dues and assessments	2.	149,876	145,757
	3. Government contributions and grants	3.		-4,119
	4. Program service revenue	4.	199,013	226,331
	5. Investment income	5.	26,847	27,318
	6. Proceeds from tax exempt bonds	6.		13,968
	7. Net gain or (loss) from sale of assets other than inventory	7.	26,684	23,744
	8. Net income or (loss) from fundraising events	8.		-2,940
	9. Net income or (loss) from gaming	9.		
	10. Net gain or (loss) on sales of inventory	10.		
	11. Other revenue	11.		
	12. Total revenue. Add lines 1 through 11	12.	402,420	436,647
Expenses	13. Grants and similar amounts paid	13.		34,227
	14. Benefits paid to or for members	14.		
	15. Compensation of officers, directors, trustees, etc.	15.	61,200	60,632
	16. Salaries, other compensation, and employee benefits	16.	4,942	-568
	17. Professional fundraising fees	17.		299
	18. Other professional fees	18.	2,797	5,241
	19. Occupancy, rent, utilities, and maintenance	19.	1,096	2,160
	20. Depreciation and Depletion	20.		35
	21. Other expenses	21.	316,691	302,314
	22. Total expenses. Add lines 13 through 21	22.	386,726	-14,377
	23. Excess or (Deficit). Subtract line 22 from line 12	23.	15,694	371,478
Other Information	24. Total exempt revenue	24.	402,420	65,169
	25. Total unrelated revenue	25.		49,475
	26. Total excludable revenue	26.	252,544	290,890
	27. Total assets	27.	1,831,607	38,346
	28. Total liabilities	28.	675	203,555
	29. Retained earnings	29.	1,830,932	-675
	30. Number of voting members of governing body	30.	12	204,230
	31. Number of independent voting members of governing body	31.	12	
	32. Number of employees	32.	1	
	33. Number of volunteers	33.		

Form **990**

Tax Return History

2023

Name

SOUTH TEXAS SWIMMING, INC.

Employer Identification Number
31-1012963

	2019	2020	2021	2022	2023	2024
Contributions, gifts, grants						
Memberships dues	183,020	4,418	160,736	149,876	145,757	
Program service revenue	197,391	86,481	166,087	199,013	226,331	
Capital gain or loss	32,222	27,115	61,000	26,684	23,744	
Investment income	32,430	26,604	33,387	26,847	40,815	
Fundraising revenue (income/loss)						
Gaming revenue (income/loss)						
Other revenue						
Total revenue	445,063	144,618	421,210	402,420	436,647	
Grants and similar amounts paid						
Benefits paid to or for members						
Compensation of officers, etc.						
Other compensation	45,788	52,000	56,000	61,200	60,632	
Professional fees	815	3,978	4,284	4,942	5,241	
Occupancy costs	908	657	3,658	2,797	2,160	
Depreciation and depletion		920	995	1,096	1,131	
Other expenses	268,615	68,060	218,384	316,691	302,314	
Total expenses	316,126	125,615	283,321	386,726	371,478	
Excess or (Deficit)	128,937	19,003	137,889	15,694	65,169	
Total exempt revenue	445,063	144,618	421,210	402,420	436,647	
Total unrelated revenue						
Total excludable revenue	262,043	140,200	260,474	252,544	290,890	
Total Assets	1,693,445	1,788,530	2,069,481	1,831,607	2,035,162	
Total Liabilities				675		
Net Fund Balances	1,693,445	1,788,530	2,069,481	1,830,932	2,035,162	

Taxable Interest on Investments

Description			Unrelated	Exclusion	Postal	Acquired after	US
		Amount	Business	Code	Code	6/30/75	Obs (\$ or %)
INTEREST	INCOME	\$ 4,765					
INTEREST	INCOME	927					
INTEREST	INCOME						
Total		\$ 5,692					

Taxable Dividends from Securities

Description			Unrelated	Exclusion	Postal	Acquired after	US
		Amount	Business	Code	Code	6/30/75	Obs (\$ or %)
MOGAN	STANLEY	\$ 35,123					
TEXAS	MUTUAL						
Total		\$ 35,123					

Federal Statements

Form 990, Part IX, Line 24e - All Other Expenses

Description	Total Expenses	Program Service	Management & General	Fund Raising
AWARDS	\$ 9,004	9,004		
BAG TAGS	8,157	8,157		
BANK CHARGES	7,220		7,220	
ENTRY FEES	7,195		7,195	
WEBSITE EXPENSES	6,990	6,990		
COACH STIPENDS	6,200	6,200		
ZONE CAMP	2,240	2,240		
TELEPHONE	1,994		1,994	
COACHES COMMITTEE FUND	1,335	1,335		
OUTREACH ATHLETE ASSISTANT	1,256	1,256		
DUES	828		828	
CHAIRPERSON'S EXPENSES	668	668		
MISCELLANEOUS	309	309		
Total	\$ 53,396	\$ 36,159	\$ 17,237	\$ 0

Federal Statements

Schedule A, Part III, Line 1(e)

Description	Amount
Membership Dues	\$ 145,757
Total	\$ 145,757

Schedule A, Part III, Line 2(e)

Description	Amount
SANCTION FEES	\$ 3,425
SPLASH FEES	174,303
INCOME FINES	1,300
AGE GROUP ZONE	20,100
OPEN WATER ZONE	16,000
OTHER INCOME	11,203
INTEREST INCOME	4,765
INTEREST INCOME	927
INTEREST INCOME	
MOGAN STANLEY	35,123
TEXAS MUTUAL	
Total	\$ 267,146

Forms 990 / 990-EZ Return Summary

For calendar year 2023, or tax year beginning

, and ending

31-1012963

SOUTH TEXAS SWIMMING, INC.

Net Asset / Fund Balance at Beginning of Year

1,830,932

Revenue

Contributions	<u>145,757</u>
Program service revenue	<u>226,331</u>
Investment income	<u>40,815</u>
Capital gain / loss	<u>23,744</u>

Fundraising / Gaming:

Gross revenue _____

Direct expenses _____

Net income _____

Other income 0

Total revenue

436,647

Expenses

Program services	<u>335,519</u>
Management and general	<u>35,959</u>
Fundraising	_____

Total expenses

371,478

Excess / (deficit)

65,169

Changes

139,061

Net Asset / Fund Balance at End of Year

2,035,162

Reconciliation of Revenue

Total revenue per financial statements _____

Less:

Unrealized gains _____

Donated services _____

Recoveries _____

Other _____

Plus:

Investment expenses _____

Other _____

Total revenue per return 436,647

Reconciliation of Expenses

Total expenses per financial statements _____

Less:

Donated services _____

Prior year adjustments _____

Losses _____

Other _____

Plus:

Investment expenses _____

Other _____

Total expenses per return 371,478

Balance Sheet

	Beginning	Ending	Differences
Assets	<u>1,831,607</u>	<u>2,035,162</u>	
Liabilities	<u>675</u>		
Net assets	<u>1,830,932</u>	<u>2,035,162</u>	<u>204,230</u>

Miscellaneous Information

Amended return

Return / extended due date 11/15/24

Failure to file penalty _____

Form 8879-TE IRS E-file Signature Authorization for a Tax Exempt Entity
OMB No. 1545-0047
2023
Department of the Treasury Internal Revenue Service
Name of filer SOUTH TEXAS SWIMMING, INC.
EIN or SSN 31-1012963
Name and title of officer or person subject to tax MARC C DIGBY TREASURER

Part I Type of Return and Return Information
Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.
1a Form 990 check here [X] b Total revenue, if any (Form 990, Part VIII, column (A), line 12) 1b 436,647
2a Form 990-EZ check here [] b Total revenue, if any (Form 990-EZ, line 9) 2b
3a Form 1120-POL check here [] b Total tax (Form 1120-POL, line 22) 3b
4a Form 990-PF check here [] b Tax based on investment income (Form 990-PF, Part V, line 5) 4b
5a Form 8868 check here [] b Balance due (Form 8868, line 3c) 5b
6a Form 990-T check here [] b Total tax (Form 990-T, Part III, line 4) 6b
7a Form 4720 check here [] b Total tax (Form 4720, Part III, line 1) 7b
8a Form 5227 check here [] b FMV of assets at end of tax year (Form 5227, Item D) 8b
9a Form 5330 check here [] b Tax due (Form 5330, Part II, line 19) 9b
10a Form 8038-CP check here [] b Amount of credit payment requested (Form 8038-CP, Part III, line 22) 10b

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax
Under penalties of perjury, I declare that [X] I am an officer of the above entity or [] I am a person subject to tax with respect to (name of entity) Ruble, Leadbetter and Associates, L (EIN) 23106 and that I have examined a copy of the 2023 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only
[X] I authorize Ruble, Leadbetter and Associates, L to enter my PIN 23106 as my signature
ERO firm name Enter five numbers, but do not enter all zeros
on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.
[] As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax Date 07/25/24

Part III Certification and Authentication
ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.
74186374744
Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2023 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature Date 07/25/24

ERO Must Retain This Form — See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So

Treasurer's Monthly Report

South Texas Swimming, Inc.

For the period ended December 31, 2023



Prepared on

October 31, 2024

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Profit and Loss

January - December 2023

	Total
INCOME	
47000 Program Income	
47100 Membership Dues	145,757.00
47200 Splash Fees	174,953.75
47300 Sanction Fees	3,450.00
47400 Fines	1,300.00
Total 47000 Program Income	325,460.75
Total Income	325,460.75
GROSS PROFIT	325,460.75
EXPENSES	
60000 Program Expenses	
60100 National Reimbursements	
60110 Athletes	59,092.50
60120 Coaches	16,096.50
60130 Officials	7,778.00
Total 60100 National Reimbursements	82,967.00
60200 Championship Meets	
60220 Bag Tags	8,157.25
60230 Awards	9,004.06
Total 60200 Championship Meets	17,161.31
60300 Age Group Zones	
60310 Lodging	16,528.85
60320 Food	14,187.48
60330 Transportation	30,861.88
60340 Uniforms	8,709.29
60350 Entry Fees	3,965.00
60360 Coach Stipend	4,700.00
60380 Income	-20,100.00
60390 Misc	308.88
Total 60300 Age Group Zones	59,161.38
60400 Open Water Zones	
60410 Lodging	8,875.12
60420 Food	2,705.70
60430 Transportation	22,402.88
60440 Uniforms	5,838.00
60450 Entry Fees	3,230.00
60460 Coach Stipends	1,500.00
60480 Income	-16,000.00
Total 60400 Open Water Zones	28,551.70
60700 LSC Clinic/camps/swimposiums	

	Total
60710 Zone Select Camp	2,239.73
Total 60700 LSC Clinic/camps/swimposiums	2,239.73
61000 USAS Workshops and Business Mtg	
61020 Transportation	4,320.80
61030 Lodging	3,295.11
61040 Meals	1,548.52
Total 61000 USAS Workshops and Business Mtg	9,164.43
61100 Officials	
61110 Official's Dues Reimbursements	9,296.00
61120 BGC Reimbursement	1,249.42
61130 Evaluator Travel	5,307.94
61150 Official's Account Expenses	1,154.25
Total 61100 Officials	17,007.61
62000 Committee Funds-Activities	
62500 Coaches Committee Fund	1,334.75
62700 Outreach Athlete Assistance	1,256.00
Total 62000 Committee Funds-Activities	2,590.75
Total 60000 Program Expenses	218,843.91
70000 Operations	
70100 Contract Services	
70110 Accounting Fees	2,159.65
70130 Website Maintenance	6,990.00
Total 70100 Contract Services	9,149.65
70200 Facilities	
70210 Office/Storage Rent	960.00
70220 PO Box	170.85
Total 70200 Facilities	1,130.85
70300 Bank Charges	7,219.95
70500 Memberships, Dues and Subscriptions	827.75
70600 Postage and Shipping	364.55
70700 Office Equipment and Supplies	218.21
70800 Communications	1,994.10
70900 HOD Meeting Expenses	14,153.93
71000 Chairperson's Expenses	667.79
72000 Employee Expenses	
72100 Wages	
72110 Wages - Base	60,632.00
Total 72100 Wages	60,632.00
72200 Payroll Taxes	4,638.36
72400 Workers Comp	343.00
72500 Employee Bond	260.00
Total 72000 Employee Expenses	65,873.36

	Total
Total 70000 Operations	101,600.14
Total Expenses	320,444.05
NET OPERATING INCOME	5,016.70
OTHER INCOME	
80100 Interest Earned	42.55
81000 Investments	
81010 Dividend, Interest (Securities)	162.94
81090 Other Investment Gain/Loss	202,738.25
Total 81000 Investments	202,901.19
Total Other Income	202,943.74
OTHER EXPENSES	
90400 Investment Expense	14,847.92
Total Other Expenses	14,847.92
NET OTHER INCOME	188,095.82
NET INCOME	\$193,112.52

Balance Sheet

As of December 31, 2023

		Total
ASSETS		
Current Assets		
Bank Accounts		
10701 PNC Checking		192,040.68
10706 PNC Business Money Market		141,857.23
11002 Morgan Stanley - Invest		1,694,294.82
Total Bank Accounts		2,028,192.73
Accounts Receivable		
11001 Accounts Receivable		-11,201.50
Total Accounts Receivable		-11,201.50
Other Current Assets		
12001 Undeposited Funds		7,220.00
Total Other Current Assets		7,220.00
Total Current Assets		2,024,211.23
TOTAL ASSETS		\$2,024,211.23
LIABILITIES AND EQUITY		
Liabilities		
Total Liabilities		
Equity		
30000 Opening Balance Equity		471,756.53
32000 Unrestricted Net Assets		1,359,342.18
Net Income		193,112.52
Total Equity		2,024,211.23
TOTAL LIABILITIES AND EQUITY		\$2,024,211.23

South Texas Swimming, Inc.

Budget vs. Actuals: Budget Y2023 - FY23 P&L

January - December 2023

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
47000 Program Income				
47100 Membership Dues	145,757.00	175,100.00	-29,343.00	83.24 %
47200 Splash Fees	174,953.75	145,900.00	29,053.75	119.91 %
47300 Sanction Fees	3,450.00	2,950.00	500.00	116.95 %
47400 Fines	1,300.00	3,000.00	-1,700.00	43.33 %
47900 Other				
47990 Endowment Income Draw		45,000.00	-45,000.00	
Total 47900 Other		45,000.00	-45,000.00	
Total 47000 Program Income	325,460.75	371,950.00	-46,489.25	87.50 %
Total Income	\$325,460.75	\$371,950.00	\$-46,489.25	87.50 %
GROSS PROFIT	\$325,460.75	\$371,950.00	\$-46,489.25	87.50 %
Expenses				
60000 Program Expenses				
60100 National Reimbursements				
60110 Athletes	59,092.50	64,400.00	-5,307.50	91.76 %
60120 Coaches	16,096.50	14,400.00	1,696.50	111.78 %
60130 Officials	7,778.00	7,900.00	-122.00	98.46 %
Total 60100 National Reimbursements	82,967.00	86,700.00	-3,733.00	95.69 %
60200 Championship Meets				
60220 Bag Tags	8,157.25	3,300.00	4,857.25	247.19 %
60230 Awards	9,004.06	5,500.00	3,504.06	163.71 %
Total 60200 Championship Meets	17,161.31	8,800.00	8,361.31	195.01 %
60300 Age Group Zones		90,000.00	-90,000.00	
60310 Lodging	16,528.85		16,528.85	
60320 Food	14,187.48		14,187.48	
60330 Transportation	30,861.88		30,861.88	
60340 Uniforms	8,709.29		8,709.29	
60350 Entry Fees	3,965.00		3,965.00	
60360 Coach Stipend	4,700.00		4,700.00	
60380 Income	-20,100.00	-25,000.00	4,900.00	80.40 %
60390 Misc	308.88		308.88	
Total 60300 Age Group Zones	-59,161.38	65,000.00	-5,838.62	91.02 %
60400 Open Water Zones		39,375.00	-39,375.00	
60410 Lodging	8,875.12		8,875.12	
60420 Food	2,705.70		2,705.70	
60430 Transportation	22,402.88		22,402.88	
60440 Uniforms	5,838.00		5,838.00	
60450 Entry Fees	3,230.00		3,230.00	
60460 Coach Stipends	1,500.00		1,500.00	
60480 Income	-16,000.00	-14,400.00	-1,600.00	111.11 %
Total 60400 Open Water Zones	28,551.70	24,975.00	3,576.70	114.32 %

South Texas Swimming, Inc.

Budget vs. Actuals: Budget Y2023 - FY23 P&L

January - December 2023

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
60700 LSC Clinic/camps/swimposiums		15,000.00	-15,000.00	
60710 Zone Select Camp	2,239.73	1,500.00	739.73	149.32 %
Total 60700 LSC Clinic/camps/swimposiums	2,239.73	16,500.00	-14,260.27	13.57 %
61000 USAS Workshops and Business Mtg				
61010 Registration		1,000.00	-1,000.00	
61020 Transportation	4,320.80	4,700.00	-379.20	91.93 %
61030 Lodging	3,295.11	4,700.00	-1,404.89	70.11 %
61040 Meals	1,548.52	2,650.00	-1,101.48	58.43 %
Total 61000 USAS Workshops and Business Mtg	9,164.43	13,050.00	-3,885.57	70.23 %
61100 Officials				
61110 Official's Dues Reimbursements	9,296.00	22,400.00	-13,104.00	41.50 %
61120 BGC Reimbursement	1,249.42	1,000.00	249.42	124.94 %
61130 Evaluator Travel	5,307.94	4,000.00	1,307.94	132.70 %
61140 Officials' Travel and Training		1,000.00	-1,000.00	
61150 Official's Account Expenses	1,154.25	1,575.00	-420.75	73.29 %
Total 61100 Officials	17,007.61	29,975.00	-12,967.39	56.74 %
62000 Committee Funds-Activities				
62200 Member Awards		2,000.00	-2,000.00	
62300 Safe Sport		500.00	-500.00	
62500 Coaches Committee Fund	1,334.75	4,200.00	-2,865.25	31.78 %
62600 DEI and Adaptive		4,500.00	-4,500.00	
62700 Outreach Athlete Assistance	1,256.00	2,700.00	-1,444.00	46.52 %
Total 62000 Committee Funds-Activities	2,590.75	13,900.00	-11,309.25	18.64 %
Total 60000 Program Expenses	218,843.91	258,900.00	-40,056.09	84.53 %
70000 Operations				
70100 Contract Services				
70110 Accounting Fees	2,159.65	3,500.00	-1,340.35	61.70 %
70130 Website Maintenance	6,990.00	1,500.00	5,490.00	466.00 %
Total 70100 Contract Services	9,149.65	5,000.00	4,149.65	182.99 %
70200 Facilities				
70210 Office/Storage Rent	960.00	1,000.00	-40.00	96.00 %
70220 PO Box	170.85		170.85	
Total 70200 Facilities	1,130.85	1,000.00	130.85	113.09 %
70300 Bank Charges	7,219.95	8,200.00	-980.05	88.05 %
70500 Memberships, Dues and Subscriptions	827.75	850.00	-22.25	97.38 %
70600 Postage and Shipping	364.55	400.00	-35.45	91.14 %
70700 Office Equipment and Supplies	218.21	800.00	-581.79	27.28 %
70800 Communications	1,994.10	1,100.00	894.10	181.28 %
70900 HOD Meeting Expenses	14,153.93	2,000.00	12,153.93	707.70 %
71000 Chairperson's Expenses	667.79	1,500.00	-832.21	44.52 %
71300 Travel		2,800.00	-2,800.00	
72000 Employee Expenses				

South Texas Swimming, Inc.

Budget vs. Actuals: Budget Y2023 - FY23 P&L

January - December 2023

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
72100 Wages				
72110 Wages - Base	60,632.00	60,060.00	572.00	100.95 %
72120 Wages - Bonus		4,000.00	-4,000.00	
Total 72100 Wages	60,632.00	64,060.00	-3,428.00	94.65 %
72200 Payroll Taxes	4,638.36	4,900.00	-261.64	94.66 %
72400 Workers Comp	343.00	300.00	43.00	114.33 %
72500 Employee Bond	260.00	300.00	-40.00	86.67 %
Total 72000 Employee Expenses	65,873.36	69,560.00	-3,686.64	94.70 %
Total 70000 Operations	101,600.14	93,210.00	8,390.14	109.00 %
Total Expenses	\$320,444.05	\$352,110.00	\$-31,665.95	91.01 %
NET OPERATING INCOME	\$5,016.70	\$19,840.00	\$-14,823.30	25.29 %
Other Income				
80100 Interest Earned	42.55		42.55	
81000 Investments				
81010 Dividend, Interest (Securities)	162.94		162.94	
81090 Other Investment Gain/Loss	202,738.25		202,738.25	
Total 81000 Investments	202,901.19		202,901.19	
Total Other Income	\$202,943.74	\$0.00	\$202,943.74	0.00%
Other Expenses				
90400 Investment Expense	14,847.92	14,400.00	447.92	103.11 %
Total Other Expenses	\$14,847.92	\$14,400.00	\$447.92	103.11 %
NET OTHER INCOME	\$188,095.82	\$-14,400.00	\$202,495.82	-1,306.22 %
NET INCOME	\$193,112.52	\$5,440.00	\$187,672.52	3,549.86 %



Report for HOD

Submitted by Mary Evelyn Bowling, General Chair

Meeting Date: October 5, 2024

1. 2023-2024 Summary

The twelve months from 2023 to 2024 HOD's have been filled with events that have tried & tested our entire organization. We left the 2023 HOD with visions of Creating Cultures of Excellence. Though there have been unlimited and painful barriers along the way, many have passionately kept the focus on this vision.

Many of our voting members gathered in spring at a strategic planning session where we collectively examined our state of affairs, and developed visions and plans to take us to a top performing LSC, where our members see us. Those plans will require commitment, collaboration, and willingness to serve the greater good of the LSC.

The environment we live and swim in is not as it was 5, 10 or 30 years ago when many of us entered the world of swimming. Awareness and acceptance that we must change is critical. We must all climb aboard the same ship and set sail together with our collective eye on the same spot on the horizon. We will need to capitalize on every member's strengths, trust each other to beneficially contribute and leave personal history behind in order to get out of the harbor and to that spot on the horizon we were all looking at during the Strategic Planning session.

2. Annual Highlights

- a. A request by two clubs to leave our LSC and join the Gulf, initiated a review of our bylaws and other operating practices. The clubs cited lack of representation and voice at the House of Delegates, championship meet structure and travel distance to championship meets as the primary reasons for wanting to leave our LSC.
- b. A discovery of a misalignment between our bylaws and policies and procedures with regard to HOD voting procedures led to a Special meeting of the House where a compromised version of the weighted voting procedures was approved, bringing the two documents into alignment.



Report for HOD

Submitted by Mary Evelyn Bowling, General Chair

Meeting Date: October 5, 2024

- c. Resignation of the Executive Secretary presented the need to quickly identify and place interim staff.
- d. The request by the clubs to align with Gulf led to a research project conducted by BOD members with high performing LSC's across the nation and a special House meeting in late spring. The request by the clubs to leave South Texas for the Gulf failed.
- e. A Strategic Planning meeting was held in spring where the body created a vision and supporting plans to enable South Texas to reach the heights of the high performing LSC we have the potential to become.
- f. Two consultants were engaged; one to provide an overview of LSC operations and areas for improvement and the other to review governing documents.

3. Primary Accomplishments

- a. Upon resignation of the executive secretary, interim staff was identified and placed immediately. As a result, we were able to maintain seamless operations of the LSC.
- b. A special HOD was called to address the team's request to leave our LSC. In the process of researching procedures for holding a Special HOD, it was discovered that our bylaws and policies and procedures were and had been misaligned since 2019. The House chose to address the misalignment prior to addressing the team's desire to leave. As a result, the bylaws and policies and procedures were brought into alignment with regard to HOD voting procedures.
- c. A second special HOD was held the following month to address the desire of the teams to leave. The vote to approve their departure failed. As a result, the



Report for HOD

Submitted by Mary Evelyn Bowling, General Chair

Meeting Date: October 5, 2024

championship meet committee has looked at many different options for structuring our championship meet series.

- d. The Strategic Planning session brought together a diverse group of folks to create common visions and goals for the next year and quad. The plan included programming for clubs, coaches, athletes and officials designed to strengthen the foundation of our LSC.
- e. We developed a working relationship with consulting group Reimagine Sports with the goal of providing fractional executive services, review and recommendations of our day to day organizational operations.
- f. We engaged a consultant to review governing documents. As a result, our bylaws and policies and procedures are now aligned with operations.
- g. In support of the strategic plan and creating cultures of excellence, we had eight key board and committee members attend the annual USAS workshop with the goal of networking, learning and sharing with our LSC all that they gained from their participation.



Age Group Report for HOD

Submitted by John Dalton, Age Group Chair

Meeting Date: October 5, 2024

- **Annual Highlights**
 - a. Offered Age group Zones, Open Water Zones and a few camps/clinics for coaches & swimmers
- **Primary Accomplishments**
 - a. Organized and planned AG Zones Trip in Midland, TX
 - i. Took 48 athletes
 - ii. 4th place finish
 - b. Created AG Zones Planning Document to help future chairs plan out the trip
 - c. Camps and Clinics
 - i. Abbie Fish Clinic was offered in April by Aquatex
 - ii. Many clubs in the LSC are hosting clinics using outside coordinators (AAAA-Kelly Pash & Lydia Jacoby Oct 6th, SYS-Leah Smith Oct 20th)
 - iii. Future camp ideas (STX Diversity Camp, STX Distance Camp)
- **Goals for last quarter**
 - a. More camps/clinics or other possible events for the future



Report for HOD

Submitted by Brandon Allenstein, Senior Chair

Meeting Date: October 5, 2024

1. 2023-2024 Summary

The 2023-24 year has been one of questions and possibilities. South Texas Swimming hosted 1 SCY B Championship meet, 3 SCY STX Championship meets, 1 SCY Championship meet, 1 LCM STX Championship meet, 1 LCM STAGS Championship meet.

- B Champs AHISD
- STX Belton
- STX UIW
- STX Alice
- STAGS Pharr
- STX CCISD
- STAGS NISD

2. Annual Highlights

- a. Working to create a standard meet information to allow for a quick output of meet information after HOD
- b. Asking question - what LSC Champs meets do we really need to offer?
 - i. B Champs:
 1. What does a lower level meet look like?
 2. Prelim / Final or Timed Final?
 3. How many sites?
 4. Does a bonus time allow for additional swims?
 - ii. STX Champs:
 1. What does an intermediate meet look like?
 2. Prelim / Final or Timed Final?
 3. How many sites?
 4. Does a bonus time allow for additional swims?
 - iii. STAGS Champs:
 1. What does the LSC Championship look like?
 2. What age groups are at the meet and why?



Report for HOD

Submitted by Brandon Allenstein, Senior Chair

Meeting Date: October 5, 2024

- 3. Does it make sense to split this meet into 14 & Under and a Senior meet?
 - a. What are the qualifying times?
 - b. Do we offer bonus time?
- iv. Do these meets need to overlap in standard to give more opportunity?

3. Primary Accomplishments

- a. First round of champs docs created and saved in STX account.
- b. Lots of discussion and questions asked
 - i. Need a better way to capture data to answer questions
- c.

4. Goals for last quarter

- a. Try and gather more information from coaches
- b. Gather sites hosts for meets
- c. Confirm dates for meets



Report for HOD

Submitted by Anne Bennett, Finance Chair

Meeting Date: October 5, 2024

● **2023-2024 Summary**

2023-2024 was my first and last year as Finance Chair, as I was elected mid-term and am choosing not to run again. The year was marked by the resignation of our Treasurer, and transitions to two interim Treasurers. Both transitions went as smoothly as could be expected and I appreciate Marc's and Erin's hard work. The Finance Committee members were active participants in Financial Review, asked thoughtful questions, and addressed the needs of the BoD in a timely manner. They provided me with helpful input and guidance not just in review but throughout the budgeting process as well. Really appreciate those folks and want to say thank you for all your hard work and your responsiveness. You guys went above and beyond. Anticipate that 2024-25 will involve either continuation with the current Treasurer if all parties agree, or transition to someone else on a more permanent basis. 2024-25 will also be a year in which we either implement our Strategic Plan or scrap it, depending on many factors. If we are able to implement it...things could get exciting quickly, and will likely result in us needing to access our investment principal to fund new programming. Going forward beyond the short term/ next several years, the LSC may eventually need to consider raising fees or some other means to enhance income to support the new higher level of programming.

● **Annual Highlight**

- a. **Attendance at Strategic Planning Event in April**
- b. **Proposed budget approved by BoD for 2025 conforming to strategic plan**
- c. **Treasurer: Treasurer position was created as a separate job from other staff jobs/responsibilities**
- d. **Treasurer: Position transitioned from Mindy to Interim- Treasurer Marc Digby to Erin Meise**

● **Primary Accomplishments**

- a. **Reviewed and approved monthly reconciliations, bank statements, financial statements, Treasurer's Reports, and significant transactions.**
- b. **Assisted other BoD members with budget/ finance/ accounting questions**



Report for HOD

Submitted by Anne Bennett, Finance Chair

Meeting Date: October 5, 2024

- c. Helped transition to new interim Treasurers.**
 - d. Ran monthly Finance Committee meetings, 3rd Tuesday of each month at 8 pm**
 - e. Participated in 90%+ of Leadership meetings called regarding various topics/ efforts**
 - f. Attended all BoD meetings, 2nd Tuesday of each month at 8 pm.**
 - g. Attended Strategic Planning meeting in San Antonio in April**
 - h. Proposed 2025 budget, approved by BoD at September 2024 meeting**
 - i. Participated in all called Personnel Committee meetings (called as needed)**
 - j. Helped vet new interim contractors**
 - k. Met with fund manager for annual review meeting**
- Goals for last quarter**
 - Finance Chair**
 - a. Help transition to new Finance Chair**
 - b. Continue to participate and provide input on Finance Committee**
 - c. Help with AUP if necessary**
 - Treasurer**
 - a. Complete transition to Chase Bank, including getting credit cards for Board members that need them, opening CDs and moving all payments to new accounts.**
 - b. Close down PNC accounts**
 - c. Assist in transition to new BOD members on Finance Committee**
 - d. Work with Ruble, Leadbetter & Associates to complete and file AUP by November 15 deadline**

South Texas Swimming, Inc. Operating Budget - FOR APPROVAL

	2024	
Income		
47000 Program Income		
47100 Membership Dues	172,700	Membership plus 1% growth (7,639 athletes)
47200 Splash Fees	160,000	Based on 2023 trend; 128,000 splashes; incr fee/spl \$0.30 No incr in splash fees
47300 Sanction Fees	3,000	Based on 120 meets
47400 Fines	3,000	
47900 Endowment Income Draw	48,000	3% of balance
Total 47000 Program Income	\$ 386,700	
Total Income	\$ 386,700	
Gross Profit	\$ 386,700	
Expenses		
60000 Program Expenses		
60100 National Reimbursements		
60110 Athletes	95,000	+15000 to 80k
60120 Coaches	18,000	
60130 Officials	10,000	Increased for 2024 Trials
Total 60100 National Reimbursements	\$ 123,000	
60200 Championship Meets		
60210 Host Assistance		
60220 Bag Tags	3,500	
60220 LC Bag Tags	2,700	
60230 Awards	8,900	
Total 60200 Championship Meets	\$ 15,100	
60300 Age Group Zones	89,200	48 athletes
60380 Income	(24,000)	
Total 60300 Zone Meet Expenses	\$ 65,200	
60400 Open Water Zones	48,690	40 athletes

60480 Income	(16,000)		
Total Open Water Zones	\$ 32,690		
60900 Clinics/Camps/Swimposiums	12,000	Swimposium only every 3 years, to be '25, camp for '24	
60910 Income	(2,000)		
Total 60900 Clinics/Camps/Swimposiums	\$ 10,000		
61000 USA Workshops and Business Mtg			
61010 Registration	0	USAS eliminated reg fees	
61020 Transportation	5,170		
61030 Lodging	5,170		
61040 Meals	1,600		
Total 61000 USA Convention/Workshops	\$ 11,940		
61100 Officials			
61110 Official's Dues Reimbursements	20,825	245 officials @ \$85/ea	
61120 BGC Reimbursement	1,000		
61130 Evaluator Travel	4,000		
61140 Official's Travel and Training	1,000		
61150 Official's Account Expenses	1,733		
Total 61100 Officials	\$ 28,558		
61200 Member Awards	1,200	1 life member	
XXXXX LSC Development	10,000	Investment to drive strategic plan implementation	Reduce by 10,000
61300 Safe Sport Program	500		
61400 Zone/Zone Diversity Select Camps	2,100	Policy changed from \$250/athlete to \$300	
61600 DEI and Adaptive Programs	4,500	Olympic year - may have Paralympics travel as in 2021	
61700 Outreach Athlete Assistance	3,700		Incr to 3700 fr 2700
61900 Coaches Committee Fund (fka Coach of the Year Award)	4,200		
Total 60000 Program Expenses	\$ 312,688		

70000 Operations		
70100 Contract Services - Accounting Fees	3,500	USAS-required outside audit fees
70130 Website Expenses - Maintenance	10,000	Outside web maintenance contractor
70200 Facilities	1,000	
70300 Bank Charges	8,200	
70400 Investment Expense	14,500	
70500 Memberships, Dues and Subscriptions	850	Increased from 250 to 850 due to Southern Zone dues increase
70600 Postage and Shipping	400	
70700 Office Equipment and Supplies	800	
70800 Telecommunications	2,024	phone (\$972), Zoom license (\$800), Mail Chimp (\$252)
70900 HOD Meeting Expenses	2,000	Reduce by 6,000
71000 Chairperson's Expenses	1,500	Strategic planning expenses
71300 Travel	2,800	
72110 Wages Base	60,632	Not adjusted from 2023 budget at this point
72120 Wages Bonus		
72130 Wages Overtime	0	
72200 Payroll Taxes	4,638	
72300 Benefits	0	
72400 Workers Comp	350	
72500 Employee Bond	300	
72000 Total Employee Expenses	\$ 65,920	
Total 70000 Operations	\$ 113,494	
Total Expenses	\$ 426,182	
Net Operating Income (Loss)	\$ (39,482)	



DEI Report for HOD

Submitted by Chase Thompson, DEI Chair

Meeting Date: October 5, 2024

- **Annual Highlight**

- a. Assisted with the DEI event at the TYR Pro San Antonio meet by updating the website to inform swimmers of the benefits of these DEI events and promote greater participation and awareness to the sport of swimming.

- **Primary Accomplishments**

- a. Formed a diverse and representative board for the DEI committee, carefully selecting members to reflect various perspectives and backgrounds.
- b. Launched monthly meetings to foster regular discussions, set strategic goals, and ensure continuous progress in creating an inclusive and equitable environment in the LSC.

- **Goals for last quarter**

- a. Establish Water Safety Days within the LSC to promote safe practices and educate members on water safety.
- b. Meet with the DEI committee to identify and prioritize specific, achievable goals for the upcoming year, ensuring alignment with the LSC.



Safe Sport Chair Report

HOD

Submitted by 09/30/2024, Safe Sport Chair

1. STATS

- a) South Texas 4th in the nation
- b) 46 LSCs
- c) The 3 teams are ahead of us with team sizes 19, 27, 21
- d) We are very close to 1st and considering this LSC size difference

2. Meetings or Events Attended

- a) Two Southern Zone Zoom meetings the last was our annual.
- b) There will be an annual Safe Sport Chair workshop 10/26/2024 from 2:00 - 5:00 pm EST.

3. Educational Opportunities:

- a) Offered and provided to parents and athletes
- b) Focus on Reporting and the difference between USAS and US Center for Safe Sport. Ongoing. I have sent out a lot of these and look for ongoing opportunities to share.
- c) Meet 360 is always being looked at, please continue to monitor to keep your team and meets using the most current material and protocol.

4. MAAPP 3.0:

- a) Updates coming, USAS Safe Sport will host a webinar (link will be sent out) on 10/15/2024 at 1:00 EST to go over the changes from MAAP 2.0
- b) The final copy is currently with The Center for Safe Sport for final approval.
- c) Updates should be sent out by mid-October
- d) When we get this I will send it out to all clubs.
 - i) Teams will need to update their Safe Sport tabs with 3.0 version. Please review your website.

- ii) Teams will need to send updates out to their families.

5. Questions Coaches and parents may have.

- a) USAS has updated their website and put possible help questions in one area.
- b) Go to "Login" page.
- c) Upper right corner select "Help" and choose "Member Help Documentation."
- d) If a Help Ticket needs to be submitted, go to "Help" and then "Submit a Help Ticket."

6. Notes from Safe Sport Committee Meetings:

- a) Subcommittee Updates:
 - i) Zones: Nothing major reviewed MAAPP updates.
 - ii) Education: Focusing on 10/15 and 10/26 Zoom Meeting
 - iii) SSRP:
 - (1) USAS Safe Sport is focusing on club sizes with respect to obtaining SSRP.
 - (2) Divided clubs into 3 categories: 1. In progress. 2. Expiring and needing to be reviewed. 3. Haven't started
 - (3) Introducing the idea of earning SSRP banner similar to that of a Club Excellence banner (for purchase)
 - iv) Misc business:
 - (1) Updated LSC Safe Sport Contacts will be out

7. Previous Month's Accomplishments

- a) Clubs that started and achieved to date and those who can't be SS certified or do not want to be. Percentages do not always tell the entire picture. Current stats
 - i) 7 started an application
 - ii) 25 clubs achieved
 - iii) We have 46 total clubs.
 - iv) The percentage started and achieved is 69.57%

- v) Not all clubs and or want/can be Safe Sport certified which gives an incorrect percentage of achieved when taking all into consideration.
- b) What we have to consider is that some of our clubs are not interested in becoming Safe Sport certified because they have no desire to host meets this screws the achieved statistics.
- c) Some clubs cannot become Safe Sport certified because their institution will not allow a mandatory website
- d) We have so many clubs that are so close. Remember that the USA website had issues and our database is not up to date after many attempts for assistance.

8. Current Month's Action Plan

- a) Continue to support teams and remind those who are coming due, offer assistance, and forward what is pertinent to help completion

9. Issues and/or Incidents

- a) There were few incidents to report that came through the Safe Sport email or brought to my attention.
- b) Issues encountered were;
 - i) I was not made aware of teams with questions regarding achieving safe sport or incidences that may have occurred. Again, the questions or concerns were not directed to me
 - ii) but were answered by someone else.

10. Closing note:

- a) I would encourage everybody in any capacity to watch and help correct any deficiencies you may see at a meet.

Thank you for this opportunity to serve.
Lorna



HOD Coach's Committee Report

Submitted by Jennie Lou Leeder, Coach's Committee Chair

Meeting Date: October 5, 2024

Year Summary:

Meetings: The committee meets every month except for July.

Activities: The committee hosted the Coach Social after Short Course STAGs and Long Course STAGS meets. We also held a social in November after a TXLA meet. Our goal is to improve coach communication on and off the deck.

Clinics: The committee hosted a clinic for coaches in March. The speaker was Abbie Fish from Swim Like a Fish. The clinic had a classroom and water component. There were over 25 coaches in attendance.

Coach of the Year Awards: We sent out a nomination form for coach of the year in three size categories and two areas. The voting will close at noon of the HOD, October 5, 2024. Winners will be announced at the end of the meeting.

Goals: To hold 3 in person clinics and 4 webinar trainings. Will discuss with Camps & Clinics to possibly partner with us to create a weekend clinic. One day would be for coaches and the other for athletes. Different options were discussed for the locations of the clinics, Opt 1, Austin/SA and Valley. Opt 2, 3 different locations on different weekends. Locations, dates and



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

Meeting Date: October 5, 2024

presenters have yet to be determined. We discussed charging coaches \$25 for the clinic. Thinking this might discourage sign ups that do not show up. We should try to do these for \$5K each as that is what we had budgeted.

Active Business: Currently in planning with Abi Lui to present at a Coach Clinic this fall. Dates and times to be determined.



2024 Report for HOD

Submitted by Jessica Evans, StaR Committee Chair, LSC
Registrar, SWIMS Officer (North), and Sanctions Chair

Meeting Date: October 5, 2024

● Annual Highlights

- a. Proactively working with new members via direct email messages to ensure that they know what requirements are necessary for their membership type, how to complete the requirements, and know to contact me if they need assistance or have questions.
- b. Proactively sending reminders to clubs and coaches when their memberships are not in good standing to offer assistance with any requirements.
- c. Proactively looking at daily registrations to identify potential date of birth issues for athletes (such as when a parent enters his or her DOB instead of the athlete's) and incorrect registration types (such as when a parent or coach registers as an "Other" nonathlete member). Working with these individuals and clubs to ensure correct data and membership types and requesting refunds and changes when appropriate.
- d. Proactively looking for and merging duplicate member IDs and logins.
- e. Working with clubs to provide assistance with SWIMS issues at the club and member level, including submitting Help tickets and following up on issues to ensure resolution.
- f. Assisted three new STX member clubs with the application process and onboarding as new USAS member clubs.
- g. Assisting the LSC Treasurer with membership confirmations for LSC financial assistance requests, email addresses for all athletes who attended national-level meets, and billing/payment information via monthly reports.
- h. Updating the online officials roster in real-time so certifications are current for meet hosts and meet referees.
- i. Assisted the BOD with membership confirmations for two Special HOD meetings, nominations, and the annual HOD meeting.

● Primary Accomplishments

- a. Emails and phone messages receive same-day response, or a first-thing-in-the-morning response if sent overnight.
- b. Sanctions are issued same-day when submitted without needing any changes.



2024 Report for HOD

**Submitted by Jessica Evans, StaR Committee Chair, LSC
Registrar, SWIMS Officer (North), and Sanctions Chair**

Meeting Date: October 5, 2024

- c. The emails sent to officials and the meet host announcing a meet sanction now include information about the responsibilities of the meet host and meet officials, with links to relevant documents and forms and details about how to submit the meet for recon and posting of results.
- d. Reminders are being sent to meet hosts for completing the required financial summary for hosted meets.
- e. Requests for meet observation are approved promptly and observed meets are listed on the STX site. Results for observed meets are uploaded to the STX site so that results propagate to TU clubs. A results file is also posted on the [Observed Meets](#) page to provide results for non-TU clubs to use.
- f. Meets are posted on the [Meet Information](#) page on the STX website ahead of sanctioning to help clubs plan their competitive schedules, and to help meet hosts to plan their meets around other meet hosts.
- g. Requests for meet recons are returned immediately or within a few hours, along with details on how to resolve recon issues and assistance to correct recon issues. Meet hosts are now sent a list of coaches in good standing from entering teams to assist with the requirement of only allowing members in good standing to be on deck.
- h. Meet results are posted and uploaded upon receipt in most cases and are available to TU clubs immediately.
- i. Coordination between SWIMS users around championship meet deadlines to ensure that results can be posted and available immediately for clubs.
- j. The STX [records](#) have been individually researched and verified, corrections have been made, and records are being updated manually and posted monthly while waiting for USAS to add archived records to our records portal. Requests from individuals identifying errors and omissions have been resolved.
- k. Assisting with Safe Sport renewals to ensure that athlete and parent SSRP courses correctly attach to the club.
- l. Working to ensure that the data on the STX [Clubs](#) page, the STX [Safe Sport](#) page, and the STX [Athletes](#) page (including time standards) is up-to-date.



2024 Report for HOD

Submitted by Jessica Evans, StaR Committee Chair, LSC
Registrar, SWIMS Officer (North), and Sanctions Chair

Meeting Date: October 5, 2024

- m. Expanded the information on the STX [Registration](#) page to include help links for commonly asked questions, membership requirements and fees for each membership type, and links and help for completing membership requirements. Links to help topics for swim team software vendors are also included along with other resources for clubs.
- n. Expanded the information on the STX [Coaches](#) page to include links to Red Cross certificate look-ups, racing start forms, registration help, and other resources for coaches.
- o. Expanded the [Athletes](#) page to include links to USADA medication, supplement, nutrition topics.
- **Goals for Last Quarter**
 - a. Continue sending welcome messages to all new coach, official, administrator, and other nonathlete members upon registration with details about how to complete their membership requirements and offering assistance with any questions.
 - b. Continue sending reminders to all athletes who register or renew in 2025 and need to take the APT course or refresher along with details about how to complete the course.
 - c. Continue working with clubs to ensure that all members are registered correctly and in good standing by sending clubs monthly lists of members with expired or expiring certifications, and athletes who need to take the APT.
 - d. Continue sending email newsletters to clubs with important updates and reminders around deadlines, USAS rule changes, and LSC events.
 - e. Continue serving the LSC with excellent customer service and assistance.



Officials Committee Report

Submitted by Marc Digby, Officials Committee Chair

2024 House of Delegates

This report covers activity in Oct 2023 – Sep 2024

Summary

The STX Officials Committee had a successful and productive 2023-2024 swim year. Our greatest challenge this year was adapting to the new LSC Official Certification Standards published by USA Swimming in early 2024. The Committee addressed those changes promptly and thoroughly in the Spring, while also achieving additional committee goals focused on training and communication. We look forward to 2024-2025 where we expect to further some existing goals and take on new challenges in recruitment and coach/team outreach, among other areas.

Membership

STX Officials Committee members were Lorna Anaya (UN), Marc Digby (chair UN), Jessica Evans (UN), Maureen Helm (NTRO), Heidi Hornik-Parsons (TST), Manny Lozano (UN), Steve Mandacina (UN), Jett Pittman (athlete SASA), Trey Prinz (UN), Arthur Scott (UN), Parker Saltsman (athlete WOW), Monica Thomason (WLOO), and Charles Yang (UN)

Major Accomplishments

Updated/overhauled STX Officials webpage, to include new registration path guidelines, new training material, new certification FAQ, and a “sortable” officials roster.

Updated published clinic material for each position.

Conducted more than 15 training clinics and Q&A sessions targeted at various audiences including new officials, advancing officials, “refreshers”, and swim parents.

Published a series of fun/engagement “You’re Doing it Wrong” videos.

Added a new STX LSC official certification for Chief Judge.

Responded to LSC Certification Standards – In response to the new USA Swimming standards, the Committee completely updated our STX certification standards, including developing, documenting, and communicating a new compliant STX policy. This included...

Publishing overhauled *Policies and Procedures Governing Officials* document (including defined responsibilities for the Officials Chair position).

Officials Committee Report, Feb 27, 2024

Developing comprehensive Performance Guides for each of five certified positions.

Developing an LSC official evaluation system for new certifications.

Provided supplementary training for “accidental Meet Referees” caused by new USA Swimming standards.

This new certification process, including the guides and the evaluations, has been used successfully for 25 new certifications (covering all positions) in the first six months with minimal issues/complaints. The Committee expects that some ongoing modifications may be required, but the results so far are encouraging.

Demographics

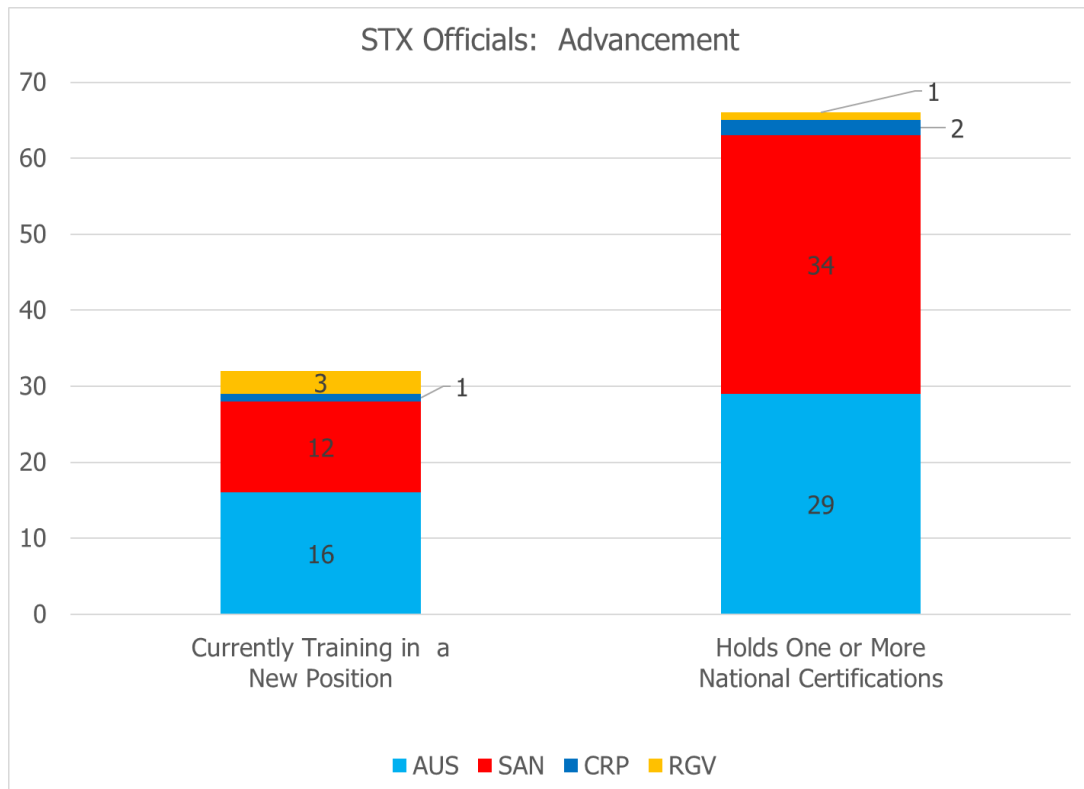
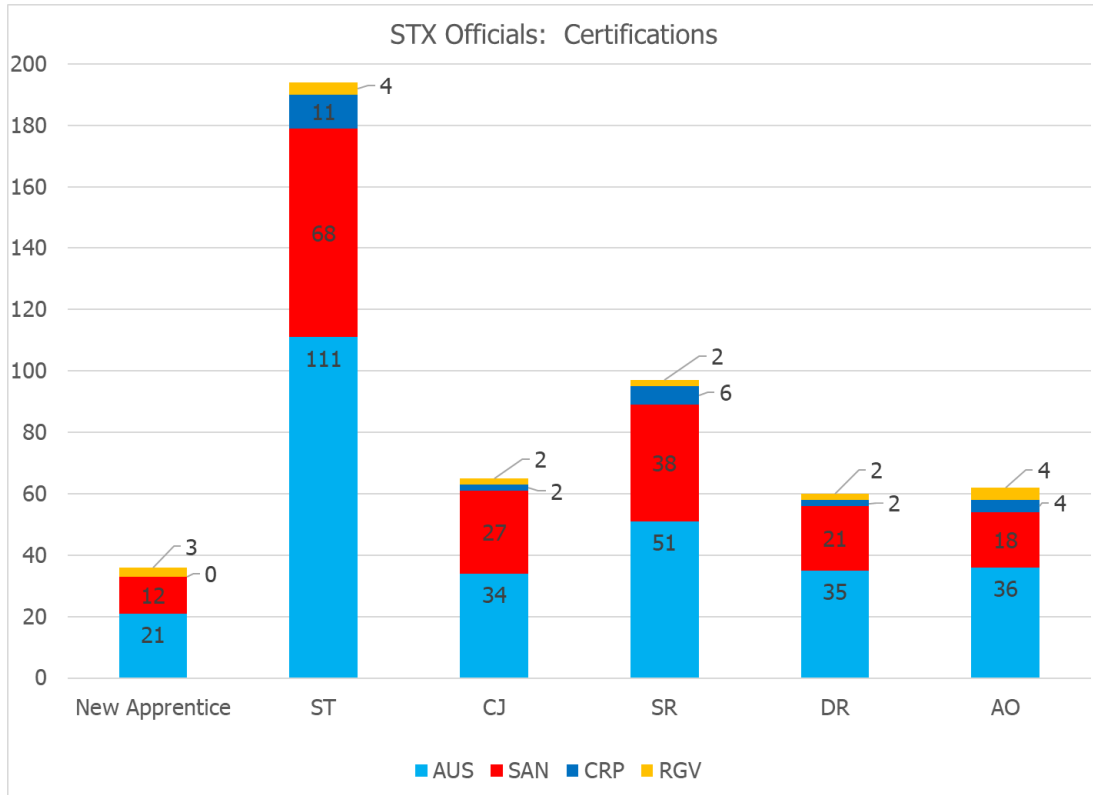
STX, compared to peer LSCs, has a high ratio of athletes-to-officials (i.e. we have relatively few officials). Based on national data, a reasonable goal for an LSC of our size would be a ratio of 20:1. The table below shows how we’ve done in recent history.

Year	Officials	Athletes	Ratio
2020	208	8174	39:1
2021	214	6571	31:1
2022	218	8860	41:1
2023	261	8581	33:1
2024	250	8602	34:1

To hit a 20:1 ratio with an athlete count of ~8600, STX would need to add ~180 certified officials (up to 430 from today’s 250). That’s not going to happen overnight, but it’s a good aspirational goal.

On a positive note, our *existing* officials have a wide range of experience and support of lot of LSC meets (>170 sanctions and observations in STX last year).

Officials Committee Report, Feb 27, 2024



Missed Opportunities

Although we had them in our plans, the Committee did not make planned progress on some additional areas, largely due the impact of the new certification standards. These goals will be reviewed for possible inclusion in the 2024-2025 season:

- Published guidance for new Meet Directors
- Official engagement through video quizzes
- National Meet attendance engagement
- Retention/engagement through recognition/awards

Next Year

When the Committee reforms this fall, we expect to set goals for the coming year, with some of the topics under consideration (in addition those missed above) including a new recruiting plan, offering Junior Official certification for 16-17yo, support for STX Open Water competition, increased engagement with coaches/clubs, and new meet staffing coordination.



Operational Risk Committee Report for HOD

Submitted by Jane Atwood, Operational Risk Chair

Meeting Date: October 5, 2024

- **Recent Activity**
 - a. Reinstated the South Texas (ST) operational risk email address to receive Report of Occurrence submittals from ST members to USA Swimming.
 - b. Met virtually with Doug Wharam (Wharam), USA Swimming National Operational Risk Committee Member and Operational Risk Chair for his LSC. In general, he reported that duties and work of the operational risk chair/committee varies widely between LSCs and areas of the country.
- **Current Issues for Operational Risk Committee**
 - a. Report of Occurrence Submittals
 - i. USA Swimming requires an online report of occurrence (ROO) for any injury or medical incident at a USA Swimming activity. This includes even minor injuries that do not require basic first aid.
 - ii. An ROO submittal is necessary to access USA Swimming insurance for the injury or incident.
 - iii. In addition to insurance, the ROO process is to inform about patterns to reduce future injury risk.
 - iv. South Texas is at the low end in the number ROO submittals when compared to other LSCs.
 - b. Meet Warm-up Safety Guidelines

New safety guidelines for warm-ups expected by the end of the year.
- **Operation Risk Committee Tasks for 2024-25**
 - a. With access to submitted ROOs going forward, begin tracking ROOs to see if there is a pattern to the low reporting in ST. On first glance, for September 2024, there were a total of 3 ROOs submitted in ST and they all came from the same team.
 - b. Discuss ST LSC Board interest in a renewed focus on the ROO process to increase reporting. Possible actions include, developing and distributing educational information on ROOs and USA Swimming insurance.
 - c. Follow-up with Doug Wharam regarding ORC activities in other LSCs and consider what might be applicable to ST.
 - d. At the board's request, assist with distribution of new meet warm-up guidelines.



Reimagine Sports Report: Strategic Review and Recommendations for South Texas Swimming

Prepared by: Julie Bachman, Reimagine Sports

Date: 9/10/2024

For: South Texas Swimming LSC

Executive Summary

This report presents a strategic review of South Texas Swimming's current operations, highlighting key areas for improvement. It offers actionable recommendations to enhance customer focus, execute the organization's strategic plan, and foster growth in programming, staffing, and governance structures. The ultimate objective is to drive consistent growth, improve member retention, and secure long-term success for the organization, its affiliated swim clubs, coaches, volunteers, and athletes.

Recent months have exposed critical challenges for the organization, leading to stress and confusion among board members, staff, and members of the LSC. The way leadership, staff, and LSC members responded to these challenges has revealed important insights into the organization's culture.

Two teams have requested to transfer to another LSC, signaling dissatisfaction. Specifically, smaller teams and those geographically distant from the center of the LSC expressed concerns about limited access to resources. Furthermore, it was discovered that the organization's bylaws and policies & procedures were misaligned, resulting in voting practices that were inconsistent with its governing documents. Additionally, a long-serving staff member resigned, compounding the internal pressures. These challenges unfolded within a short timeframe, exacerbating the situation. Attempts to work through these challenges were fraught with division.

Despite these difficulties, South Texas Swimming benefits from a highly engaged volunteer base, as well as teams, coaches, officials, and athletes who are passionate about the sport. However, for the organization to make real progress, all stakeholders need to unite, collaborate, and rebuild trust. Identifying and addressing internal divisions should be a top priority. The organization already possesses the talent necessary to achieve these goals—what is needed now is for members to empower one another and work together to create a path forward.

1. Setting the Table: Mission Statement Evaluation

Current Mission Statement

The current mission statement emphasizes three key elements:

- Empowering Athletes: The focus on athlete success is paramount and aligns with the organization's broader goals.
- Providing Resources and Opportunities: This indicates a commitment to equality and inclusivity, ensuring all athletes have access to what they need to succeed.
- Organizational Excellence: This suggests that the organization strives to maintain high standards in its operations.

Observations

- Athlete-Centric Focus: While empowering athletes is essential, the mission statement overlooks the critical role that coaches and clubs play in the athletes' journey to success.
- Lack of Stakeholder Inclusion: Coaches and clubs, who are fundamental to athlete development, are not explicitly acknowledged, potentially leading to a misalignment of priorities and resource allocation.
- Broad and Ambiguous: The terms used, such as "resources" and "organizational excellence," are broad and may be interpreted in various ways, diluting the focus.

Strategic Shift: Refocusing on Coaches, Clubs, and Competitive Opportunities for Athletes

To realign the organization's mission with its stakeholders, a shift in focus is proposed. Coaches and Swim Clubs are the foundation upon which athletes build their skills, discipline, and sportsmanship. By focusing support here, the organization can ensure athletes receive the guidance and opportunities they need to thrive. *This aligns with the strategic plan initiatives discussed and created in April 2024.*

- Prioritize Coach and Club Programming: Many ideas were discussed at April's strategic planning meeting. Coach education focused on best practices in athlete development both in and out of the pool, mental health support, mental resilience training, and swim business resources for clubs, were the highlights.
 - Competitive Opportunities: Enhance competitive opportunities, including end-of-season championship opportunities for all levels and the continuation of LSC Select Team opportunities.
-

2. Implementation of the Strategic Plan

April's Strategic Plan features new programming aimed at enhancing the skills and knowledge of coaches, athletes, volunteers, and parents.

Key Initiatives

- Coach Education: Regular clinics designed to update coaches on the latest techniques, rules, and best practices in the sport. (in person and online)
- Athlete Camps and Clinics: Camps and clinics aimed at improving the skills and performance of athletes across various age groups and ability levels.
- Ongoing Educational Programming for all Stakeholders: Scheduled educational sessions for athletes, volunteers, and parents, to keep them informed and engaged.

Recommendations

- Project Management: Appoint a dedicated project manager or hire an executive director to oversee the implementation of these programs. This person would be responsible for ensuring that all elements of the strategic plan are executed on time and within budget.
 - Resource Allocation: Ensure that adequate resources (both financial and human) are allocated to these initiatives to guarantee their success. Volunteer engagement in these activities should be a priority- but the buck stops with the staff- staff is responsible to “get it done”.
-

3. The Business of the LSC: Enhancing Customer-Centricity

South Texas Swimming (STX Swimming) has built a strong foundation in supporting swim clubs and coaches. However, there is a significant opportunity to enhance the organization's customer-centered approach. The current model emphasizes administrative efficiency and compliance but lacks focus on the specific needs and expectations of member swim clubs and coaches.

Key Issues

- Implications of Growth and Retention Challenges at the Club Level: The LSC's income is membership dependent. If clubs aren't thriving- neither is the LSC.
- LSC's Focus is Misdirected: The LSC should shape itself and evolve to serve its clubs- not the other way around.

Recommendations

- **Customer-Centric Strategy:** Shift the organizational focus toward understanding and meeting the needs of swim clubs and coaches. This could include conducting regular surveys, focus groups, and feedback sessions to gather insights directly from members. An addition of an executive director would provide a “permanent” face of the LSC- and ensure consistency and efficiency in the organization. Again- where does the “buck stop”?
 - **Review and Enhance Support Services:** A review of all STX Swimming Policy and Procedures with a focus on bringing simplicity, efficiency, and effectiveness to all LSC products, services, and procedures. For example: is the sanctioning process easy for STX club customers? Has the LSC added burden on the process that is not specifically in the USA Swimming Rule Book? Are there other STX Swimming policies, rules, fines, or procedures that have been enacted but are not supported by the USA Swimming Rule Book? If so- why? Force the analysis- there is added complexity in areas of the organization that can be simplified. Make it a priority to support your customers!
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4. Staffing

The successful implementation of the strategic plan and customer-centered initiatives will require additional staffing. Currently, the organization operates with a lean team, limiting its ability to expand and enhance services.

Key Needs

- **Program Coordinator/Executive Director:** To manage and execute new and ongoing programs. Provide strategic advice. Support the Board of Directors. Ensure sustainability and succession planning.
- **Customer Support Team:** To provide timely and effective support to the membership.

Recommendations

- **Hiring Plan:** Develop a hiring plan that aligns with the strategic goals, prioritizing roles that directly impact program implementation and customer satisfaction. This initiative should be led by the STX Personnel Committee- with a recommendation brought to the STX BOD for final approval. (if the budget to hire this position was passed by the HOD)
- **Empowerment:** Ensure that new hires are empowered to take ownership of their roles and responsibilities. Let them do the job without interference.

- Culture Building: Foster a collaborative and supportive organizational culture that encourages innovation and accountability.
 - Staff Titles: Think outside the box. For example, the use of “LSC Registrar” is outdated- consider a title focused on service ie: “Director of Customer Service.” There is an opportunity here for creativity and innovation.
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5. Governance

STX Swimming has a robust governance structure in place, but there is room for improvement in terms of trust-building, accountability, and empowering board members to effectively perform their roles.

Key Issues

- Lack of Trust: Some board members feel insufficiently supported in their roles, leading to inefficiencies and frustration. There is no better example than the situation with regard to HOD voting this past year.
- Governance Training: There is a need for more focused training on governance fundamentals to ensure that all board members are equipped to fulfill their responsibilities effectively.
- Succession planning: The transition from one Board to the next is crucial for the long term viability of the organization. How do we hold on to the knowledge and hard work and pass to the next group of volunteers who have accepted the responsibility of the duty of care of the organization?

Recommendations

- Monthly Training Sessions: Implement monthly training sessions for board members starting in 2025, focusing on governance best practices, roles, and responsibilities.
- Trust-Building Initiatives: Foster an environment of trust by clearly defining roles, setting expectations, and encouraging open communication. Recognize and respect the expertise and work of each board and committee member. Make TRUST the priority initiative of the BOD’s ongoing development.
- Performance Reviews via Self-Evaluation: Introduce annual performance reviews for board and committee members to ensure they are meeting their objectives. Utilize a self-evaluation process where board and committee members assess their own performance, contributions, and effectiveness- and report back to the group. This can be done during a BOD retreat or strategic planning session. In essence, the self-evaluation

process is a tool for fostering self-awareness, accountability, and professional growth, contributing to both individual and organizational success.

6. The Commitment- Investing in Progress

The successful implementation of the strategic plan and customer-centered initiatives will require an investment of the LSC's reserve funds, and/or an adjustment to splash fees, and/or tradeoffs with existing programming and services. Investing in your strategic plan and building a sound structure of governance and staff will open up opportunities for your LSC's clubs, athletes, coaches, officials, and volunteers you haven't even thought of yet. These are exciting times for the South Texas LSC!