



South Texas Swimming
Board of Directors Meeting Minutes
Tuesday, June 10, 2025, 8:00pm
Location: via Zoom

Call to order at 8:01pm.

Board Members Present:

Mark Parshall, Cody Mackall, Garrett Nelson, Angie Fain, Jennie Lou Leeder, Derek Howorth, Fynn Minus, Libby Gunn, Mike Worley, Harrison Tater

Board Members Absent:

Marcy Parshall, BJ Allenstein

Staff Present:

Jessica Evans, Erin Meise

Others Present:

Mike Koleber

1. Welcome & Roll Call

A quorum was confirmed.

2. Approval of Minutes: May 2025

Garrett made a motion and Cody seconded to adopt the May 2025 meeting minutes as posted. **Motion passes.** Per STX policy, Jessica notified the BOD that the Policies & Procedures were updated to reflect changes the BOD approved at the May 2025 meeting.

3. Financial Reports

Erin posted the monthly reports for the BOD. She reported that she is still waiting for receipts for credit card transactions made by authorized users for STX expenses. We may have some AUP issues for 2024 from individuals not submitting receipts per policy. The last CD purchased generated \$658 in interest. Erin has been in contact with individuals

about their event and committee budgets and provided a 2025 budget showing expenses to date. She provides monthly budget updates to committees. Please refer to her monthly report for additional information.

4. Board Reports- Discussion/Approval

Reports were submitted by the Governance Committee Chair, Treasurer, STaR Committee Chair, Officials Chair, Athlete Committee, Safe Sport Chair, and DEI Chair. There was no discussion on the reports.

Jennie Lou noted that the Age Group Committee held no meetings over the past month.

Mark had no updates.

Garrett summarized the meeting that he had with Erin and Jessica to start the budget cycle planning for 2026. He is planning to schedule weekly meetings starting in early August to inform STX members about the budget's requirements and to solicit feedback to build consensus and provide education about spending. He mentioned the revenue losses from the HOD decision to waive splash fees on LSC championship meets and the losses from teams running Block Party meets.

He is also looking at procedural changes to ensure that event chairs do not exceed their allocated budgets.

We will need to identify how the loss of splash fees from LSC championship meets and Block Party meets will impact the budget. Last year's splash fee budget was \$187,000; this year's budget was reduced to \$130,000 to offset the anticipated losses. We have collected just under \$51,000 in splash fees for the year. There is also a concern for teams that rely on meet fees for operations when teams are now running Block Party meets instead of attending sanctioned meets. We are starting to see teams hosting BP invite meets that run over multiple days and include senior and college swimmers, and include swimmers who go to TAGS, Sectionals, Futures, and Zones, which is understood to be outside of the intended scope of the Block Party program.

5. USA Swimming Annual Business Meeting

Our three elected athlete representatives have declined attending the Annual Business meeting in Denver. We will not be taking an athlete rep to the meeting.

Jessica reminded the attendees to register for the conference and make their own hotel and travel arrangements.

For the USAS HOD voting delegates, Mark has selected and the BOD consents to selecting Steve Mandacina as our non-coach, non-athlete member and Cody, Mark, and Derek as our non-athlete coach members. Jessica will register them with USAS before the July deadline.

6. Committee Member Updates

Angie requested to add Sue Young to the DEI Committee and this was approved via consent.

7. Selecting a TAGS Chair to represent STX with TSA

The BOD recommends appointing Allison Brol (NTRO) as the STX TAGS/TSA representative. Jessica will contact Allison to ask if she will accept this role.

8. October HOD meeting update

The nomination form for BOD positions will be posted soon (waiting on two minor changes to the form).

Athlete BOD nominations will be handled separately, per STX policies and procedures. Mark asks the current athlete reps to start talking with athletes about nominations both to encourage athletes to apply and to answer any questions.

9. STX Athlete Leadership Summit on Sat., Sept 20th

Libby announced that the event will be held during the day on September 20 (potentially 9am to 4pm), at the Northside Aquatics Center in San Antonio. NS is donating the meeting space. The Athlete Committee is in the process of lining up speakers, to include college or Olympic athletes and a mental health sports therapist (potentially Dr. Megan Cannon). Dana Skelton (USAS) and Davis Shelton (USAS athlete rep) will also be attending.

Angie is in the process of formalizing the agreement to use NSISD as the location.

Angie and the athletes are working on the agenda and timeline, using a sample agenda from the Southern Zone. They are working on their budget for 60 athletes and are considering meals and shirts. Currently the projected cost of the event for athletes is free, but subject to change.

Angie said the DEI Committee is considering ideas for involving athlete members from all around the LSC and potentially supporting their travel expenses.

Angie will let Jessica know when she can post a “save the date” campaign on social media. A recommendation was made to distribute flyers to coaches and post information about the event at the LC STAGS and Senior Champs meets.

Mark recommends contacting Bob Bowman to see if he might be interested in attending. Angie will contact him.

10. STX Scholarship Committee

Jessica circulated a draft of the scholarship application and updated it with the feedback received. She also created a scoring matrix, which was sent to the BOD for feedback.

Erin made a recommendation to eliminate the question asking if the applicant is receiving scholarship money from other sources and to move those points to questions asking about service to the sport of swimming. Jessica will make those updates.

We will not require proof of registration at a post-secondary institution.

The scholarship application will be posted on social media and sent to clubs.

11. Update for Age Group Zones

Jennie Lou reported that all of the selected applicants have paid the athlete copay by (today's) deadline. Jennie Lou is sending something out asking for any updates to suit and shirt sizes ahead of ordering them tomorrow. She has made the deposits for the flights and the hotel and she is working with the hotel on the menu selections. Tickets were reserved prior to Southwest Airlines rescinding its "bags fly free" policy, which will save the LSC a significant amount in checked bag fees. She is working with Swim Freak on ordering gear for the athletes. If she has money left in the apparel budget, she may be able to make towels for the athletes. Speedo is discounting the coach shirts. The outstanding items right now are finalizing the airline tickets with the athlete names, renting cars/buses, and to pick up snacks.

The athletes should arrive in Orlando in time to have a warmup the day prior to the meet.

Jennie Lou recommends that STX contact Outreach Athletes and offer to subsidize the athlete co-pay from the Zone scholarship budget line item for the Age Group Zones trip, and to reimburse a coach that has already paid the fee on behalf of an Outreach Athlete. The BOD agrees (because this amount was already in the budget, no vote was required). Jessica will look up the athletes and let Erin/Jennie Lou know if there are any additional Outreach Athletes on the team to refund fees paid.

12. New Business

None.

Meeting adjourned at 8:52pm.



Safe Sport Chair Report
Submitted by Cody Mackall, Safe Sport Chair

Meeting Date: Jun 10, 2025

1. Monthly Highlight

- a. NSTR.

2. Meeting or Event Attended

- a. LSC Leaders Call
- b. Southern Zone Safe Sport Meeting
- c. Meeting with USA Swimming Safe Sport Team

3. Meetings or Events Presented

- a. Safe Sport Committee

4. Previous Months Accomplishments

- a. Monitoring SS Complaints

5. Current Months Action Plans

- a. Safe Sport Committee Meetings

6. Other / Discussion Items

- a. NSTR



STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

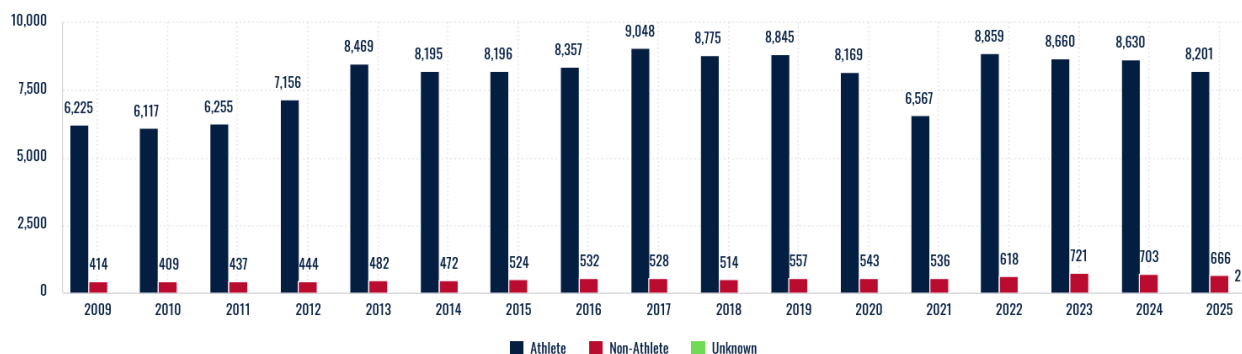
Meeting Date: Jun 10, 2025

1. Meeting or Event Attended

- No USAS meetings this month
- Finance Committee workgroup: Met with Garrett Nelson and Erin Meise to begin work for the 2026 budget cycle
- Officials Committee workgroup: Met with selected officials to discuss the proposed Meet Staffing software project for STX officials

2. Current STX Registration Statistics

- Membership trends over time (since 2009) as of 6/1/2025 for total number of Athlete and Non-Athlete members:





STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Jun 10, 2025

b. LSC registration transaction summary and revenue for May 2025:

Season	Category	Registration Type	Transaction Type	202505		Total	
				Count	Amount	Count	Amount
2025	Athlete	Premium Athlete	Cancel			-45	(\$900.00)
			New	71	\$1,420.00	1,792	\$35,820.00
			Renew	49	\$980.00	5,401	\$108,020.00
			Upgrade	12	\$120.00	101	\$1,010.00
		Flex Athlete	Cancel			-3	(\$30.00)
			New	28	\$280.00	534	\$5,330.00
			Renew	6	\$60.00	207	\$2,070.00
		Outreach Athlete	Cancel	-1	(\$2.00)	-2	(\$22.00)
			New	21	\$42.00	107	\$214.00
			Renew	5	\$10.00	173	\$364.00
		Total		191	\$2,910.00	8,265	\$151,876.00
	Club	Year-Round Club	New			1	\$25.00
			Renew			42	\$1,050.00
		Season 1 Club	Renew			1	\$25.00
		Total				44	\$1,100.00
	Non-Athlete	Coach	Cancel			-5	(\$80.00)
			New	5	\$100.00	64	\$1,240.00
			Renew	7	\$140.00	270	\$5,100.00
			Upgrade	1	\$0.00	2	\$20.00
		Official	Cancel	-1	\$0.00	-2	(\$20.00)
			New	4	\$80.00	48	\$880.00
			Renew	1	\$0.00	190	\$3,520.00
			Upgrade	1	\$20.00	1	\$20.00
		Other	Cancel			-7	(\$120.00)
			New	1	\$20.00	17	\$300.00
			Renew	1	\$20.00	37	\$620.00
			Upgrade			6	\$120.00
		Junior Coach	Cancel			-4	(\$80.00)
			New	1	\$20.00	10	\$200.00
			Renew			2	\$40.00
		Administrator	Cancel	-1	\$0.00	-1	\$0.00
			New	2	\$0.00	10	\$0.00
			Renew	2	\$0.00	30	\$0.00
		Provisional Coach	New	1	\$20.00	12	\$240.00
			Renew			8	\$160.00
		Junior Official	New			2	\$0.00
		Total		25	\$420.00	690	\$12,160.00
Total				216	\$3,330.00	8,999	\$165,136.00



STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Jun 10, 2025

- c. **May 2025** meet statistics for STX sanctioned meets. This does not include five Block Party meets held in May (NTRO, BEAQ, COTA, SYS). Those meets are sanctioned by USAS and STX receives no revenue from these meets. Estimated sanction and splash fees revenue loss to the LSC for the 2025 membership year (9/1/24 - 5/31/25) from Block Party meets is \$11,612.50 *plus fees for six Block Party meets that were not uploaded to SWIMS by the hosting team.* Loss of splash fees for the LSC as a result of the HOD vote to eliminate splash fees for championship meets is \$15,362.50 for the short course season. **Total loss of splash fees since 9/1/24 is \$26,975.00.**

May 2025 Meets in STX	*excluding observed meets (0) & Block Party meets (5)					
Meet	Sanction	Date	Splashes	Athletes	Teams	LSCs
2025 ST AAAA 22nd Annual Cinco De Mayo Invitational	ST-25-19	5/2-5/4/25	2719	584	16	3
2025 ST ASC Cinco de Mayo	ST-25-55	5/2-5/4/25	979	240	6	1
2025 ST TXLA 10&U End of School Splash	ST-25-27	5/4/2025	388	119	9	1
2025 ST AAAA May Race Night	ST-25-36cm	5/7/2025	257	90	1	1
2025 ST AAAA 400s ALL Night	ST-35-37cm	5/8/2025	69	69	1	1
2025 ST TXLA 11&O End of School Splash	ST-25-34	5/9-5/11/25	2164	512	19	3
2025 ST NTRO LC Springing into May	ST-25-60cm	5/11/2025	1026	276	3	1
2025 ST TXLA Longhorn Aquatics Elite Invite	ST-25-41cm	5/14-5/17/25	530	92	13	6
2025 ST AAAA Salute to the Troops	ST-25-57	5/16-5/18/25	2224	490	10	3
2025 ST ASC Spring Showcase	ST-25-56	5/16-5/18/25	3157	465	9	2
2025 ST BAS LC May Swim Meet	ST-25-58	5/17-5/18/25	369	108	7	1
2025 ST HPAC Open Water Banana Slug Splash +	ST-25-05ow	5/17-5/18/25	0	0	0	0
2025 ST NTRO LC School's Out Meet	ST-25-66cm	5/25/2025	909	251	4	1
2025 ST AAAA Last Day of School Sprint Night	ST-25-38cm	5/29/2025	373	130	1	1
2025 ST AAAA Arena Summer Classic	ST-25-53cm	5/31/2025	443	125	1	1
2025 ST ASC June Bug	ST-25-64	5/31-6/1/25	1220	305	11	2
2025 ST HPAC Sunshine Splash	ST-25-32	5/31-6/1/25	715	133	11	3
2025 ST LSAC For the City	ST-25-67	5/31/2025	308	84	6	1
Totals	18		17850	4073	128	



STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Jun 10, 2025

3. Previous Month's Accomplishments

- a. Sanctioned nine meets in May and loaded to ST website, SWIMS, and OTS.
- b. Assisted with 925 member and club requests via email. This includes assistance with registration, renewal, APT issues, certification updates for coaches, sanction questions and requests, SWIMS login issues, club portal issues, and updates in SWIMS for name, date of birth, club affiliation, contact information updates, and general assistance.
- c. Posted the draft meeting minutes for the May BOD meeting and finalized and posted the approved meeting minutes for the April BOD meeting.
- d. Created the BOD meeting packet for the June BOD meeting and managed preparing the meeting agenda and posted.
- e. Assisted the Age Group Chair with the Age Group Zones athlete and coach applications, pulling best times reports, and posting team selections.
- f. Provided assistance with a new club application from a new team in Austin and answered questions about potential new clubs in Killeen and Laredo. Submitted one new club application to USA Swimming for a new club in San Antonio.
- g. Updated the Policies & Procedures and posted, to add the BOD-approved LSC travel policy and Code of Conduct.
- h. Created the scholarship application form and scoring matrix and submitted it to the Committee members for review and feedback
- i. Working to find a vendor to produce all STX gear for team travel and officials, to secure better rates for purchases and to streamline invoicing and approvals for work



STaR Committee Chair Report
Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Jun 10, 2025

- j. Posted 11 updates to STX social media accounts:
 - i. Promoted upcoming clinics for STX officials regarding advancement to Chief Judge and Meet Referee responsibilities
 - ii. Reminders for Age Group Zones coach and athlete applications
 - iii. Promoted upcoming clinic for STX officials interested in learning more about attending national meets
 - iv. Age Group Zones Coach application reminder
 - v. In memory of Aubrey Knapper
 - vi. Age Group Zones Athlete application reminder
 - vii. Age Group Zones announcement for coach/athlete selections and number of applications received
 - viii. National Age Group record set by WLOO swimmers
 - ix. Age Group Zones Coach selections
 - x. South Texas Swimming records updated (May)
 - xi. Age Group Zones Athlete selections
- k. Newsletters sent to teams in May to increase LSC communications:
 - i. Registration reminders for board-run clubs
 - ii. Safe Sport Updates (posted for Safe Sport Chair)
 - iii. South Texas Swimming records updated (May)
 - iv. Reminders for submitting coach and athlete applications for STX Age Group Zones team
 - v. In memory of Aubrey Knapper
 - vi. Reminders and updates for clubs (special characters in athlete names, Outreach Athlete policy revised due dates for requests, Age Group Zone application deadlines for coaches and athletes, HOD meeting date for October 5, "save the date" for STX Athlete Summit for



STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Jun 10, 2025

September 20, and registration reminders to ensure all members are in good standing)

- vii. Not in good standing reports for nonathlete and athlete members
- viii. STX Age Group Zone team announcement

4. Ongoing Work

- a. Reminders and offering assistance to athlete and nonathlete members not in good standing
- b. Meet recons and assistance with clearing swimmers to compete
- c. Updated the online officials roster to show current certification dates for officials
- d. Updates to the STX website, including creating links to national meets not held in STX and application links for officials
- e. Contacting UN members who do not live in the STX geography
- f. Contacting new nonathlete members when they register to assist with registration requirements
- g. Produced monthly reports for the Treasurer showing registrations, payments, and billing
- h. Managed support tickets for members experiencing login, certification, and other issues with their member accounts
- i. Reminders to clubs to submit meet financial summaries
- j. Posting committee meetings on the LSC calendar and sending Zoom information

5. Other

- a. TCA is no longer operating as a USAS club and has moved to TAAF. TCA has indicated that the school administration has not decided if this is temporary or permanent at this time.



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

Meeting Date: Jun 10, 2025

1. Monthly Highlight

- a. N/A

2. Meeting or Event Attended

- a. N/A

3. Meetings or Events Presented

- a. N/A

4. Previous Months Accomplishments

- a. No committee meeting was held this month.

5. Current Months Action Plans

- a. Start preparations for the Fall HOD elections.
- b. The next committee meeting is scheduled for Wed, June 25 at 8:00pm. If you would like to attend, please reach out to the [Governance Committee Chair](#).

6. Other / Discussion Items

- a.

7. Governance Committee Meeting Minutes



DEI Chair Report
Submitted by Angie Fain, DEI Chair

Meeting Date: Jun 10, 2025

A. Meetings or Events Attended

- a. Attended the Southern Zone DEI Committee Zoom Meeting.

B. Current Month's Action Plan

- a. To create a proposal to use budgeted DEI funds to financially support our athletes from out of town to our upcoming leadership summit in September for better athlete representation from the LSC.
- b. Coach Email – South Texas Swimming Para Athlete Participation n draft to ensure we've reached all para swimmers in our LSC. (See Below)

Attachment: Draft Coach Email – South Texas Swimming Para Athlete Participation

Subject: Request for Para Athlete Participation Information

Dear Coaches,

As we prepare for championship season, we are working to ensure that all athletes with disabilities are properly recognized and supported.

Since there is currently no way to identify para swimmers through USA Swimming's registration system, we are reaching out to coaches directly. If you have any swimmers who are eligible for parallel time standards participating in championship meets, could you please provide their names or confirm their participation by June 24th?

This information will help us:

- Prepare appropriate awards
- Ensure recognition for all athletes
- Better plan for meet logistics and support

Please feel free to reply to this email

Thank you very much for your time and support in making [Meet Name] inclusive and welcoming for all athletes.

Best regards,
[Your Name / Meet Team Name]

Athlete Committee Chair Report

Submitted by Libby Gunn

- A. Monthly Highlight: committee meeting with Davis Shelton while also introducing new members to the board.
- B. Meeting Attended: Athlete Committee meeting (June 3, 2025)
- C. Current Action Plans for the Month of June:
 - 1. Complete agenda for leadership summit with executive summary
 - 2. Summit logistics and communication

Date: Tuesday, 6/10/2025

Members Present:

Libby Gunn, Senior Representative

Fynn Minus, Athlete at large

Reese Svatek

Lexi Landrum

Jarreth Cantu

Angie Fain



Officials Committee

May 12, 2025

South Texas Swimming

Agenda



- News from National/Zone/LSC - none
- Meet Staffing Tools Proposal
- Subteam status updates
- Recommendation for Officials Chair
- Suggestions for monthly email

News from National / Zone / LSC



National:

- Nothing to report, but Digby possibly presenting our LSC certification process at next quarterly

Zone:

LSC:

Meet Staffing Tools



Chris Evans is ok with our proposed path forward

Next Steps:

- Steve to work with some smart people to draft our initial requirements
- Marc to update the STX Board of Directors

Effort: *Recruiting*



Who: **Monica Thomason**

Steve Mandacina

Jett Pittman

Scott Allen

Arthur Scott

Lorna Anaya

Mission:

Grow the pool of active STX certified officials available to support STX meets.

Comments:

Our current ratio is 34:1.

A long-term goal is 20:1.

This is going to be hard and is going to take participation from more than just these people.

Suggested 2024-2025 Goal(s):

1. Develop calendar...
2. Develop a plan for outreach to swim clubs.
3. Develop a plan for outreach directly to swim parents.
4. Modestly improve the LSC ratio of athletes-to-officials from X to Y during 2025 LC, with a goal for a more aggressive improvement in 2025 SC.

Recent Accomplishments:

Support Paige at GOLD/SGA parents meeting in March!

Who wants to lead this effort?

Plans for Next Time:

Create recruiting season calendar, so that LSC communications can be coordinated in time.

Reaching out to HOT and LTF.

Effort: *Current Official Continuing Education*



Who: **Trey Prinz**
Maureen Helm

Mission:

Encourage and facilitate advancement opportunities for existing certified officials, including arranging clinics (when not provided by USAS), helping to suggest good learning opportunity meets, and periodically reviewing the roster for candidates for advancement.

Recent Accomplishments:

Initial information session on Tues, 4/29, 8pm...

Comments:

Particular attention should be paid to those official with "missing" certs due to certification changes (e.g. DRs without AO, veterans without CJ, DRs without MR training).

Suggested 2024-2025 Goal(s):

1. Upgrade x% DR-without-AO.
2. Upgrade x% veteran-without-CJ.
3. Complete x passes through the roster to identify advancement targets for new LSC or national certification.

Plans for Next Time:

CJ clinic for 5/14

MR clinic for 5/15

Effort: *LSC Evaluation / Advancement*



Who: **Maureen Helm**
Tom Schultz

Mission:

Oversee the LSC evaluation process, including periodic updates to performance guides and evaluation forms, reviewing submitted evaluations, mentoring 'certifiers' to provide quality evaluations, and helping to connect apprentices with qualified mentors.

Recent Accomplishments:

New Roster update published.
Starter criteria updated.

Comments:

This task is ongoing, as evaluations come in.

Plans for Next Time:

Marc to send new wording about 1 vs. 2 vs. Trainer
ST, CJ and Ref are in work now...

Suggested 2024-2025 Goal(s):

1. Publish list of certifiers
2. Complete one annual review of performance guides/evaluation standards.
3. Provide typical turnaround of <2 days for all evaluation submissions or help requests.

Effort: *Junior Officials*



Who: **Caitlyn Vandermeer**
Jett Pittman
Matilda Gonzales

Mission:

Develop the Junior Official program for STX, including developing any specific training or informational material, outreach to clubs who might benefit from having JOs, outreach directly to athletes who may be interested in certifying.

Recent Accomplishments:

Email of next steps from Caitlyn to committee

Comments:

Plans for Next Time:

Formalize info to add to website for Jos
Keep working on engagement ideas (mass email, etc.)

Suggested 2024-2025 Goal(s):

1. Go through certification process personally to understand, document steps for others
2. Document the initial plan for the program.
3. Communication plan to coaches, maybe
4. Certify X new Junior Officials in STX.

Effort: *Coordinating LSC-wide Meet Staffing*



Who: **Steve Mandacina**
John De La Rosa

Recent Accomplishments:

Evan's responded generally positively...so we are moving forward.

Mission:

Develop a common AND SIMPLE solution for better staffing coordination for all meets across the LSC.

Comments:

Ideally, this effort is one-and-done, with minimal or no ongoing effort.

Plans for Next Time:

Mandacina to assemble team (swim+technical) to draft STX requirements.

Suggested 2024-2025 Goal(s):

1. Provide proposed workflow to OC for review
2. Complete one or more "limited trials" for small but representative group of meets...ideally resulting in an LSC-wide roll-out by start of long course 2025.

Effort: *National Meet Engagement*



Who: **Heidi Hornik-Parsons**
Chad Capps
Tom Schultz

Recent Accomplishments:
Completed proposed webinar presentation, aiming for ~30 mins.

Mission:
Encourage STX participation in the USA Swimming National Meets and the Nation Official Certification program.

Comments:
This has budget implications.
Once we get officials attending, we can address certifying more...

Plans for Next Time:
Schedule webinar and invite all STX officials.

Suggested 2024-2025 Goal(s):
1. Survey STX official regarding interest and awareness (N3s + all others)
2. Host webinar on national meet attendance, shortly before applications go live (Digby TODO)

Effort: OQM Meet Coordination



Who: Lorna Anaya
Steve Mandacina

Mission:
Coordinate the selection of both LSC and National Evaluators for STX OQM meets, and serve as POC for STX to help incoming mentors with arrangements, introductions, and reimbursements.

Recent Accomplishments:
Evaluators for all LC meets (STAGS, Sr. Champs, Sectionals) assigned.
OQM approved for all meets.

Comments:
Coordination with MRs and MDs, and STX Treasurer is required. Consideration should be given both to STX officials needing evaluation AND STX officials who would benefit from evaluator experience.

Suggested 2024-2025 Goal(s):

1. Define evaluator level *needed* for each meet.
...and then....?
1. Secure appropriate evaluators for all OQM meets, within 60 days of identified need.
2. Support evaluator visits such that the evaluators, meet directors and meet referees are all "happy".

Plans for Next Time:
Take a breath...not much now...

Is there anything we should suggest for STX bidding process to make OQM easier?
Any planning we start for next short course season?
Anyone we should pre-ask?

Effort: *New Official Orientation*



Who: **Scott Allen**
Heidi Hornik-Parson
Arthur Scott

Mission:
Help new STX officials comfortably transition from initial registration to completion of their first certification (ST or AO).

Recent Accomplishments:
Flow chart and FAQ reviewed. Given to committee for any comments, otherwise will go to website next.

Comments:
This task requires some initial content development, but then also includes an ongoing communication job.

Plans for Next Time:
Give committee a week for feedback, then publish material to website.

Suggested 2024-2025 Goal(s):
1. Develop information resources for distribution to new officials.
2. Respond to all new-official questions in <x days.

Effort: *Rewards / Recognition*



Who: John De La Rosa
Monica Thomason

Mission:
Develop and execute a new reward and recognition program for STX officials, to encourage retention and facilitate peer engagement.

Recent Accomplishments:
Looking at “pieces of flair” (stars, ribbons, borders) for our name tags
Considering peer-nominated OOTY, possible naming opportunities.
Suggesting officials’ socials (one Fall, one between seasons)
Cross-over with New Officials: suggest having assigned mentors.
No update this times (4/7, 5/12)

Comments:
This will have budget implications.
There may be limitations due to data availability.

Plans for Next Time:
Send summary of ideas to Committee, asking for feedback

Suggested 2024-2025 Goal(s):
1. Develop at least one new recognition program that can be executed by end of 2025 LC.

Effort: *Open Water Officiating*



Who: **Chad Capps**
Arthur Scott (because HPAC)

Mission:
Encourage the certification of STX OW officials to support STX OW competition.

Recent Accomplishments:
Attended (Chad) OW Nationals
Got info on how to host OW Masters and OW Zones
Recruited ~3 national OW officials to help
OW Clinic online 5/13, ask Chad

STX OW Scheduled for April 18-19 in Lake Marble Falls
Held first meeting with Marble Falls

Comments:
This almost certainly has to be coordinated with an STX OW event, so timing is not aggressive, but is also not very flexible.

Suggested 2024-2025 Goal(s):

1. Develop certification standards for STX OW officials.
2. Promote and conduct at least one certification opportunity within the LSC.

Plans for Next Time:
Hold on LSC communications until location/date closer.

STX Officials Chair Election



Goals: Additional dedicated staff at the position (and access to OTS).
Continuity/Succession/Transition improvement.

Proposal for consideration:

- Add a formal committee position for “next person to be chair”, e.g. Deputy Chair or Assistant Chair or something
- Position is elected by all Officials, same way OC is now
- Position is elected 12 months earlier
- OC is no longer elected, the “next person” automatically promotes after 12 months
- See next page for possible options

STX Officials Chair Election



Option A “Internship”: **Elect** every 2 years for a 3-year term

Pro: Good transition

Con: 3 years is a long commitment. OC “lonely” every other year

Option B “Ease In & Out”: **Elect** every 2 years for a 4-year term

Pro: *Great* transition, always 2 people

Con: 4 years is a *very long* commitment

Option C “Junior/Senior”: **Elect** every year for a 2-year term

Pro: Good transition. Reasonable term length.

Con: Only 1-year for each OC to be “in charge”...might be hard to “realize one’s vision”. A lot of elections. Could be a lot of churn for the LSC if OCs were dissimilar.

		24-25	25-26	26-27	27-28	28-29	29-30	30-31	31-32
A	Officials Chair	Digby	Digby	Next1	Next1	Third1	Third1	Fourth1	Fourth1
	Assistant Chair		Next1		Third1		Fourth1		Fifth1
B	Officials Chair	Digby	Digby	Next1	Next1	Third1	Third1	Fourth1	Fourth1
	Assistant Chair		Next1	Digby	Third1	Next1	Fourth1	Third1	Fifth1
C	Officials Chair	Digby	Digby	Next1	Third1	Fourth1	Fifth1	Sixth	Seventh
	Assistant Chair		Next1	Third1	Fourth1	Fifth1	Sixth	Seventh	Eighth

Other items?



Anyone have anything to add/change/suggest for the May officials' email?

- Nat Meet Webinar

- Updates to new official orientation material

- Champ meets

Summary



Attended: Marc Digby, Scott Allen, Lorna Anaya, Chad Capps, Maureen Helm, Steve Mandacina, Jett Pittman, Tom Schultz, Arthur Scott, Monica Thomason

Not Present: John De La Rosa, Matilda Gonzales, Heidi Hornik-Parsons, Trey Prinz, Caitlyn Vandermeer

Decisions:

Actions/Assignments:

- See individual slides for each team

Notes:

Next meeting: Monday, June 9, 8pm

Treasurer's Monthly Report

South Texas Swimming, Inc.

For the period ended May 31, 2025



Prepared on

June 9, 2025

Table of Contents

Treasurer's Notes and Plans.....3

Profit and Loss4

Balance Sheet.....6

2025 Budget vs. Actual7

General Ledger11

Treasurer's Notes and Plans

Monthly Treasurer's Report

Report Period: May 2025

Erin Meise - Treasurer

Accomplishments & General Notes

- Worked with Ruble, Ledbetter & Associates to complete the 990 tax return.
- Sent updated budget reports to all committees.
- Renewed PO Box.
- Met with board members regarding budget issues and ideas.
- Ongoing: Paid Officials requesting dues and background check reimbursements through Chase BillPay, saving up on stamps and increasing security of sending checks through the mail.
- Ongoing: Paid bills as requested/approved from board members and Committee chairs.
- Ongoing: Checked mailbox weekly. Scanned checks to the Registrar to input into Team Unify. Communicate with other board members regarding other mail received.

Financial Accomplishments

- \$658.18 Interest from CD maturity

Plans

- Work with Ruble, Ledbetter & Associates to start AUP.
- Continue to invest in CDs with Chase based on their changing rates to maximize the investment.

Open Issues

- Several 2025 charges without receipts - Continue to follow up to get those.
- 221 uncleared transactions in QBO (2010 - 2019)
- Decide what to do with the items in/storage unit

Profit and Loss

May 2025

	Total
INCOME	
47000 Program Income	
47100 Membership Dues	3,330.00
47200 Splash Fees	18,378.75
47300 Sanction Fees	175.00
47400 Fines	300.00
Total 47000 Program Income	22,183.75
Total Income	22,183.75
GROSS PROFIT	
	22,183.75
EXPENSES	
60000 Program Expenses	
60300 Age Group Zones	
60310 Lodging	7,000.00
60330 Transportation	6,967.95
Total 60300 Age Group Zones	13,967.95
60700 LSC Clinic/camps/swimposiums	15.14
61100 Officials	
61120 BGC Reimbursement	19.49
61150 Official's Account Expenses	30.75
Total 61100 Officials	50.24
Total 60000 Program Expenses	14,033.33
70000 Operations	
70100 Contract Services	
70110 Accounting Fees	750.00
70140 Contract Staff	2,300.00
70150 Professional Services	1,137.50
Total 70100 Contract Services	4,187.50
70200 Facilities	
70210 Office/Storage Rent	80.00
70220 PO Box	188.00
Total 70200 Facilities	268.00
70300 Bank Charges	190.65
70600 Postage and Shipping	27.42
70700 Office Software and Supplies	59.70
70800 Communications	10.00
70810 CRM Marketing (Mailchimp)	19.50
Total 70800 Communications	29.50
72000 Employee Expenses	
72100 Wages	

	Total
72110 Wages - Base	5,000.00
Total 72100 Wages	5,000.00
72200 Payroll Taxes	382.50
Total 72000 Employee Expenses	5,382.50
Total 70000 Operations	10,145.27
Total Expenses	24,178.60
NET OPERATING INCOME	-1,994.85
OTHER INCOME	
80100 Interest Earned	658.18
81000 Investments	
81090 Other Investment Gain/Loss	60,394.55
Total 81000 Investments	60,394.55
Total Other Income	61,052.73
OTHER EXPENSES	
90400 Investment Expense	1,468.74
Total Other Expenses	1,468.74
NET OTHER INCOME	59,583.99
NET INCOME	\$57,589.14