



2025 Annual House of Delegates Meeting Minutes
Piper Bass Hall, Northeast ISD Campus (San Antonio) or remote via Zoom
Agenda
Sunday, October 5, 2025 at 9:00am

Call to Order – Planning Meeting, 9:03am

BJ Allenstein reviewed the meet bids received, which were posted on the STX website. A bid from SASA was posted during the meeting.

The plan for the 2026 championship meet season as recommended by the Championship Meet Committee and approved by the Board of Directors was reviewed. The plan was posted on the STX website and is attached as Legislative Proposal #7. The slide deck used is also attached to this document.

The planning calendar now includes meets submitted to the Sanction Chair ahead of sanctioning, for visibility and scheduling. A link is posted on the Meets page so clubs can submit their planned meets ahead of time.

A comment from the floor regarding adding time standards for relays and adding relay-only swimmers was discussed.

A comment from the chat regarding meet bids being submitted on top of other bid meets was discussed.

Having no additional bids or changes, the meeting was adjourned at 9:24am.

Call to Order – HOD Meeting, 10:01am

Roll Call – Roll call was completed via voice for those attending in-person and via Zoom. There were 116 registered delegates and 79 were present (41 votes for majority vote (51%) and 53 votes for bylaws vote (67%)).

Reports of Officers and Committee Chairs

The reports were presented in a slideshow format with narration. The slideshow is attached.

A moment of silence was observed to remember two members who passed away this past year, Aubrey Knapper and Brady Harris.

Trey Prinz was recognized for a Lifetime Achievement Award for his outstanding service to the LSC over the past 20 years in various capacities for the LSC.

Our new Athlete Reps, Addison Graham and Lucy Gilbreath, were introduced. Thanks were given to outgoing Athlete Reps Libby Gunn and Fynn Minus for their service.

Legislative proposals were posted on the website. Committee recommendations were used to determine policy via hearings and consensus. We will be utilizing our new voting software today.

Please see the slides for summaries of committee accomplishments over the past year.

Marc Digby gave a brief update and clarification about enforcing the rule prohibiting photography from behind the blocks at swim meets during the start, noting that gentle reminders are preferred to ensure compliance. Officials who observe individuals who aren't complying should involve the meet director or facility staff. Marc's personal recommendation is for a "no phones" policy behind the blocks to make enforcement easier, but this is a facility decision. He will be sending out additional reminders to officials and meet hosts.

Mark Parshall recognized Jessica Evans for all of the work she does for the LSC.

Adoption of 2025 Spring House of Delegates Minutes

The minutes from the 2025 Spring House of Delegates meeting were posted on the STX website in draft form. A motion was made and seconded to approve the minutes from the 2025 House of Delegates meeting on April 6, 2025, with no discussion. ***Motion passes.***

Presentation and Approval of the Annual Budget

Erin Meise, Treasurer, and Garrett Nelson, Finance Vice Chair, presented a slideshow to discuss the 2026 proposed budget and related data to support the amounts based on actual spending or three-year averaging. The slideshow is attached.

There was a suggestion to put short-term investments into money market funds instead of using CDs purchased through Chase Bank. Purchasing the CDs via Chase Bank provides about a 3.5-4.0% yield that is not subject to the mandatory investment fee required by USAS for investment accounts, which costs us 1%.

Tracey Spurgeon noted via chat that the budget for Open Water Zone can be adjusted now that site selection is in Texas (instead of Florida).

There was a question asking if the presented budget includes the legislative proposals. Some are already included and others may require a budget adjustment.

A motion was made and seconded to table approval of the budget until after the legislative proposals and bid meet selections. *Motion passes.*

An amendment was made and seconded to increase the budget for bag tags to \$8,600 and to increase the budget for awards to \$10,400 to include the Summer B Champs meet. *Amendment passes.*

An amendment was made and seconded to reduce the budget for the storage unit from \$1,472 to \$0, reflecting the decision to clear the unit and cancel the lease by the end of 2025. *Amendment passes.*

There was a motion to table the budget approval until the remaining legislative proposals. *Motion passes.*

An amendment was made and seconded to increase the HOD travel budget by \$8,000 to cover member travel. *Amendment passes.*

An amendment was made and seconded to increase the budget for awards to \$11,400 to cover the awards for relays added to the B Champs meets via floor motion. *Amendment passes.*

An amendment was made and seconded to increase the draw from the investment account from \$20,000 to \$30,000 to cover the spending increases for floor motions passed by the HOD. *Amendment passes.*

A motion was made and seconded to approve the budget as amended, to show net income for the year of \$1,385.48. There was a question about the percentage increase of the investment account withdrawal, which is 1.5%. *Motion passes.*

Presentation and Approval of the Annual Financial Review

The AUP (agreed upon procedures) for the fiscal year ending 12/31/2024 was not posted ahead of the meeting but was sent to the Board of Directors upon completion in August, 2025. There were no anomalies in the review. There was a motion and a second to table the approval of the annual financial review so it could be displayed for review prior to adoption. ***Motion passes.***

Erin presented the AUP required by USAS by displaying the report received from the accounting firm that prepared it. STX is following all requirements for vendors, banks, and processes, with all reconciliations being completed and prepared correctly. The AUP and related financial reporting and tax documentation was sent to USAS as required by our LSC Affiliation Agreement. The AUP is attached to these minutes.

A motion was made and seconded to approve the annual financial review with no discussion. Motion passes.

Schedule of Bid Meets

At the planning meeting, only one bid was received for short course B Champs North, B Champs South, STX Champs North, STX Champs South, STAGS, and Senior Champs, and only one bid was received for long course STAGS and Senior Champs. **BJ made a motion that was seconded to accept those bids by acclamation.** Mark Parshall noted that AQTX proposed multiple dates for B Champs North, and motioned to hold that meet on January 17-18. B Champs North was pulled from the acclamation vote. **Amendment to remove B Champs North from the acclamation vote passes. Motion to approve bid meets passes.**

BJ made a motion that was seconded for AQTX to host B Champs North on January 17-18. There was no discussion. Motion passes.

There were three bids received for long course STX: AAAA-AH and AAAA-NE on June 26-28 and HPAC on July 10-12. HPAC withdrew its bid prior to the vote. **A vote was conducted with the bid being awarded to AAAA-NE.**

There were two bids for Summer B Champs—HPAC for July 31-August 2 and SASA for June 13-14. **A vote was conducted with the bid being awarded to HPAC.**

Elections

- Admin Vice Chair - **Jimmy Bynum (WEST) elected by acclamation for first term.**
- Diversity, Equity, and Inclusion Chair - Angie Fain (SYS) is the incumbent, who filled an unexpired term. **Angie elected by acclamation for first term.**
- Senior Vice Chair - no nominee presented. Floor nomination for BJ Allenstein (AAAA-NS). **BJ elected by acclamation for second term.**
- Coach Representative - no nominee presented. Floor nomination for Marcy Parshall (AQTX). Floor nomination for Drew Seelman (BEAQ). Drew was not present to accept the nomination and was disqualified. **Marcy elected by acclamation for second term as Senior Coach Rep.**
- Administrative Review Board - Non-Athlete Member - no nominee presented. There were floor nominations for Grayden Nelson (AAAA-AH), Tim Broughton (WAVE), and Jett Pittman (SASA). A vote was conducted with the stipulation that the individual receiving the highest number of votes would be elected and the runner up would be elected as alternate. **Tim Broughton elected, with Grayden Nelson as alternate.**

- Administrative Review Board - Non-Athlete Member - Alternate - no nominee. **Grayden Nelson elected as alternate.**
- Administrative Review Board - Athlete Member Rosey Pifer (SYS), Fynn Minus (NTRO). A vote was conducted with the stipulation that the individual receiving the highest number of votes would be elected and the runner up would be elected as alternate. **Rosey Pifer elected, with Fynn Minus as alternate.**
- Administrative Review Board - Athlete Member - Alternate Rosey Pifer (SYS), Fynn Minus (NTRO). **Fynn Minus elected as alternate.**

New Business, Resolutions, and Orders

A motion was made and seconded to pass Legislative proposals 1, 2, 4, 5, and 6 by a vote of acclamation. Motion passes.

Legislative Proposal #1

Title: Change to the Officials Committee Organization and Election Process

Submitted by: STX Officials Committee

Proposal: Add an elected Deputy Officials Chair position that automatically succeeds to the position of Officials Chair after 2 years, to then serve a 2-year term as Officials Chair. Effectively, this creates an “Officials Chair Elect” position.

Reasoning: Adding a second “leadership” member to the Officials Committee will allow a second person to have OTS access and allow division of responsibility as well as back-up support when the Officials Chair is unavailable. Adding the second position will also support better transition and succession continuity from one Chair to the next.

Details: This change affects 3 STX governing documents: Bylaws, Policies and Procedures (P&P), and Policies and Procedures Governing Officials (PPGO), as described below.

Effectivity: The current Officials Chair is Marc Digby, and his term is set to end at the Spring 2026 HoD meeting. A first special election for Deputy Officials Chair will be held *as soon as practical* after passage of this proposal in the Fall of 2025. That elected Deputy will succeed to Officials Chair automatically at the Spring 2026 HoD meeting, and the next regular election for the new Deputy will take place prior to the 2026 Spring Hod meeting as prescribed above.

Bylaw Changes

7.2 ELECTED, EX -OFFICIO AND APPOINTED CHAIRS AND COORDINATORS –

.1 ELECTED CHAIRS AND COORDINATORS - Committee chairs and coordinators who are not Board members, but are elected by the House of Delegates, a committee or division,

are as follows: The Deputy Officials Chair, who automatically succeeds to the position of Officials Chair, shall be elected by the Officials registered in South Texas Swimming in accordance with STSI Policies and Procedures.

7.4.6 OFFICIALS COMMITTEE

A. CHAIR - The chair shall be the Officials Chair.

B. MEMBERS - The Committee shall be comprised of the Officials Chair, the Deputy Officials Chair, and at least four other members, each of whom shall be a certified official of STSI. Members shall be appointed by the Officials Chair, with the advice and consent of the Board of Directors, and with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee. ~~The four additional members who are certified officials should represent~~ The Committee members who are certified officials shall include representation from the different geographical areas of the LSC.

C. DUTIES - The duties shall be as outlined in the STSI Policies and Procedures.

P&P Changes

V.H. STX will fund the travel expenses for the STX voting delegates to attend the USAS Annual Business Meeting as identified in § XV. C. South Texas Swimming will also fund members who are appointed or elected to serve as the Junior Coach Representative, the Junior Athlete Representative, (one) Athlete At Large Representative, the STX Open Water Chair, the STX Safe Sport Chair, and the STX Officials Chair or Deputy Officials Chair. STX will also fund members serving on National or Southern Zone committees or USA Swimming subcommittees, including presenters at USA Swimming and USA Swimming Presidential appointments as at-large delegates to USAS Annual Business Meeting, if not funded by USA Swimming.

Appendix F – Election Process

Officials Chair Election Process

~~Officials Chair:~~

The Deputy Officials Chair shall be elected every 2 years in even years, in the 90 days prior to the regular annual House of Delegates meeting.

The term of office shall commence at the conclusion of the annual House of Delegates meeting following the election, or upon appointment if being appointed to fill a vacancy.

The term of office for the Deputy/Officials Chair shall be 4 years, unless filling a vacancy, in which case the successor shall serve the remainder of the original term. The first two years will be served as Deputy Officials Chair, the final two years will be as Officials Chair.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Even Year HoD ->	Odd Year HoD ->	Even Year HoD ->	Odd Year HoD ->	Even Year HoD ->	Odd Year HoD ->
	Odd Year HoD	Even Year HoD	Odd Year HoD	Even Year HoD	Odd Year HoD	Even Year HoD
Officials Chair	Alice	Alice	Bob	Bob	Carol	Carol
Deputy Officials Chair	Bob	Bob	Carol	Carol	Dennis	Dennis

Bob is elected prior to Even Year HoD

Carol is elected prior to Even Year HoD

Dennis is elected prior to Even Year HoD

A vacancy in the position of Officials Chair will be filled by the current Deputy Officials Chair. A vacancy in the position of Deputy Officials Chair will be filled by appointment of the Officials Committee.

To be nominated and elected Deputy Officials Chair, one must be a current Official member of STX in good standing, certified as a Referee for a minimum of two years, and have served as an active member of the STX Officials Committee for at least one year in the past five years or be approved by the STX Officials Committee. No term limit shall apply, other than the automatic succession from Deputy Officials Chair to Officials Chair. So, an outgoing Officials Chair may be elected as the next incoming Deputy Officials Chair.

- All currently registered, non-trainee South Texas Officials are eligible to both nominate and vote for the South Texas Swimming (STX) Deputy Officials Chair. Eligible officials must be in good standing and certified in at least one fully certified (non-apprentice) position.
- The election of the STX Deputy Officials Chair will be conducted by at least two STX Officials Chair Election Representatives who are not STX Officials approved by the Board of Directors. The representative's contact information will be posted on the STX website. During the following process, the STX Officials Chair Election Representatives will keep the Governance Committee apprised of the election process.

All eligible officials will be notified via email and an announcement posted on the South Texas website 9 weeks prior to the Annual meeting notifying the officials that nominations for the STX Officials Chair are open and will stay open until 7 weeks prior to the Annual meeting.

- After the nomination period closes, the STX Officials Chair Election Representative will contact all eligible nominees and confirm via email that they will accept the nomination.
- One week after the nomination period closes, the election ballot will be created and emailed to all eligible officials; the election period will remain open for 3 weeks. The STX website will be updated with the nominees and information as to whom to contact if an eligible official does not receive an election ballot.

- After the election closes, the STX Officials Chair Election Representative(s) and two other non-officials will tally the ballots received and determine if a runoff election is required. If a runoff election is required, the two nominees with the top two overall votes will be distributed to the eligible officials on a runoff ballot with a ten-day return deadline. A notice will be posted on the STX website informing the members of the runoff election. After the deadline for returning ballots has passed, the STX Officials Chair Election Representative and the same two non-officials that tallied the first ballot will tally the runoff ballot. The individual with the highest number of ballots will be considered the newly elected STX **Deputy** Officials Chair and all candidates will be notified of the result. The newly elected **Deputy** Officials Chair will be announced at the HOD meeting.

PPGO Changes:

To be updated accordingly by the Officials Committee upon passage.

Motion passes as submitted by acclamation.

Legislative Proposal #2 – Safe Sport Grant Program

Title: Establishment of a Safe Sport Grant Program

Submitted by: Cody Mackall, Safe Sport Chair

Proposal

The Safe Sport Chair wishes to establish a Safe Sport Grant Program to encourage and support clubs in achieving and maintaining USA Swimming Safe Sport Club Recognition.

- **Initial Certification Grant:** Clubs achieving Safe Sport Club Recognition (SSRP) for the first time will be eligible to receive a grant of **\$350**.
- **Renewal Certification Grant:** Clubs successfully renewing their Safe Sport Club Recognition will be eligible to receive a grant of **\$150**.
- **Voluntary Participation:** Clubs are not required to apply for the grant; it will remain an optional incentive.
- **Application Process:** Clubs choosing to apply must submit a request to the **STX Safe Sport Chair**, who will verify the club's Safe Sport status with USA Swimming and authorize the **STX Treasurer** to release funds.

Reasoning

With the removal of the requirement for clubs to be Safe Sport Recognized to host a sanctioned meet, South Texas Swimming should maintain momentum and encourage clubs to voluntarily pursue and sustain Safe Sport Recognition.

The Safe Sport Grant Program:

1. Provides an **incentive without mandate** for clubs to participate.
2. Offers **financial support** to offset costs associated with completing or renewing SSRP.
3. Reinforces STX's mission to provide safe, healthy, and positive environments for all members while respecting club autonomy.

Details

1. The Safe Sport Chair would be responsible for verifying club recognition/renewal and authorizing the Treasurer to issue funds.
2. Verification will include confirmation through the USA Swimming Safe Sport database.
3. Funds will be distributed to the club's account on file with STX.
4. Annual budget allocation for the Safe Sport Grant Program would be established by the Finance Vice Chair and approved by the Board of Directors and/or House of Delegates as part of the yearly budget cycle.
5. The program could be recorded in **Section XI: Financial Assistance** as a dedicated subsection titled *Safe Sport Grant Assistance*.

Effectivity

This policy would take effect upon approval by the STX House of Delegates, with an effective date of 1 September 2025.

In addition to Section II.E.11 – Safe Sport Chair Duties

(Insert as item g.)

g. Administer and oversee the **Safe Sport Grant Program**. The Safe Sport Chair shall verify initial and renewal Safe Sport Club Recognitions, and upon confirmation, authorize the STX Treasurer to release grant funds to eligible clubs. Participation in the grant program would be voluntary, and clubs must apply through the Safe Sport Chair for approval.

New Subsection – Section XI.J. Safe Sport Grant Assistance

J. Safe Sport Grant Assistance

1. Purpose: To provide financial incentives to South Texas Swimming clubs that achieve or renew USA Swimming Safe Sport Club Recognition, thereby supporting a safe and positive environment for athletes, coaches, volunteers, and families.
2. Eligibility:
 - a. Clubs achieving Safe Sport Club Recognition for the first time would be eligible to receive a **\$350 grant**.
 - b. Clubs renewing their Safe Sport Club Recognition would be eligible to receive a **\$150 grant**.
 - c. Participation in this grant program would be voluntary.
3. Application:
 - a. Clubs would apply through the STX Safe Sport Chair.
 - b. The Safe Sport Chair would verify the club's certification or renewal through the USA Swimming Safe Sport database.
 - c. Upon verification, the Safe Sport Chair would authorize the STX Treasurer to release the grant funds to the club.
4. Payment:
 - a. Funds would be distributed to the club's account on file with STX.
 - b. Grants would be issued once per recognition or renewal cycle.
5. Budgeting:
 - a. The Finance Vice Chair would include an annual budget allocation for Safe Sport Grant Assistance as part of the financial planning cycle.
 - b. Any adjustments to grant amounts or eligibility would require approval by the STX Board of Directors or House of Delegates.

Motion passes as submitted by acclamation.

Legislative Proposal #3

House of Delegates Travel Reimbursement (Policies & Procedures, Section V.C)

Submitted by Jessica Evans, UN

Rationale: The LSC should pay members' travel expenses to the HOD meeting when the meeting is required and there is no virtual option available so the LSC is not reimbursing thousands of dollars each year for elective travel expenses.

Current policy:

V. Meetings

C. The location of the Annual Meeting will be held in San Antonio, on a date to be voted on at the previous year's House of Delegates meeting. The LSC will provide financial assistance to voting delegates traveling from more than 100 miles away from the HOD meeting who stay for the entire meeting and who apply for assistance. The process for documenting this request is the same as that outlined in Sections X.D.3 through X.D.5 of these Policies and Procedures.

Proposed Change:

V. Meetings

C. The location of the Annual Meeting will be held in San Antonio, on a date to be voted on at the previous year's House of Delegates meeting. For meetings held after October 5, 2025, when attendance at the meeting is required, the LSC will provide financial assistance to voting delegates traveling from more than 100 miles away from the HOD meeting who stay for the entire meeting and who apply for assistance. The process for documenting this request is the same as that outlined in Sections X.D.3 through X.D.5 of these Policies and Procedures.

A motion was made and seconded to open discussion. There was discussion on paying members' travel costs with a proposed change to allow members within 60 miles to submit for reimbursement of up to \$200 with proper documentation of expenses paid, but no data was provided about how much money would be required for funding.

A motion was made and seconded to call the question to end discussion. *Motion passes.*

An amendment was made and seconded to change the travel policy to up to \$200 in reimbursement with proper documentation for member travel of more than 60 miles.

Amendment fails.

The motion fails.

Legislative Proposal #4

House of Delegates Travel Reimbursement (Policies & Procedures, Section XIV.1)

Submitted by Jessica Evans, UN

Rationale: Starting in 2026, board member elections will be conducted in April instead of in October. Planning for the Age Group Zones (AGZ) team must begin in December and January prior to the meet to secure hotel and airline reservations, local travel accommodations, team gear sizing and ordering, social opportunities, managing athlete and coach applications and selections, and meal planning. This planning may be initiated, managed, and completed by someone who may not be re-elected or may not choose to run again. To ensure a smooth transition between AGZ chairs, the outgoing AGZ Chair should be selected as one of the assistant coaches for AGZ meet in the first year of the new AGZ's term, so the person with detailed knowledge of the trip planning and previous AGZ coaching experience attends the meet. This requirement only applies when there is a change in the AGZ position.

The second change is to clarify that AGZ coaches must travel to and from the meet with the team, because they are also chaperones to ensure supervision of minor athletes.

Current policy:

XIV. Southern Zone Championships

USAS has divided all of the LSCs into four geographical Zones. STX is assigned to the Southern Zone. When STX participates in the Zone Championships, the following procedures will apply:

1. Meet staffing

- a. The Zone Team's Head Coach will be the STX Age Group Vice Chair or designee.
- b. A Zone Meet Coordinator (ZMC) may be named by the Head Coach within 15 days of her/his selection whose name will appear in the minutes of the HoD should the Head Coach request assistance with the organization and logistics of the Zone trip.
- c. The ZMC and/or the Head Coach is responsible for all arrangements for team selection, travel, meals, lodging, equipment, uniforms, chaperones, recreational opportunities, etc.
 - 1) The responsible parties may form a task committee of volunteer coaches and/or parents to assist these efforts.
 - 2) A comprehensive report as to the status of these responsibilities, including staffing, itinerary and estimated costs will be presented to the HoD.

d. The Zone Head Coach will select the assistant coaches.

1) The coaching staff will consist of no more than six (6) assistants and the Head Coach. The Head Coach may choose to include fewer assistants as team size may dictate.

2) Each assistant will be assigned responsibility for an age group, 11-12, 13-14 women and men. The assistant coaches are responsible for assisting in the selection of swimmers for their particular age group, internal communication, and selection of events.

3) The coaches are required to travel with the Zone Team and, in addition to their coaching duties, serve as chaperones.

Proposed Change:

XIV. Southern Zone Championships

USAS has divided all of the LSCs into four geographical Zones. STX is assigned to the Southern Zone. When STX participates in the Zone Championships, the following procedures will apply:

1. Meet staffing

a. The Zone Team's Head Coach will be the STX Age Group Vice Chair or designee.

b. A Zone Meet Coordinator (ZMC) may be named by the Head Coach within 15 days of her/his selection whose name will appear in the minutes of the HoD should the Head Coach request assistance with the organization and logistics of the Zone trip.

c. The ZMC and/or the Head Coach is responsible for all arrangements for team selection, travel, meals, lodging, equipment, uniforms, chaperones, recreational opportunities, etc.

1) The responsible parties may form a task committee of volunteer coaches and/or parents to assist these efforts.

2) A comprehensive report as to the status of these responsibilities, including staffing, itinerary and estimated costs will be presented to the HoD.

d. The Zone Head Coach will select the assistant coaches.

1) The coaching staff will consist of no more than six (6) assistants and the Head Coach. When a new Age Group Chair is elected by the House of Delegates or appointed by the Board of Directors, the outgoing Age Group Chair shall be selected as one of the six assistant coaches for the

Age Group Zones team in the first year of the new Age Group Zones Chair's term. The Head Coach may choose to include fewer assistants as team size may dictate.

2) Each assistant will be assigned responsibility for an age group, 11-12, 13-14 women and men. The assistant coaches are responsible for assisting in the selection of swimmers for their particular age group, internal communication, and selection of events.

3) The coaches are required to travel both to and from the meet with the Zone Team and, in addition to their coaching duties, serve as chaperones.

Motion passes as submitted by acclamation.

Legislative Proposal #5

Title: Time limit for officials to request reimbursement of fees

Submitted by: Marc Digby, LSC Officials Chair and Erin Meise, LSC Treasurer

Proposal: Add an 18-month time limit for officials to request reimbursement of registration and BGC fees

Reasoning: The LSC currently reimburses officials in good standing for registration and background check fees. While it makes sense to allow a reimbursement for this year's fees and/or last year's fees (if the official was ineligible last year because still an apprentice), it's not practical from a budget or tracking standpoint to allow reimbursement for multiple previous years.

Details: This change affects 2 STX governing documents: Policies and Procedures (P&P), and Policies and Procedures Governing Officials (PPGO), as described below.

P&P Changes

XI.I Officials' USAS Registration and Criminal Background Checks (BGC): Officials may request STX reimbursement of their annual USAS and BGC fees when these fees are paid by the official. When the annual USAS fee is paid by the official's club, the club may request reimbursement of the fee. Reimbursement is not automatic; please note the following conditions for reimbursement.

1. Annual USAS registration fees....
2. Background check fees....

3. Request for reimbursement must be made within 18 months of the date of the charge incurred.

PPGO Changes:

Section IV, to be updated accordingly by the Officials Committee upon passage.

Motion passes as submitted by acclamation.

Legislative Proposal #6

Title: Updating the “Diversity, Equity, and Inclusion” (DEI) board position title and committee name to “Diversity, Inclusion, and Community Engagement” (DICE) board position title and committee name.

Submitted by Jessica Evans, UN and Angie Fain, SYS (Current DEI Chair)

Rationale: USA Swimming has updated its DEI director title and division to DICE, to better align with the role of the division. LSCs are not mandated to make this change but have the option to do so, if desired.

If passed, this change would update the DEI Chair and committee to DICE in the South Texas Swimming Policies and Procedures (in Section !!), the LSC Bylaws (in Article 5), and on the STX website (LSC Governance page and D.E.I. page).

Motion passes as submitted by acclamation.

Legislative Proposal #7

Championship Meet Committee Meeting

August 21, 2025

Proposed STX Championship Meet Formats and Target Dates

There will be a meeting on September 4 at 8:00pm for STX coaches to provide feedback on the changes listed below before this is submitted as a legislative motion at the House of Delegates meeting on October 5. All changes listed are proposed at this time and subject to approval by the HOD.

General Changes to STX Championship Meets:

- There will be one entry deadline of noon on the Monday prior to the meet. **Rationale:** To reduce the amount of work required for both teams and meet hosts to manage entries using two entry deadlines.
- The 15-18 age group will be combined and will use the 15-16 meet time standard consistently across all STX championship meets. **Rationale:** To increase participation for 17-18s.
- The Championship Meet Committee will propose legislation at the HOD meeting to remove the requirement preventing STX sanctioned meets to occur on the same weekends as an LSC championship meet with the same time standards. **Rationale:** Clubs are using Block Party sanctions to host meets with no time standards on championship meet weekends as a work-around so we have no way to enforce this rule. Our LSC wants to promote competitions for all athletes.

Comments:

- The “target dates” included below are based on the dates for TAGS, Sectionals, and high school championship meets. These target dates are *ideal dates* and are dependent on facility availability for large competitions in the LSC.
- For planning purposes, please check the [STX meet calendar](#) for scheduled meets received from hosts and for meets already sanctioned, high school championships, and USAS/TAGS championships. (You can add your club’s meets to the calendar using [this form](#).)
- Bids for 2026 STX Championship meets are now being accepted. Clubs interested in hosting should complete the championship meet bid form posted [here](#) by October 1. Bids will be posted on the [STX meet calendar](#) as they are received.
- Controlling the meet size is a consideration as it relates to timelines and facility availability and capacities.
- B Champs will continue as a timed finals meets. All other meets (STX, STAGS, and Senior Champs) will continue as prelims/finals meets.
- Athletes with disabilities may enter all LSC championship meets using the P1, P2, or P3 parallel time standards. (All time standards can be found [here](#).)
- The goal is to promote championship meets for developmental to highly competitive athletes to promote athlete development, retention, progression, and success.
- For meets that will be split North and South (to control meet sizes), the proposed zones are below, to balance the meets with an equal number of athletes as much as possible. In 2025, these same alignments provided zoned meets of equal size. Once approved by the HOD, all teams and all locations of teams will be restricted to entry for the zoned meet only so we can meet the goal of balanced participation.

- **North Zone:** AQTX, CAA, CCSS, COTA, FISH, HCA, LIFE, LSAC, NTRO, PFPP, PLAT, RUSH, SGA, TEXE, TST, TXLA, WLOO, WWW, UN athletes living in North zone
- **South Zone:** AAAA, ASC, BAS, BEAQ, C3S, CCLR, CLAN, CLOV, HILL, HOT, HPAC, MMA, MSC, MVSC, SASA, SEAL, SRG, STSA, SYS, TCA, VTAC, VTX, WAVE, WEST, WOW, WWAC, YMCA, UN athletes living in South zone
- (*Note: After the meeting, TCA was changed to RGV.)

2026 Proposed Short Course Championship Meet Changes

SC B Champs -

- No changes to 2025 meet format or events, will still split North and South.
- Option for the meet host to run this meet as a 2.5 day meet (instead of a 2 day meet) with distance events on Friday.
- Use 15-16 B time standard for all athletes ages 15-18 and continue to combine 15-18s for competition and awards.
- Qualifying times:
 - One provable B time to enter the meet
 - Up to two bonus events with provable times slower than B
 - Seven total events including any bonus and time trial events
- Target dates:
 - Any date in January

SC STX Champs -

- No changes to 2025 meet format or events, will continue to split North and South.
- Use 15-16 BB time standard for events and 15-16 B time standard for bonus events for all athletes ages 15-18 and continue to combine 15-18s for competition and awards.
- Qualifying times:
 - One provable BB time to qualify for the meet
 - Up to two bonus events with provable B times
 - Seven total events including any bonus and time trial events
- Target dates:
 - 1/23-25
 - 1/30-2/1
 - 2/6-8
 - 2/13-15

SC STAGS -

- No changes to age groups or to 2025 event time standards and meet format. This will continue as a 14&Under meet.

- Confirm number of heats in finals:
 - 10&U - 2
 - 11-12 - 3
 - 13-14 - 3
- Qualifying times:
 - At least one provable A or faster time to qualify for the meet
 - Up to two bonus events with provable BB times
 - Seven total events including any bonus and time trial events
- Target dates:
 - 2/20-22

SC Senior Champs -

- No changes to 2025 event time standards or meet format.
- Change this meet's ages from all ages to 13-18. **Rationale:** Feedback from athletes and coaches was not supportive of younger athletes being included in a "senior" meet.
- Use 15-16 A and faster time standard for all ages and 15-16 BB time standard for bonus events for all ages.
- Confirm number of finalists in finals - 40 athletes back to finals
 - 4 or 5 heats depending on the number of lanes (4 heats x 10 lanes or 5 heats x 8 lanes)
- Finals will qualify only by time (and will not have finals based on swimmer age).
- Qualifying times:
 - At least one provable 15-16 A time to qualify for the meet
 - Up to two bonus entries with provable 15-16 BB times
 - Seven total events including any bonus and time trial events
- Target dates:
 - 2/27-3/1

Other Important information

- TAGS - March 6-9 - Mansfield
- Sectionals - March 6-9 - Justin

2026 Proposed Long Course Championship Meet Changes

Summer B Champs -

- Offer SCY timed finals meet for B swimmers. **Rationale:** To add a championship meet for athletes finishing summer league and for developmental athletes to promote retention of these athletes in the sport and through the summer months and into the fall. Moving B swimmers from the LC STX meet to their own meet will also serve as a way to control the LC STX meet timelines.
- One location (not North/South).
- Will include the same events and on the same days as the SC B Champs meet.
- Option for the meet host to run this meet as a 2.5 day meet (instead of a 2 day meet) with distance events on Friday.
- Sessions will be conducted by age group (10&U, 11-12, 13-18) to promote short timelines.
- Use 15-16 B time standard for all athletes ages 15-18 and continue to combine 15-18s for competition and awards.
- Qualifying times:
 - One provable B time to enter the meet
 - Up to two bonus events with provable times slower than B
 - Seven total events including any bonus and time trial events
- Target dates:
 - Any time late June or early July

LC STX Champs -

- No changes to 2025 meet format or events and will be conducted at a single location.
- Use 15-16 BB time standard for events and 15-16 B time standard for bonus events for all athletes ages 15-18 and continue to combine 15-18s for competition and awards.
- Change bonus limit to 3 bonus events for the meet. **Rationale:** The 2025 meet included one BB cut and up to 6 bonus “B” events, which caused long timelines. More than 50% of the entries at the meet were B times.
- Qualifying times:
 - One provable BB time to qualify for the meet
 - Up to three bonus events with provable B times
 - Seven total events including any bonus and time trial events
- Target dates:
 - June 26-28
 - July 17-19

LC STAGS -

- No changes to age groups or to 2025 event time standards and meet format. This will continue as a 14&Under meet.
- Confirm number of heats in finals:
 - 10&U - 2
 - 11-12 - 3
 - 13-14 - 3
- Qualifying times:
 - At least one provable A or faster time to qualify for the meet
 - Up to two bonus events with provable BB times
 - Seven total events including any bonus and time trial events
- Target dates:
 - July 9-12

LC Senior Champs -

- No changes to 2025 event time standards and meet format.
- Change this meet's ages from all ages to 13 and over (allowing college students to compete). **Rationale:** To make this a "true" senior meet and to address feedback from athletes and coaches that having younger athletes at the meet did not promote a "true" senior championship.
- Use 15-16 A and faster time standard for all ages and 15-16 BB time standard for bonus events for all ages.
- Confirm number of finalists in finals - 40 athletes back to finals
 - 4 or 5 heats depending on the number of lanes (4 heats x 10 lanes or 5 heats x 8 lanes)
- Finals will qualify only by time (and will not have finals based on swimmer age)
- Qualifying times:
 - At least one provable 15-16 A time to qualify for the meet
 - Up to two bonus entries with provable 15-16 BB times
 - Seven total events including any bonus and time trial events
- Target dates:
 - July 24-26

Other Important information

- TAGS - July 23-26 - TAMU
- Sectionals - July 9-12 – UT (*Note: date was updated to July 15-18)

An amendment was made and seconded to include relay-only swimmers at all LSC championship meets in only the A relay and only when there are exactly three eligible swimmers available for the relay. There were concerns about the timeline with allowing relays. It was clarified that relay-only swimmers will not be eligible to participate in individual events. Relay-only swimmers can participate in time trials, if offered. There was discussion about creating time standards based on aggregate times for the four athletes, which was rejected based on the possibility that time standards for relays may eliminate four eligible swimmers from swimming on a relay if they do not have the relay time standard.

There was no data available for the amendment to determine the impact on the timelines of these meets. A suggestion was made to ask the Championship Meet Committee to research the proposal to determine the impact on the timeline and to create time standards for all relays at all meets. It was agreed that this would require a lot of work to determine.

A motion was made and seconded to call the question. Motion passes.

The previous amendment was withdrawn and the amendment was restated and seconded as allowing one relay-only swimmer only when three eligible swimmers are available and only on the A relay for all LSC championship meets. Amendment passes.

An amendment was made and seconded to add an A relay only in the 200 Free Relay and 200 Medley Relay to B Champs, with one relay on each day. Amendment passes.

Motion passes as amended.

Mark Parshall commended BJ and the Championship Meet Committee for zoning the 2025 north and south meets to be equal in size. There was a recommendation from the floor to alternate which days the events occur for each year.

Mark noted that creating policy at the HOD meeting via floor motions is difficult and encouraged individuals to attend the committee meetings so discussions could happen ahead of the meeting and with proper consideration of data. The Championship Meet Committee called two meetings in August to discuss the 2026 meet planning and only had one coach and one official attend.

--Greg Spano of Platinum Aquatics made a motion with a second to release his team and Tiger Shark of Texas and Bell and Milam counties from South Texas Swimming. It was noted that an appeal for the same motion that was defeated at the April 2025 STX House of Delegates meeting was rejected by the 2025 USA Swimming House of Delegates. A clarification was made that South Texas Swimming would consider a new motion to release the teams but not the counties or facilities, because this has already been rejected by the USAS HOD.

An amendment was made and seconded to release the teams from South Texas Swimming but not the facilities and counties. There was discussion to allow the teams in Milam and Bell

County to choose whether to sanction meets through South Texas Swimming or Gulf Swimming, citing that Indiana and Kentucky Swimming allow facilities to choose the sanctioning LSC. This point was disputed. The amendment was restated as releasing Tiger Shark and Platinum Aquatics from South Texas Swimming and was seconded. Greg Spano rejected the amendment and wanted the motion to include releasing the teams, their facilities, and the counties.

Clarification was made by the Parliamentarian that the person making the motion does not need to give permission to accept the amendment and that the vote to release the two teams from South Texas Swimming could proceed to a vote of the HOD.

A motion was made and seconded to call the question and to close discussion. Motion passes.

A point of order was made from the chat to request clarification on the motion from USA Swimming due to conflicting information.

A motion was made and seconded to table the motion. Motion passes.

--A motion was made and seconded to destroy all ballots. Motion passes.

--A motion was made and seconded to schedule the Spring HOD meeting for Sunday, April 12, 2026, to be conducted virtually. Motion passes.

Unfinished (Old) Business

None

Adjournment

A motion to adjourn the meeting was made and seconded. **Motion passes.**

Meeting adjourned at 1:40pm.

Welcome to the 2025 Planning Meeting!

Voting credentials will be sent to registered delegates via text to the number your team provided when we have our first vote.



Championship Meet Bids & Proposed Meet Formats

Info is posted here



Champs Meet Proposed Changes

All meets – entries due the Monday prior to the meet
(not two entry deadlines)

B Champs and & STX – 15-16 time standards for 15-18

STAGS is 14&U

Senior Champs is ages 13-18 (SC) and ages 13&Over
(LC)

Senior Champs is still 15-16 “A” time standard for
entry with 15-16 “BB” time standard for bonus events

Champs Meet Proposed Changes

Senior Champs finals by time
(not by age) – top 40 athletes

LC Senior Champs allows
college athletes to compete

LC STX allows three bonus
events (at B time standard)

Zones for North/South

Same as last year – divisions worked perfectly to create equal meet sizes.

North Zone: AQTX, CAA, CCSS, COTA, FISH, HCA, LIFE, LSAC, NTRO, PFPF, PLAT, RUSH, SGA, TEXE, TST, TXLA, WLOO, WWW, UN athletes living in North zone

South Zone: AAAA, ASC, BAS, BEAQ, C3S, CCLR, CLAN, CLOV, HILL, HOT, HPAC, MMA, MSC, MVSC, SASA, SEAL, SRG, STSA, SYS, TCA, VTAC, VTX, WAVE, WEST, WOW, WWAC, YMCA, UN athletes living in South zone

Short Course Bids Received

SC B Champs South AAAA-AH
(1/9-1/11 or 1/10-1/11)

SC B Champs North AQT
(1/17-1/18, 1/31-2/1, or 2/7-2/8)

SC STX Champs South HPAC
(2/13-2/15)

SC STX Champs North AQT
(2/7-2/9)

Short Course
Bids Received

SC STAGS 14&U
AAAA-NS (2/20-
2/22)

SC Senior Champs
13-18 AAAA-NE
(2/27-3/1)

Long Course
Bids Received

LC STX Champs AAAA-
SW (6/26-6/28)

LC STX Champs AAAA-
NE (6/26-6/28)

LC STX Champs HPAC
(7/10-7/12)

Long Course Bids Received

LC STAGS 14&U AAAA-NS 7/9-7/12)

LC Senior Champs 13&Over
AAAA-NE (7/24-7/26)

Summer B Champs (SCY)
HPAC (7/31-8/2)

Summer B Champs SCY
(SASA) 6/13-6/14

Championship Meet Bid Form

Bids close when this meeting is adjourned



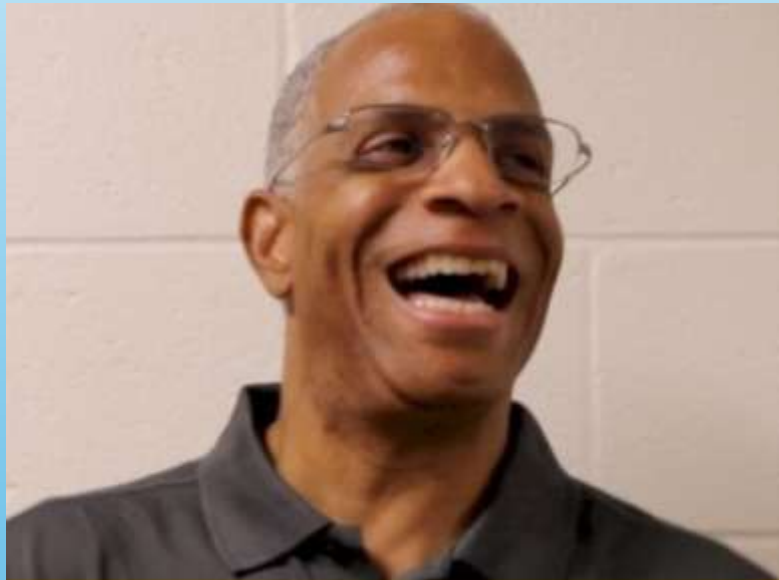
Welcome to the 2025 Annual House of Delegates Meeting!

Voting credentials will be sent to registered delegates via text to the number your team provided when we have our first vote.

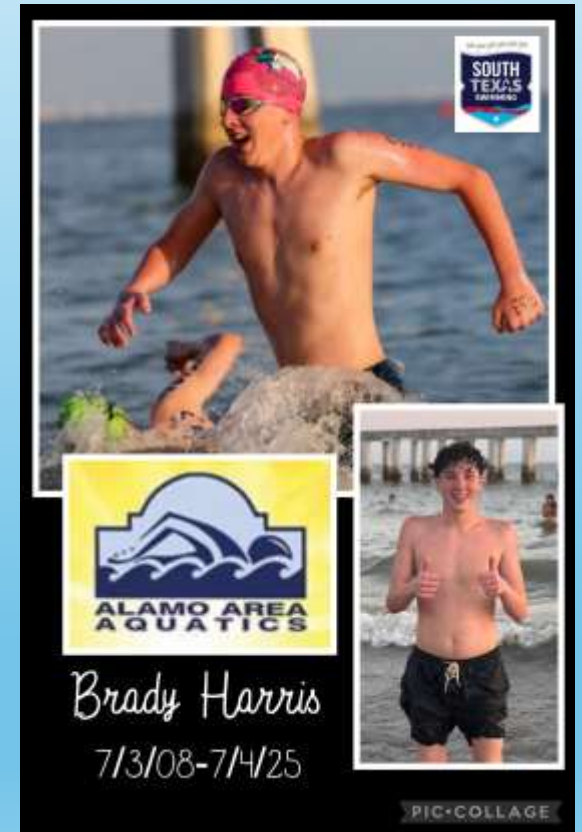


In Remembrance

Coach Aubrey Knapper, GOLD



Athlete Brady Harris, AAAA



STX Lifetime Achievement Award

South Texas Swimming awards a USA Swimming lifetime membership to members who have demonstrated outstanding leadership, service, and dedication to the LSC.

**Congratulations &
Thank You!
Trey Prinz**

HOD Documents



House of Delegates Meeting

Bid meets posted on the website for review

Legislation posted on the website

Proposals from committees after soliciting support

New voting software

Two meetings each year (elections again in April, budget approval in October)

Athlete Committee

Established an athlete committee that meets regularly & coordinated the 2025 STX Athlete Leadership Summit.

Worked with the LSC registrar to promote the Class of 2025 STX scholarships and participated in the selection process.

Athlete Leadership Summit included content relevant to athletes and future leaders for 55 athletes from across the LSC.

Promoted committee membership for athletes in the LSC.



Officials Committee

Launched Junior Officials program

Staffed 5 Officials Qualifying Meets (OQM) with local and national evaluators, providing opportunities for STX officials

4 LSC OQM meets led by first-time-this-meet STX referees

Hosted 5 clinics for STX officials on various topics including new position advancement and national meet attendance

Attended 3 club “new parents” meetings to help recruit officials

Published updated online guidance for prospective, apprentice, and new officials

Updated Officials “Performance Guides” for each position, and was asked to present our LSC process to national audience

Hosted an LSC-wide officials seminar for 60 prospective and current officials to register new officials and provide mentoring and support



Age Group Committee

Attended Age Group Zones

April 5, 2025 Athlete Clinic @ Blossom Athletic Center, featuring Josh Davis and Erika Connelly Brown

115+ STX athletes attended



Open Water Zones



Age Group Zones



Team of 50 swimmers including two
Para swimmers
3rd place overall finish
Highest finish ever for STX!



Zones High Point Awards

11-12
Boys
Individual
Scores

1st Alex Kirsling - 120 points

13-14
Girls
Individual
Scores

2nd Charissa Higgs - 85 points

3rd Liana Marek - 81 points

13-14
Boys
Individual
Scores

2nd Edmond Reynolds -108 points

Two new Southern Zone records (100 & 200 BR)

New National Age Group Relay Records



Governance Committee

Bylaws changes allowing elections of directors in April and budget adoption in October allows for better transitioning for new board members

Reviewed STX Policies & Procedures to update and ensure accuracy

Support for onboarding new board members

Coach Committee

Recertification clinic at April
HOD meeting

Coach clinic (April)

Coach socials during
championship meets

Grant support for USA Swimming
Coach Development Academy



DEI Committee

Worked with DEI athlete rep to present a social media posting program that would highlight athletes that are under-represented in USA Swimming.

Worked with the LSC registrar & treasurer to help streamline procedures for outreach athlete swim meet reimbursement policies.

Sanctioning

No more splash fees for any STX sanctioned meets

Sanction fee is based on the number of days of your meet

Meets with conflicting time standards can be sanctioned on bid meet weekends

You can sanction intrasquad, dual, and development meets with only three officials

Removed the SSRP and HOD attendance requirements for meet hosts

Meets posted to the website ahead of sanctioning so clubs can plan their schedules

Communications & Social Media

Newsletters sent several times monthly to head coach and club contacts

Social media posts reach athletes, coaches, and parents

Increased number of followers on social media

Promotion of LSC events and opportunities for members, recognition of athletes and clubs, and reminders for deadlines

Meet statistics for champs meets

Registration

Registration page on the STX website includes help links for members and clubs

Members complete registrations correctly about 95% of the time

Reminders are sent directly to all new nonathlete members with help to complete registration requirements

Athletes needing APT are sent direct email reminders

“Not in good standing” reports sent to clubs on a regular basis

Many registration problems are caught by daily report audits

Times Officers

Meet recons for athletes and coaches are usually completed upon receipt

Detailed feedback is provided by the LSC on how to clear each error

The LSC proactively fixes registration and time issues

Meet results uploaded to SWIMS and the South Texas site

Meet corrections and/or requests for splits are made quickly

Active monitoring of the error tank to correct times errors and times anomalies

Championship Meet Committee

Order, manage, and distribute bag tags & awards for championship meets

Championship meet planning, including zoning meets north and south, meet analysis and statistics, and managing bids

Creation of the championship meet templates and meet databases

Safe Sport Committee

Policy Implementation & Education – Successfully rolled out the updated USAS MAAPP policy for club compliance in Jan 2025 & provided education on new standards such as electronic communication hours, locker room conduct, and parent training

Safe Sport Questionnaire & Awareness – Completed and analyzed an LSC-wide Safe Sport survey, revealing high awareness of principles but highlighting gaps in reporting confidence and electronic communication guidelines. Findings guided training priorities and communication improvements

Case Monitoring & Resolution – Proactively monitored and managed multiple Safe Sport complaints throughout the year, closing and rectifying cases from Oct 2024 and Sep 2025, while consistently coordinating with USA Swimming Safe Sport Team and the National Board of Review

Community Engagement & Education – Spoke with over 10 families to improve understanding of reporting procedures, addressed increasing concerns such as cell phone use in locker rooms, and worked to shift culture beyond “check-the-box” training toward true engagement

Strengthened Governance & Resources – Updated the LSC website with current Safe Sport materials, facilitated regular Safe Sport Committee meetings, participated in national/zone calls, and provided strategic direction through reports and HOD presentations to reinforce Safe Sport culture across the LSC

Treasurer

Invested \$200K of STX checking account balance in Chase CDs, earning \$3,583.88 in interest income (compared to \$2.30 in prior year)

Paid ~150 bills through BillPay and ~60 bills through Zelle saving \$163 in stamps (plus checks, envelopes, ink, etc)

Requested athlete copays for Age Group & Open Water Zones through Zelle saving approximately \$1,350 in transaction processing fees

Started using credit cards through Chase to reduce account vulnerabilities and earn points for Cash Back, earning \$2,116 so far this year

Year over year savings/earnings by changing banks and new processes: \$7,210

....more on financials in the Treasurer presentation

**ONLY VOTE IF YOU ARE A
COACH!**

Coach of the
Year Award
Closes @ 11:00





South Texas Swimming LSC Proposed Budget

HOD Meeting October 5, 2025

Changes from 2025 to 2026

- Splash Fees eliminated, as of 9/1/2025
- Membership Dues will double from 2025 to 2026
- Significant increase in Sanction Fees
- Expense budgets based on current year data, 2026 locations where applicable and 3 year averages
- Overall budget growth reflects higher participation & fees

SOUTH TEXAS
SWIMMING

Income

How we fund our operations

2025 & prior

2026

**LSC portion of USAS
Membership**

**Premium Athlete, Coach and
Official = \$20**

Outreach = \$2

Sanction Fee = \$25/meet

Splash Fees = \$1.25

**LSC portion of USAS
Membership**

**Premium Athlete, Coach and
Official = \$40**

Outreach = \$2

Sanction Fee = \$175/day

Splash Fees = \$0

Program Income

47000 Program Income

47100 Membership Dues	\$313,643.00
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Total 47100 Membership Dues	\$313,643.00
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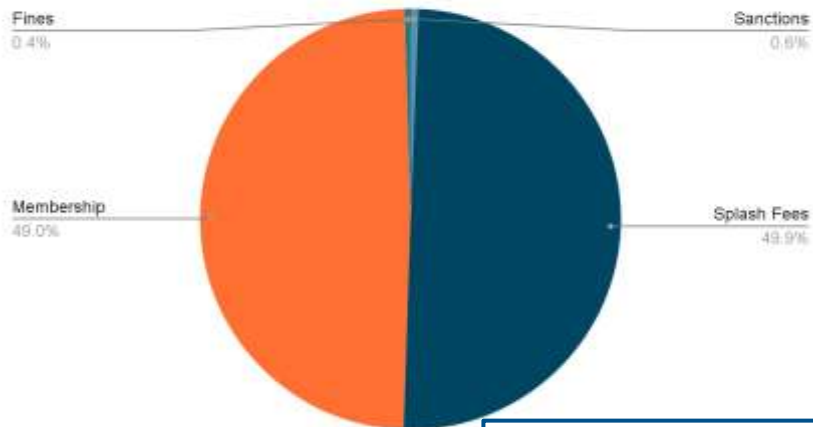
47200 Splash Fees	\$0.00
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47300 Sanction Fees	\$46,900.00
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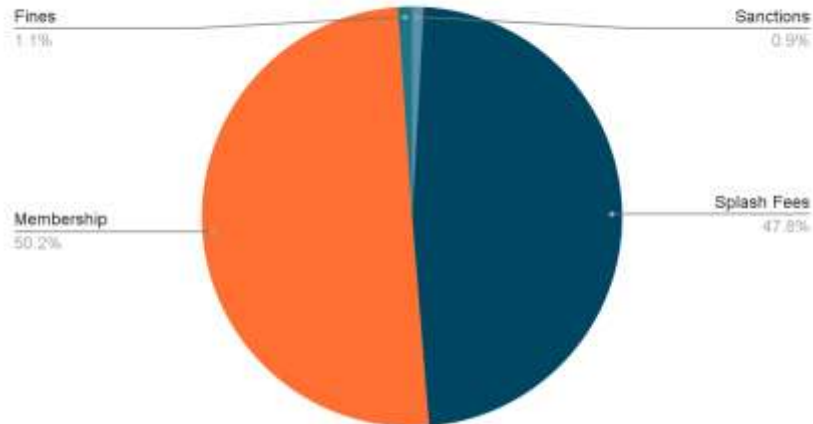
47400 Fines	\$2,000.00
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Total 47000 Program Income	\$362,543.00
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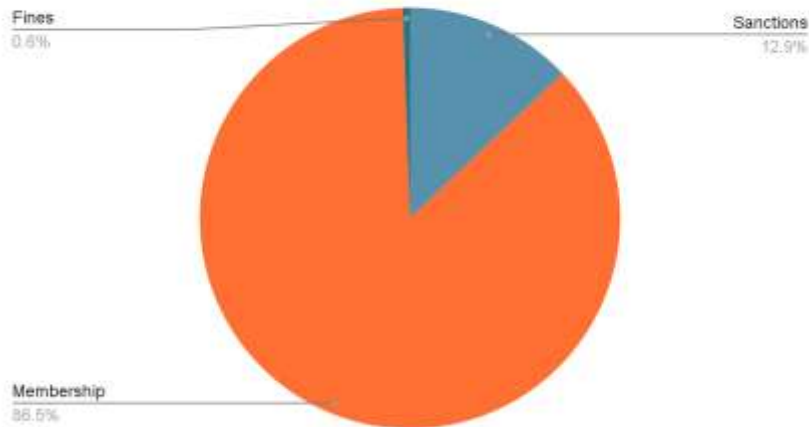
2024 Income



2025 Actual YTD



2026 Projection



Membership

Splash Fees

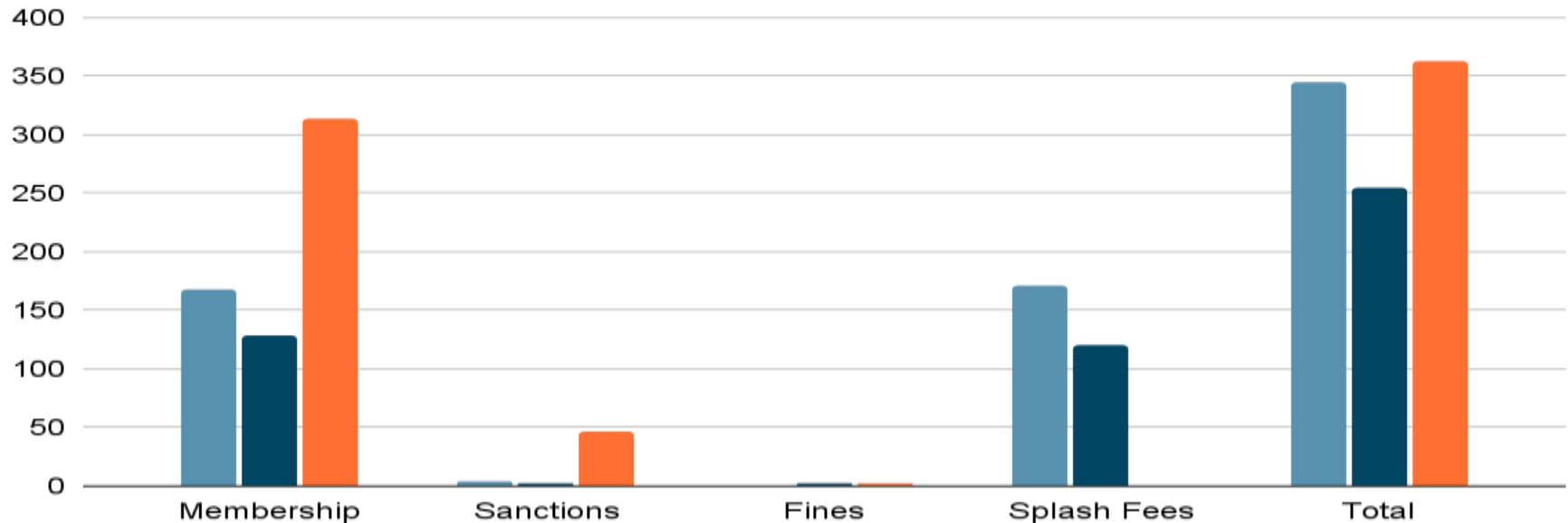
Sanctions

Fines

2024 Actuals v 2025 Estimate v 2026 Budget

2024 Actual \$ v 2025 Estimate v 2026 Budget

2024 2025 2026



SOUTH TEXAS
SWIMMING

Programs

ATHLETE PROGRAMMING

AGE GROUP ZONES

\$73,300

54 ATHLETES

OPEN WATER ZONES

\$44,200

48 ATHLETES

OUTREACH

\$15,000

~35 ATHLETES

ATHLETE COMMITTEE

\$5,000

ALL ATHLETES

NATIONAL MEET REIMB.

\$65,000

72 ATHLETES

SCHOLARSHIPS

\$6,000

6 ATHLETES

ATHLETE PROGRAMMING

OW DEVELOPMENT

\$5,000

OW SWIMMERS

LSC CAMPS/CLINICS

\$10,000

ALL SWIMMERS

ZONE SELECT CAMP

\$2100

7 ATHLETES

SOUTH TEXAS
SWIMMING



Age Group Zones

60300 Age Group Zones	\$27,500.00
60310 Lodging	\$16,000.00
60320 Food	\$23,000.00
60330 Transportation	\$32,000.00
60340 Uniforms	\$13,000.00
60350 Entry Fees	\$6,800.00
60360 Coach Stipend	\$6,250.00
60370 Zones Athlete Scholarships	\$3,000.00
60385 Parade	\$500.00
60390 Misc	\$250.00
Total 60300 Age Group Zones	\$73,300.00

2026 AG Zones will be at the same location as 2025. Copays of \$500 per swimmer

Open Water Zones

60400 Open Water Zones	\$19,200.00
60410 Lodging	\$13,000.00
60420 Food	\$5,000.00
60430 Transportation	\$30,400.00
60440 Uniforms	\$8,000.00
60450 Entry Fees	\$4,200.00
60460 Coach Stipends	\$2,400.00
60490 Misc	\$400.00
Total 60400 Open Water Zones	\$44,200.00

2026 OW Zones will be in Houston. Could adjust transportation down. Copays of \$400 per swimmer

COACH PROGRAMMING

COACHES COMMITTEE

\$10,000

ALL COACHES

NATIONAL MEET REIMB.

\$18,000

13 COACHES



SOUTH TEXAS
SWIMMING

OFFICIALS PROGRAMMING

DUES & BGC REIMBURSE

\$16,500

~135 OFFICIALS

NATIONAL MEET REIMB.

\$13,000

10 OFFICIALS

OFFICIALS ACCOUNT

\$12,200

ALL ~240 OFFICIALS

SOUTH TEXAS
SWIMMING



Officials Account

61100 Officials	
61110 Official's Dues Reimbursements	\$15,000.00
61120 BGC Reimbursement	\$1,500.00
61130 Evaluator Travel	\$6,200.00
61140 Officials' Travel and Training	\$1,000.00
61150 Official's Account Expenses	\$5,000.00
Total 61100 Officials	\$28,700.00

Accounts for the increase in USA Swimming Membership from \$90 to \$110

OTHER PROGRAMS

DEI & ADAPTIVE

\$4,500

SAFE SPORT

\$7,000

MEMBER AWARD

\$1,000

1 MEMBER

USA SWIMMING MEETING

\$9,600

6-10 LSC MEMBERS

BAG TAGS

\$8,000

ATHLETES

CHAMPS AWARDS

\$8,000

ATHLETES

If a B Champs meet is added, budget for bag tags and awards needs to increase

SOUTH TEXAS
SWIMMING

Operations

OPERATIONS

PAYROLL COSTS

\$75,104

WAGES, TAXES, INSURANCE

PROFESSIONAL SERVICES

\$37,200

LEGAL, TREASURER, CPA

OFFICE/SOFTWARE

\$16,362

**SOFTWARE, POSTAGE, PO
BOX, USAS/BANK FEES**

COMMUNICATIONS

\$1,154

PHONE, ZOOM, MAILCHIMP

HOD MEETINGS

\$5,000

2 PER YEAR

MISC

\$1,900

**CHAIR EXPENSES, USAS
SOUTHERN ZONES**

Professional Services

Professional Services	\$5,000.00
70110 Accounting Fees	\$4,600.00
Contract Staff: Treasurer	\$27,600.00
Total 70100 Contract Services	\$37,200.00

Accounting Services Include Filing 990 Tax Return and Annual Agreed Upon Procedures

Office/Software/Bank Fees

70210 Office/Storage Rent	\$1,472.00
70220 PO Box	\$190.00
70300 Bank Charges	\$13,335.72
70600 Postage and Shipping	\$400.00
70700 Office Supplies & Software	\$964.00
Total Office	\$16,361.72

Bank Charges Calculated on 4% USA Swimming Tech Fee, plus TeamUnify monthly ACH charges

SOUTH TEXAS
SWIMMING

Investments

INVESTMENTS

SHORT TERM CD INTEREST

+\$7,000

Approx \$200K invested

ENDOWMENT INTEREST

+\$100,000

Approx \$2M invested

USAS MANDATED
MANAGEMENT FEE

-\$17,000

Approx \$1500/mo

SOUTH TEXAS
SWIMMING



BALANCED BUDGET

INCOME

\$362,543

INVESTMENTS

\$90,000

ENDOWMENT DRAW

\$20,000

PROGRAMMING

\$333,910

OPERATIONS

\$136,720

BALANCED BUDGET

\$1,900 balance

South Texas Swimming, Inc. PROPOSED Budget 2026

Approved by the Board of Directors, 9/14/25

January - December	Budget	PROPOSED
	2025	2026
47000 Program Income		
47100 Membership Dues	\$165,000.00	\$313,643.00
Total 47100 Membership Dues	\$165,000.00	\$313,643.00
47200 Splash Fees	\$130,000.00	\$0.00
47300 Sanction Fees	\$2,500.00	\$46,900.00
47400 Fines	\$2,000.00	\$2,000.00
Total 47000 Program Income	\$299,500.00	\$362,543.00
Endowment Draw /		\$20,000.00
Total Income	\$299,500.00	\$382,543.00
Expenses		
60000 Program Expenses		
60100 National Reimbursements/ Athletes	\$78,000.00	\$65,000.00
60120 Coaches	\$18,000.00	\$18,000.00
60130 Officials	\$10,000.00	\$13,000.00
Total 60100 National Reimbursements	\$106,000.00	\$96,000.00
60200 Championship Meets		
60220 Bag Tags	\$12,500.00	\$8,000.00
60230 Awards	\$18,000.00	\$8,000.00
Total 60200 Championship Meets	\$30,500.00	\$16,000.00
60300 Age Group Zones		
60310 Lodging	\$30,000.00	\$16,000.00
60320 Food	\$25,000.00	\$23,000.00
60330 Transportation	\$30,000.00	\$32,000.00
60340 Uniforms	\$10,000.00	\$13,000.00
60350 Entry Fees	\$6,500.00	\$6,800.00
60360 Coach Stipend	\$6,400.00	\$6,250.00
60370 Zones Athlete Scholarships	\$3,000.00	\$3,000.00
60380 Income	-\$27,000.00	-\$27,000.00
60385 Parade		\$500.00
60390 Misc		\$250.00
Total 60300 Age Group Zones	\$83,900.00	\$73,800.00
60400 Open Water Zones		
60410 Lodging	\$13,500.00	\$13,000.00
60420 Food	\$3,500.00	\$5,000.00
60430 Transportation	\$29,500.00	\$30,400.00
60440 Uniforms	\$8,000.00	\$8,000.00
60450 Entry Fees	\$4,000.00	\$4,200.00

South Texas Swimming, Inc. PROPOSED Budget 2026

Approved by the Board of Directors, 9/14/25

January - December	Budget	PROPOSED
	2025	2026
60460 Coach Stipends	\$1,500.00	\$2,400.00
60480 Income	-\$19,200.00	-\$19,200.00
60490 Misc		\$400.00
Total 60400 Open Water Zones	\$40,800.00	\$44,200.00
60700 LSC Clinic/camps/swimposiums	\$30,000.00	\$10,000.00
607100 Zone Select Camp	\$2,100.00	\$2,100.00
61020 Transportation	\$4,900.00	\$4,500.00
61030 Lodging	\$5,250.00	\$3,400.00
61040 Meals	\$1,500.00	\$1,700.00
Total 61000 USAS Workshops and Business Mtg	\$43,750.00	\$9,600.00
61100 Officials		
61110 Official's Dues Reimbursements	\$18,000.00	\$15,000.00
61120 BGC Reimbursement	\$1,600.00	\$1,500.00
61130 Evaluator Travel	\$6,000.00	\$6,200.00
61140 Officials' Travel and Training	\$1,000.00	\$1,000.00
61150 Official's Account Expenses	\$5,000.00	\$5,000.00
Total 61100 Officials	\$31,600.00	\$28,700.00
Committee Expenses		
62100 Education Zooms/Speakers	\$5,000.00	\$0.00
62200 Member Awards	\$1,500.00	\$1,010.00
61250 LSC Development	\$0.00	\$0.00
62300 Safe Sport	\$500.00	\$7,000.00
62600 DEI and Adaptive	\$4,500.00	\$4,500.00
62700 Outreach Athlete Assistance	\$3,000.00	\$15,000.00
61800 Adaptive Aquatics		
62500 Coaches Committee Fund	\$20,000.00	\$10,000.00
62800 Athlete Committee Fund	\$5,000.00	\$5,000.00
62810 Athlete College Scholarships	\$6,000.00	\$6,000.00
62900 LSC Development	\$10,000.00	\$0.00
63000 OW Development	\$10,000.00	\$5,000.00
Committee Expenses	\$65,500.00	\$53,510.00
Total 60000 Program Expenses	\$402,050.00	\$333,910.00
70100 Contract Services		
Professional Services	\$15,000.00	\$5,000.00
70110 Accounting Fees	\$3,500.00	\$4,600.00
70130 Website Maintenance	\$10,000.00	\$0.00
Contract Staff	\$5,000.00	\$27,600.00

South Texas Swimming, Inc. PROPOSED Budget 2026

Approved by the Board of Directors, 9/14/25

January - December	Budget	PROPOSED
	2025	2026
Total 70100 Contract Services	\$33,500.00	\$37,200.00
70200 Facilities		
70210 Office/Storage Rent	\$1,020.00	\$1,472.00
70220 PO Box	\$180.00	\$190.00
Total 70200 Facilities	\$1,200.00	\$1,662.00
70300 Bank Charges	\$8,500.00	\$13,335.72
70500 Memberships, Dues and Subscriptions	\$900.00	\$900.00
70600 Postage and Shipping	\$500.00	\$400.00
70700 Office Equipment and Supplies	\$500.00	\$964.00
Total Office		\$15,599.72
70800 Communications	\$250.00	\$460.00
70810 CRM Marketing (Mailchimp)	\$480.00	\$234.00
70830 Phone Service	\$844.00	\$460.00
70800 Telecommunications	\$1,574.00	\$1,154.00
70900 HOD Meeting Expenses	\$7,500.00	\$5,000.00
71000 Chairperson's Expenses	\$2,400.00	\$1,000.00
71300 Travel	\$10,000.00	\$0.00
		\$6,000.00
72110 Wages - Base	\$60,000.00	\$64,200.00
72120 Wages - Bonus	\$7,500.00	\$5,000.00
Total 72100 Wages	\$67,500.00	\$69,200.00
72200 Payroll Taxes	\$5,547.00	\$5,293.80
72400 Workers Comp	\$1,250.00	\$350.00
72500 Employee Bond	\$450.00	\$260.00
Total 72000 Employee Expenses	\$74,747.00	\$75,103.80
Total 70000 Operations	\$141,321.00	\$136,719.52
Total Expenses	\$543,371.00	\$470,629.52
Net Operating Income	-\$243,871.00	-\$88,086.52
Other Income		
80100 Interest Earned	\$0.00	\$7,000.00
81010 Dividend, Interest (Securities)	\$0.00	\$0.00
81090 Other Investment Gain/Loss	\$90,000.00	\$100,000.00
70400 Investment Expense	-\$16,100.00	-\$17,000.00
Net Other Income	\$73,900.00	\$90,000.00
Net Income	-\$169,971.00	\$1,913.48

Proposed athlete copays (8/4/25)			
	2025 amts	2026 amts	Site
National/Zone Select Camp (USAS)	\$300.00	\$300.00	
National/Zone Diversity Camp (USAS)	\$300.00	\$300.00	
Age Group Zones (STX)	\$500.00	\$500.00	Orlando, FL
Open Water Zones (STX)	\$400.00	\$400.00	Lake Longhorn, Houston TX
Outreach Athlete w/ documented need	\$0.00	\$0.00	

Meets covered - proposed (update 8/28/25)	Update 9/8: USAS is considering zoning for Futures meets.	
STX policy: For multi-site meets, STX will support only the site that is most geographically/financially practical for STX members.		
Short Course		
12/3-12/6/25	Toyota US Open	Austin
12/10-12/13/25	Winter Junior Nationals West	Austin
TBD	Paralympic Nationals	TBD
1/14-1/17/26	TYR Pro Swim Series - Austin	Austin
3/4-3/7/26	TYR Pro Swim Series - Westmont IL	Westmont, IL
12/10-12/13/25	Wnter Junior Nationals East (officials only)	Indiana Univ
Long course		
4/2-4/4/26	Open Water Nationals	Sarasota FL
4/2-4/4/26	Open Water Jr Nationals	Sarasota FL

5/20-5/23/26	TYR Pro Swim Series - Sacramento	Sacramento CA
6/17-6/20/26	TYR Pro Swim Series - Indianapolis	Indianapolis, IN
7/28-8/1/26	Toyota National Championships	Irvine, CA
TBD (July)	Para - Move United	Grand Rapids, MI
7/29-8/1/26	Futures (Southern)	no site selected yet
7/29-8/1/26	Futures (Western) - officials only	no site selected yet
7/29-8/1/26	Futures (Eastern) - officials only	no site selected yet
7/29-8/1/26	Futures (Northern) - officials only	no site selected yet
8/3-8/7/26	Speedo Junior National Championship	no site selected yet -- probably Irvine, CA

South Texas Swimming, Inc. APPROVED Budget 2026

Approved by the House of Delegates 10/5/2025

January - December	
	2026
47000 Program Income	
47100 Membership Dues	\$313,643.00
Total 47100 Membership Dues	\$313,643.00
47200 Splash Fees	\$0.00
47300 Sanction Fees	\$46,900.00
47400 Fines	\$2,000.00
Total 47000 Program Income	\$362,543.00
Endowment Draw /	\$30,000.00
Total Income	\$392,543.00
Expenses	
60000 Program Expenses	
60100 National Reimbursements/ Athletes	\$65,000.00
60120 Coaches	\$18,000.00
60130 Officials	\$13,000.00
Total 60100 National Reimbursements	\$96,000.00
60200 Championship Meets	
60220 Bag Tags	\$8,600.00
60230 Awards	\$11,400.00
Total 60200 Championship Meets	\$20,000.00
60300 Age Group Zones	
60310 Lodging	\$16,000.00
60320 Food	\$23,000.00
60330 Transportation	\$32,000.00
60340 Uniforms	\$13,000.00
60350 Entry Fees	\$6,800.00
60360 Coach Stipend	\$6,250.00
60370 Zones Athlete Scholarships	\$3,000.00
60380 Income	-\$27,000.00
60385 Parade	\$500.00
60390 Misc	\$250.00
Total 60300 Age Group Zones	\$73,800.00
60400 Open Water Zones	
60410 Lodging	\$13,000.00
60420 Food	\$5,000.00
60430 Transportation	\$30,400.00

South Texas Swimming, Inc. APPROVED Budget 2026

Approved by the House of Delegates 10/5/2025

January - December	
	2026
60440 Uniforms	\$8,000.00
60450 Entry Fees	\$4,200.00
60460 Coach Stipends	\$2,400.00
60480 Income	-\$19,200.00
60490 Misc	\$400.00
Total 60400 Open Water Zones	\$44,200.00
60700 LSC Clinic/camps/swimposiums	\$10,000.00
607100 Zone Select Camp	\$2,100.00
61020 Transportation	\$4,500.00
61030 Lodging	\$3,400.00
61040 Meals	\$1,700.00
Total 61000 USAS Workshops and Business Mtg	\$9,600.00
61100 Officials	
61110 Official's Dues Reimbursements	\$15,000.00
61120 BGC Reimbursement	\$1,500.00
61130 Evaluator Travel	\$6,200.00
61140 Officials' Travel and Training	\$1,000.00
61150 Official's Account Expenses	\$5,000.00
Total 61100 Officials	\$28,700.00
Committee Expenses	
62100 Education Zooms/Speakers	\$0.00
62200 Member Awards	\$1,010.00
61250 LSC Development	\$0.00
62300 Safe Sport	\$7,000.00
62600 DEI and Adaptive	\$4,500.00
62700 Outreach Athlete Assistance	\$15,000.00
61800 Adaptive Aquatics	
62500 Coaches Committee Fund	\$10,000.00
62800 Athlete Committee Fund	\$5,000.00
62810 Athlete College Scholarships	\$6,000.00
62900 LSC Development	\$0.00
63000 OW Development	\$5,000.00
Committee Expenses	\$53,510.00
Total 60000 Program Expenses	\$337,910.00

South Texas Swimming, Inc. APPROVED Budget 2026

Approved by the House of Delegates 10/5/2025

January - December	
	2026
70100 Contract Services	
Professional Services	\$5,000.00
70110 Accounting Fees	\$4,600.00
70130 Website Maintenance	\$0.00
Contract Staff	\$27,600.00
Total 70100 Contract Services	\$37,200.00
70200 Facilities	
70210 Office/Storage Rent	
70220 PO Box	\$190.00
Total 70200 Facilities	\$190.00
70300 Bank Charges	\$13,335.72
70500 Memberships, Dues and Subscriptions	\$900.00
70600 Postage and Shipping	\$400.00
70700 Office Equipment and Supplies	\$964.00
Total Office	\$15,599.72
70800 Communications	\$460.00
70810 CRM Marketing (Mailchimp)	\$234.00
70830 Phone Service	\$460.00
70800 Telecommunications	\$1,154.00
70900 HOD Meeting Expenses	\$13,000.00
71000 Chairperson's Expenses	\$1,000.00
71300 Travel	\$0.00
	\$14,000.00
72110 Wages - Base	\$64,200.00
72120 Wages - Bonus	\$5,000.00
Total 72100 Wages	\$69,200.00
72200 Payroll Taxes	\$5,293.80
72400 Workers Comp	\$350.00
72500 Employee Bond	\$260.00
Total 72000 Employee Expenses	\$75,103.80
Total 70000 Operations	\$143,247.52
Total Expenses	\$481,157.52
Net Operating Income	-\$88,614.52
Other Income	

South Texas Swimming, Inc. APPROVED Budget 2026

Approved by the House of Delegates 10/5/2025

January - December	
	2026
80100 Interest Earned	\$7,000.00
81010 Dividend, Interest (Securities)	\$0.00
81090 Other Investment Gain/Loss	\$100,000.00
70400 Investment Expense	-\$17,000.00
Net Other Income	\$90,000.00
Net Income	\$1,385.48

SOUTH TEXAS SWIMMING, INC.
(A CORPORATION)
AGREED-UPON PROCEDURES
DECEMBER 31, 2024

RUBLE, LEADBETTER & ASSOCIATES
A LIMITED LIABILITY COMPANY
CERTIFIED PUBLIC ACCOUNTANTS
CORPUS CHRISTI, TEXAS



August 15, 2025

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, 2024.

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 actual to previous 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 were a few minor discrepancies resulting from an outstanding check in QBO that was originally dated December 31st, apparently the date was later changed to January 1st causing a discrepancy in the bank reconciliation. Also 2 returned checks voided as transactions processed after the close of a month. We recommend avoiding such transactions once the year-end close has been finalized.

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 issued.

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. 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 D.

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

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 K.". The signature is written in a cursive, flowing style.

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