



South Texas Swimming
Board of Directors Meeting Minutes
Tuesday, November 11, 2025, 8:00pm
Location: via Zoom

Call to order at 8:01pm.

Board Members Present:

Mark Parshall, Cody Mackall, Angie Fain, Jimmy Bynum, Addison Graham, Jennie Lou Leeder, Garrett Nelson, Derek Howorth, Harrison Tater, Lucy Gilbreath

Board Members Absent:

BJ Allenstein, Marcy Parshall

Staff Present:

Jessica Evans, Erin Meise

Others Present:

Trey Prinz, Tracey Spurgeon, Steve Mandacina, Heather Freeman

1. Welcome & Roll Call

A quorum was confirmed.

2. Approval of Minutes: October 2025

Garrett made a motion and Jennie Lou seconded to adopt the October 2025 meeting minutes as posted. **Motion passes.**

Per STX policy, Jessica informed the BOD of the following:

- The 2026-2027 LSC affiliation agreement was signed by Mark and returned to USA Swimming on 10/29/25.
- The LSC is required to comply with USAS requirements limiting the posting of personally identifiable information. This mostly applies to meet results files, which may only be posted if athlete dates of birth have been removed from the file. Going forward, the times officers (Jessica & Didi) will remove all DOBs going

forward. Results files with “NBD” in the filename indicate “no birth dates.” In addition, social media post of minors with name and image will require parent consent.

- The Operational Risk Chair position is vacant due to resignation. Until a new chair is appointed, the reports of occurrence are being routed to Jessica in the interim.
- TriCity Aquatics (TCA) will remain operating as a USAS member club as Rio Grande Valley Aquatics (RGV), with the same head coach and location.

3. Financial Reports

In its next committee meeting, the Finance Committee will propose adjustments to the Open Water Zones and Age Group Zones budgets to reduce travel expenses for OWZ (since the meet was budgeted to include airfare, which will not be needed due to the event being held in Texas) and to increase the travel expenses for AGZ (to reflect higher than anticipated flight costs based on airline fee changes), so each committee has the correct budget. This shift will not impact the LSC’s bottom line. Garrett will present the proposed budget amendments at the December BOD meeting.

Erin created shared worksheets for each committee chair so they can see and track their committee budgets, and also to make sure all approvals and receipts have been submitted as per STX policy. The chair will be responsible for tracking the committee’s expenditures with Erin tracking approvals.

Garrett, Erin, and Jessica worked together to close out the LSC’s storage unit, which is no longer needed. The unit has been cleared out and the lease has been cancelled. All documents in the unit were assessed as being past the storage requirements in the LSC’s Document Retention Policy and were shredded on site.

4. Board Reports- Discussion/Approval

Reports were submitted by the STaR Committee Chair, DICE Committee, Age Group Chair (from last month, which will be appended to the October meeting minutes), Treasurer, and the Officials Chair. The reports are attached to these minutes. There was no discussion on the reports.

Mark reports that the Personnel Committee evaluated Jessica’s performance. Mark created a survey and sent it to about six coaches with teams of different sizes and asked them to rate Jessica’s performance based on five questions, on a scale of 1 (worst) to 5 (best). Board members were not included on the survey. Three coaches responded and gave Jessica all 5s. The survey results were not shared with the BOD or Jessica.

The Personnel Committee was asked to comment on Jessica’s proposed salary increase. Mark made a motion and Jennie Lou seconded a bonus of \$5,000 for Jessica. **Motion passes.**

Derek discussed the Coach Committee proposal to award grants to coaches for attending clinics. Jessica requested a meeting with Derek and Marcy to discuss the grants to ensure compliance with exempt organizations and tax reporting.

The first Zoom clinic is November 17 featuring a dryland clinic and is free to STX coaches who register.

5. Deputy Officials Chair Election

There were three nominations, with two individuals declining, so no election was required. Steve Mandacina is the new Deputy Officials Chair and will serve until Marc Digby's term expires in April 2026. We will need to hold a new Deputy Officials Chair election prior to the April 2026 HOD meeting per the legislation passed at the October 2025 HOD meeting.

Steve was granted access to OTS to assist with management of the officials in the LSC and to split the duties of the Officials Chair position.

6. Championship Meets

All short course meets were posted after the October 2025 HOD meeting and sanctioned by October 30, one month ahead of the LSC deadline. Signups for officials have been created and posted. The Officials Chair is working on setting up the national evaluators for the Officials Qualifying Meets for officials for STAGS and Senior Champs. Meet entry files and databases have been created.

Jessica will check with BJ on the status of ordering awards and bag tags, which are provided by the LSC.

Erin noted that BJ submitted a quote for awards so this appears to be underway.

7. Committee member updates

Nominations for new committee members were submitted by the chairs for the BOD to approve. Cody made a motion and Jennie Lou seconded to approve the members as submitted. Jessica requests all committee chairs to look at the committee lists posted on the website to confirm that the lists of members are correct, and to submit any changes for update. **Motion passes.**

- Governance Committee – Sue Young, SYS, nonathlete member
- DICE Committee (ANGIE): Glory Palmer, VTAC, athlete member
- Athlete Committee (HARRISON): all athlete members - Harper Bruton (SYS), Nathalie Alamanza (WLOO), Eloise Darnell (YMCA), Lexi Landrum (NTRO), Auria Arringdale (AAAA), Brady Weeks (AAAA-AH)
- Coach Committee (MARCY): Hayden O'Leary, AQTX, athlete member

- Officials Committee (DIGBY): Sue Young (SYS), Rain Xiang (WLOO), Calan Wilson (WAVE-athlete)

8. **LSC Services Meeting Request**

USA Swimming LSC Services has requested a meeting to check in with the LSC. The requested attendees are the General Chair, Admin Vice Chair, Treasurer/Finance Vice Chair, Governance Committee Chair, Athlete reps, Coach reps, Staff, any other members wishing to attend. Attendees are requested to complete the [LSC Self-Assessment Survey](#) prior to the meeting so the LSC Services folks can discuss the results. The meeting will take approximately one hour via a video conference.

Potentially able/willing to attend: Jessica, Mark, Angie, Garrett, Cody, Jennie Lou, Jimmy, and Erin. Athlete reps are not available due to meeting times primarily being on weekday mornings or afternoons and conflicting with school/practice. Most board members have jobs during the day so it may be challenging to find a time to meet but they are willing to take the time.

Jessica will post a form to offer some meeting times and will schedule. The preference seems to be around 9:00am.

9. **LSC Board Manual Update for BOD Approval**

Trey (with the assistance of the Governance Committee) and Jessica updated the manual and it was sent in draft format to BOD members to review so we can adopt and ask all BOD members and Committee Chairs to agree to and sign via a Google form.

Trey reports that there was a previous requirement that mandated all committee members to sign the acknowledgment. In reality, this was not happening, so the Governance Committee updated the requirement to include only BOD members and Chairs.

The updates also reflect the change to the HOD meeting being conducted twice a year.

Mark made a motion and Cody seconded to adopt the Board Manual as presented. Jessica will update the manual and post, and will send the form to sign to all BOD members and Committee Chairs. **Motion passes.**

10. **Open Water Zones Update**

Tracey Spurgeon, Open Water Chair, provided an update on the 2026 Open Water Zones team. Jessica & Tracey are working on the athlete and coach applications. OWZ is in League City, TX this year (at Lake Longhorn). The event is April 24-26, 2026. Because the meet is in Houston, the team will be traveling by bus, leaving early in the morning on April 24 (around 6:30am) from San Antonio (around Hwys 281 & 1604). The meet information has not been posted yet so all plans are tentative right now. Tracey has

received one quote so far for bus service at \$5,800 and is exploring hotel options for the team (so far, the Homewood Suites near NASA is one option). The STX budget for OWZ will be reduced to reflect not paying for air travel.

The team will be up to 48 athletes, six per age group and gender (11-12, 13-14, 15-18, and Open). The Open division is any age, including athletes who did not make the team in the age group divisions. The application will have an A time standard from the 2025 long course season or the 2025-2026 short course season, but coaches are encouraged to have all distance swimmers apply, regardless of their time standard. Any new best times after athletes submit their applications will still be considered.

The number of coaches going will depend on the number of participants, with up to five coaches total (including Tracey as Chair).

The expectation is for the athletes to travel both to and from the event with the team, with very limited exceptions.

11. New Business

Cody noted that Safe Sport programming will be offline on November 27 for the weekend.

Jessica said she would push out Derek's invitation to the November 17 coach clinic one more time.

Meeting adjourned at 8:39pm.



STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Nov 11, 2025

1. Meeting or Event Attended

- a. STX October Board of Directors meeting (10/14)
- b. DICE Committee meeting (11/4)

2. Current STX Registration Statistics

- a. Membership trends over time (since 2009) as of 11/3/2025 for total number of Athlete and Non-Athlete members:





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b. LSC registration transaction summary and revenue for **October 2025**
(202510 column):

Season	Category	Registration Type	Transaction Type	Count	Amount	Count	Amount		
2026	Athlete	Premium Athlete	Cancel	-3	(\$120.00)	-3	(\$120.00)		
			New	157	\$6,280.00	157	\$6,280.00		
			Renew	883	\$35,320.00	883	\$35,320.00		
			Upgrade	9	\$270.00	9	\$270.00		
		Renew	23	\$230.00	23	\$230.00			
		Renew	15	\$30.00	15	\$30.00			
		Total		1,171	\$42,816.00	1,171	\$42,816.00		
		Total		6	\$600.00	6	\$600.00		
		Non-Athlete	Coach	Cancel	-2	(\$80.00)	-2	(\$80.00)	
				New	8	\$320.00	8	\$320.00	
	Renew			17	\$600.00	17	\$600.00		
	New			7	\$280.00	7	\$280.00		
	Renew			14	\$520.00	14	\$520.00		
	New			2	\$80.00	2	\$80.00		
	Renew		3	\$80.00	3	\$80.00			
	New		1	\$0.00	1	\$0.00			
	Renew		1	\$0.00	1	\$0.00			
	Junior Coach		New	1	\$40.00	1	\$40.00		
	Provisional Coach		New	1	\$40.00	1	\$40.00		
	Total		50	\$1,800.00	50	\$1,800.00			
	Total				1,227	\$45,216.00	1,227	\$45,216.00	



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

Meeting Date: Nov 11, 2025

- c. **October 2025** meet statistics for STX sanctioned meets. STX had five Block Party meets held in October (NonOTS-CAA, BEAQ, NTRO, PFPF; OTS Approved-TST). Lost sanction fees from those meets is \$875.00. Those meets are sanctioned by USAS and STX receives no revenue from these meets.

October 2025 Meets in STX	*excluding observed meets (8) & Block Party meets (5)					
Meet	Sanction	Date	Splashes	Athletes	Teams	LSCs
2025 ST AAAA Autumn Sprints #1	ST-25-97cm	10/4/2025	550	207	5	1
2025 ST AAAA October Race Night	ST-25-108cm	10/8/2025	358	129	1	1
2025 ST ASC Bob Thompson Open	ST-25-110	10/10-10/12/25	450	3588	8	2
2025 ST LSAC 6th Annual Gnarfest	ST-25-111	10/10/2025	626	247	5	1
2025 ST SASA Sombrero Series Dos	ST-25-84	10/10-10/12/25	979	238	10	1
2025 ST HPAC Autumn Harvest	ST-25-107	10/11-10/12/25	508	106	7	1
2025 ST WOW Great Pumpkin Plunge	ST-25-101	10/11/2025	466	146	7	1
2025 ST TXLA 11&Over Fall Kick Off Invi	ST-25-81cm	10/17-10/19/25	4253	906	19	2
2025 ST AAAA Autumn Sprints #2	ST-25-104cm	10/18/2025	427	153	2	1
2025 ST SRG Surgetoberfest	ST-25-103	10/18-10/19/25	764	186	7	1
2025 ST AAAA Spooky Splash	ST-25-100	10/24-10/26/25	2524	584	9	2
2025 ST TXLA Texas Pro Time Trials #1	ST-25-79tt	10/24/2025	2	2	1	1
2025 ST CCSS SC Unclassified	ST-25-117	10/25/2025	346	113	6	1
2025 ST NTRO October Bash	ST-25-112	10/25/2025	797	221	3	1
2025 ST TXLA 10&Under Fall Kick Off	ST-25-77	10/26/2025	1421	456	16	1
2025 ST CCSS 12th Annual Great Pump	ST-25-118cm	10/30/2025	26	26	1	1

3. Previous Month's Accomplishments

- Sanctioned 27 meets in October and loaded to ST website, SWIMS, and OTS.
- Loaded 10 observed meets to SWIMS for results and posted.
- Assisted with 696 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.
- Posted the draft meeting minutes from the October 5, 2025 House of Delegates meeting and sent to the BOD for review.



STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Nov 11, 2025

- e. Posted the draft meeting minutes for the October BOD meeting and finalized and posted the approved meeting minutes for the September BOD meeting.
- f. Created the BOD meeting packet for the November BOD meeting and managed preparing the meeting agenda and posted.
- g. Assisted with the Deputy Officials Chair nomination form and process.
- h. Prepared short course championship meet information, entry file, and meet database for B Champs North and South, STX Champs North and South, STAGS, and Senior Champs. Coordinated with the meet referees to post the Officials sign up form and linked it to the meet information, meet page, and Officials page. All meets were sanctioned and posted one month prior to the November 30 deadline.
- i. Sent committee requests from STX members to board members for action.
- j. Working with the Open Water Zone Chair to prepare the athlete and coach applications for the event.
- k. Reviewed the LSC Board Manual for updates.
- l. Reviewed the Policies & Procedures Governing Officials for updates.
- m. Posted eight updates to STX social media accounts:
 - i. Quotes from STX graduating seniors (4 posts)
 - ii. STX Scholastic All America recipients
 - iii. Champs meets posted, link to meet docs, and invitation to officials to participate
 - iv. STX 2025 Club Excellence recipients
- n. Newsletters sent to teams in October to increase LSC communications:
 - i. STX Coach Committee meeting schedule & topics (sent to all STX coaches via MailChimp)



STaR Committee Chair Report

Submitted by Jessica Evans, STaR Committee Chair

Meeting Date: Nov 11, 2025

- ii. STX Coach Committee invitation to Spurs game (sent to all STX coaches via MailChimp)
- iii. Second renewal reminder sent to clubs that haven't renewed for 2026
- iv. Records updated for October
- v. Lists of athlete/nonathlete members not in good standing sent to all clubs

4. Ongoing Work

- a. Reminders and offering assistance to athlete and nonathlete members not in good standing or with initial registration requirements
- 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.
- e. Adding meets submitted by hosts to add to the STX Meets Calendar.
- f. Contacting UN members who do not live in the STX geography.
- g. Contacting new nonathlete members when they register to assist with registration requirements.
- h. Produced monthly reports for the Treasurer showing registrations, payments, and billing.
- i. Managed support tickets for members experiencing login, certification, and other issues with their member accounts.
- j. Reminders to clubs to submit meet financial summaries.
- k. Posting committee meetings on the LSC calendar and sending Zoom information.



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

Meeting Date: Nov 11, 2025

5. Other

- a. Working on finding a resource to create an online store for officials to purchase STX branded attire for officiating. (Suggestion from the STX Officials Seminar.)
- b. Working on finding a vendor for STX travel teams.



DICE Chair Report
Submitted by Angie Fain, DICE Chair

Meeting Date: Nov 11, 2025 8:00 PM

A. DICE Committee Meeting 11/4/25

Attended by: Nathalie Almanza, Jessica Evans, Angie Fain, Massimiliano Marin-Mera, Glory Palmer and Jen Smetana

B. Current Quarterly Action Plan

- a. Create a STX Spotlight social media post introducing the athlete DICE Committee members highlighting their personal stories and reasons for wanting to serve on this committee.
- b. Jessica discussed finding a way to increase awareness of those swimmers in our LSC that compete as para athletes.
- c. Jen Smetana proposed possibly updating the STX Website club information page to include information about scholarships offered.
- d. Angie suggested that we look for programs in the STX Swimming that are doing community engagement efforts to expand the scope of swimming to populations that are underserved.

C. Action Items

- a. Angie will coordinate a shirt delivery via mail to Glory and the 3 athletes will send an individual picture to collage for the front page of the post.
- b. Angie will send an email to the athlete's parents for permission to post their image and videos.
- c. The athletes and Angie will work on a 20-30 second real script for them to record and send back for 3 additional pages for the post.
- d. Jen will work with Jessica to help collect information from our LSC teams that are offering discounted/scholarship programming.
- e. Angie will draft a request to send out to area teams to send information about how they are reaching out to help bring underserved athletes to their program.



This report covers activity in Sep - Oct 2025

A. Monthly Highlights

1. Held first annual Officials Seminar in San Antonio. It went great! Had about 50 attendees, and presented 13 different learning sessions.
2. Legislation for Deputy Officials Chair and for 18-month reimbursement limits both passed at Oct HoD, and Steve Mandacina elected first Deputy Officials Chair

B. Meetings or Events Attended

1. Mandacina and Helm attended USAS ABM in September, as part of “LSC Mentors” track offered by USAS
2. Quarterly National Officials Committee mtgs and Quarterly LSC Officials Chairs mtgs

C. Meetings or Events Presented

1. Officials Seminar in San Antonio on Oct 4

D. Accomplishments

1. Provided guidance to LSC officials on new backstroke judging rules
2. Provided guidance to LSC officials (and meet directors) on cameras-behind-blocks enforcement
3. Mandacina and Helm attended USAS ABM
4. Prinz appointed as Southern Zone Officials Asst Coordinator
5. Digby selected as NTO for World Aquatics World Cup in Carmel, Indiana
6. Added three new Committee members (Rain Xiang, Sue Young, Calan Wilson)
7. Mandacina “onboarded” as new Deputy Officials Chair
8. Updated PPGO based on new legislation and housekeeping, currently in Committee review
9. Secured lead evaluators for all 2025-2026 OQM meets
 - i. SC STAGS – John Gagliardo (Pacific Northwest) – *OQM approved*
 - ii. SC Sr. Champs – Steve Mandacina
 - iii. LC Sectionals – Trish Martin (North Carolina and USA NOC Member)
 - iv. LC STAGS – Rich McMillan (Potomac Valley)
 - v. LC Senior Champs –Trey Prinz (to be confirmed)



E. Current Month's Action Plan

1. Complete PPGO update
2. Kick off 2026 LC recruiting plan
3. Kick off development of LSC recertification process, pending feedback from NOC
4. Working on providing "retention gifts" to all officials who attend 2026 SC champs meets

F. Other Discussion Items

1. n/a

Monthly Committee Meeting notes are attached for reference



Officials Committee

October 7, 2025

South Texas Swimming

Agenda



- Officials Seminar Results
- News from LSC/Zone/National
- New Deputy Official Chair Election
- Committee membership
- SC 2025-2026 Missions
- Suggestions for monthly email

Officials Seminar



We had an excellent first showing at our seminar in San Antonio last weekend! It was a lot fun. Out of 147 responses, we had 0 “Waste” and only 3 “Meh”. (I don’t score that high with my own family.)

Many thanks to those who attended and led sessions. We will definitely plan to do this again next year.

Track	Excellent	Pretty good	Decent	Meh	Waste of Time
[LSC & National Advancement]	13	4	2		
[USA Swimming Registration]	11	4	3		
[Clinic for Initial Chief Judge]	11	5	1		
[Intro to Open Water]	9	11	4		
[Starter Tips/Techniques]	9	2	1		
[High School Registration & Officiating]	8	2	4	1	
[Stroke & Turn Judging]	5	3	1	2	
[Deck Referee Tip/Techniques]	3				
[Deck Referee to Meet Referee Transition]	2				
[CJ at Championships/OQM]	2	3			
[Admin at Championships/OQM]	3				
[Meet Referee at Championships/OQM]	2				
[Junior Officials Certification]					

Please send Marc
copies!

News from National / Zone / LSC



National:

- New backstroke start rule approved – [STX guidance](#)
- Draft guidance regarding cameras behind the blocks provided (we'll get more info tomorrow night)
- Steve Mandacina and Maureen Helm attended USA Swimming ABM representing STX as "Future N2 Mentors". Material presented is linked [HERE](#).
- STX Official invited to serve as National Technical Official (for one meet) at the World Aquatics Swimming World Cup – Carmel 2025 – Marc Digby leaving for Indiana tomorrow

Zone:

- Trey Prinz appointed to Southern Zone Officials Assistant Coordinator!

LSC:

- Trey Prinz received Lifetime Achievement Award by South Texas Swimming (big month for Trey!)
- HoD approved our proposal for electing a Deputy Officials Chair (more in a moment)

Deputy Officials Chair Election



HoD passed our [proposal](#) (and USA Swimming approved the change to our Bylaws)

We will elect the first Deputy Chair this month, who will serve for 5 months then automatically become Officials Chair in April.

We will elect a new Deputy in March, who will serve for 2 years, then automatically become Officials Chair in April 2028.

*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.***

Deputy Officials Chair Election



The ****draft**** schedule for the immediate election is:

- 10/8 – 10/21 Nominations open (officials may self-nominate)
- 10/22- 10/28 Registrar and (if necessary) Officials Chair/**Committee vet nominations**
- 10/29 – 11/18 Election ballot open
- 11/19 Result reported –OR –
- 11/19 – 11/28 If needed, runoff election ballot open
- 11/29 Result reported

If anyone outside the Committee is nominated, we will need to call a short meeting to approve/reject that nomination. Digby's assumed criteria is: (1) do they meet all published requirements, (2) do they understand the duties, (3) are they a well-qualified and well-respected LSC official. *This is not about whether we like them or would vote for them.*

Committee membership



Would normally do some changeover this time of year, but...

Since this term now ends in Spring (instead of next Fall), plan to mostly keep membership the same, except...

If you want a break, send me a message.

Some officials have asked to join, so I will likely ask 1 or 2 people to if they want to take a break to make some room.

John De La Rosa and Monica Thomason have left the Committee

Rain Xiang (WLOO) has been invited to join.

One other invitation is outstanding...

There will be a new Chair in April-ish, and he/she will have the option to adjust the Committee makeup then.

We generally want to encourage broad participation across the LSC.

Missions for this season



1. Periodic review/update of the PPGO – for review by next Committee mtg
Would like 1-2 volunteers right now

Would like everyone else to decide and email me (at the latest by next meeting) which of these two things they are going to work on, and if they are interested in leading.

2. Develop STX policy/process for recertification – by EOY
3. Develop a real plan for recruiting that kicks off with LC season in April – by Feb/Mar

Other items?



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

- Deputy Officials Chair Election

- Summary of Seminar w/ links to material

- Backstroke Start Rule

- Cameras Behind the Blocks Best Practices

- OW Schedule (per Chad)

Summary



Attended: Marc Digby, Scott Allen, Lorna Anaya, Chad Capps, Maureen Helm, Heidi Hornik-Parsons, Steve Mandacina, Jett Pittman, Trey Prinz, Caitlyn Vandermeer

Not Present: Tom Schultz, Matilda Gonzales, Arthur Scott, Rain Xiang

Decisions: n/a

Actions/Assignments:

- **Jett & Steve** to review PPGO and recommend updates by next meeting
- **Everyone:** Send final seminar presentation copies to Marc
- **Everyone:** Consider options for participation...recruiting or recertification

Notes:

Next meeting: Monday, Nov 3, 8pm



Officials Committee

November 5, 2025

South Texas Swimming

Agenda



- Welcome Deputy Officials Chair
- News from LSC/Zone/National
- Committee membership
- SC 2025-2026 Missions
 - PPGO
 - Recruiting / Recertification
 - Champs Meets Rention/Rewards (swag)
- Misc
- Suggestions for monthly email

Deputy Officials Chair



Steve Mandacina was elected to the position, effective Oct 27.

On April 12, 2026 (next STX House of Delegates meeting) , Steve becomes Officials Chair.

The LSC will hold an election for the next Deputy in Feb/Mar 2026.

If you need anything, feel free to reach out to either one of us.

If you email OfficialsChair@stswim.org, it goes to Marc (with temporary copy to Steve for now).

If you email DeputyOfficialsChair@stswim.org, it goes to Steve.

If you email Officials@stswim.org, it goes to both addresses above. ← This is what we'll start putting on documents etc.

If you email OfficialsCommittee@stswim.org, it goes to all of us.

News from National / Zone / LSC



National:

- Asked for clarification on recertification rules, and they will get back to us
- Dana Covington's term is ending at EOY, USAS will appoint new Chair

Zone:

LSC:

National Certifications

N2 Positions	12/31/2024	2/23/2025	4/5/2025	8/18/2025	9/3/2025	10/30/2025
ST	911	908	993	1035	1008	1004
CI	499	479	506	499	501	508
SR	641	612	647	653	653	654
DR	454	449	474	455	457	461
AR	178	172	180	175	171	173
AO	133	126	138	136	137	140
N3 Positions						
ST	1267	1250	1311	1278	1324	1343
CI	357	356	365	363	364	366
SR	371	364	375	364	365	369
DR	371	366	377	378	379	381
AR	129	131	135	139	139	140
Total Nationally Certified Officials	2267	2253	2406	2424	2441	2458

Committee membership



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John De La Rosa and Monica Thomason have left the Committee

Rain Xiang (WLOO), Sue Young (SYS), Calan Wilson (WAVE) have joined the Committee.

There will be a new Chair in April-ish, and he/she will have the option to adjust the Committee makeup then.
We generally want to encourage broad participation across the LSC.

PPGO Update



Jett to quickly go over the high points of what's being updated.

- Added Deputy Officials Chair
- Updated sections per HoD
 - Added 18-month refund deadline
 - Updated Minimum Officials requirements
- Added JO
- ...and some general housekeeping/wording updates

Will send out to all for review prior to publishing. (No response is considered agreement.)

Missions for this season



1. Periodic review/update of the PPGO – for review by next Committee mtg
(previous slide)
2. Develop STX policy/process for recertification – by EOY
This is currently “stuck” waiting for guidance from NOC
3. Develop a real plan for recruiting that kicks off with LC season in April – by Feb/Mar
This needs a volunteer lead
4. SWAG for SC Champs Meets (next slide)

SWAG for SC Champs Meets



We have some unspent budget for 2025, and we'd like to spend it on LSC officials, so let's get some branded swag that we can give out to thank our officials for working champs meets. Budget is TBD by Digby (this week). Need to...

1. Identify meets (probably 6 of them!) and rough count of officials (average 25-30 per?)
2. Select item(s) and order them
3. Get them to the various MRs or TLCJs for distribution

Considerations:

1. Fit in the budget(ish)
2. Be at least somewhat attractive/interesting to officials of all levels
3. Is it possible to have more than one thing, for those that work more than one champs meet?
4. Should be STX branded
5. Things that are sized add an extra challenge so beware

Who wants to own this?

Things I've been handed before...badge holders, whistle lanyards, challenge coins, koozies, hats, visor, buttons, clipboard, USB drive, etc.

If the economics didn't work out, we could also buy fewer-but-fancier items, and have some random lottery at each meet for who gets stuff, e.g. one winner per session. Jacket? Hoodie? Swim stuff bag? Shoe drier?

Misc items



We have a request for a CJ clinic. Can I have 2 host/presenter volunteers to do it preferably late next week...but definitely before Thanksgiving?

We have 5 OQM meets on the calendar for 2026, and we (mostly) have lead evaluators committed:

- SC STAGS – John Gagliardo (Pacific Northwest)

- SC Sr. Champs – Steve Mandacina

- LC Sectionals – Trish Martin (North Carolina and USA NOC Member)

- LC STAGS – Rich McMillan (Potomac Valley)

- LC Senior Champs – probably Trey Prinz

Other items?



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

- CJ Clinic

- Registration reminder

- OQM planning reminder

 - (if you're planning for an eval, plan out your prerequisites)

Do we want to meet December 15th or wait until after the holidays?

Summary



Attended: Marc Digby, Lorna Anaya, Chad Capps, Maureen Helm, Heidi Hornik-Parsons, Steve Mandacina, Jett Pittman, Tom Schultz, Caitlyn Vandermeer, Sue Young, Rain Xiang, Calan Wilson

Not Present: Scott Allen, Matilda Gonzales, Trey Prinz, Arthur Scott

Decisions: Sue volunteered to lead recruiting effort (Hooray for Sue!)

Actions/Assignments:

- **Jett/Marc** send out PPGO for review in the next 5 days
- **Chad/Rain** to lead SC Champs Meets swag
- **Tom/Sue** to host CJ clinic on TBD...email Marc with the date/time

Notes:

Next meeting: Monday, Dec 15th, 8pm

Treasurer's Monthly Report

South Texas Swimming, Inc.

For the period ended October 31, 2025



Prepared on

November 7, 2025

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Monthly Treasurer's Report

Report Period: October 2025

Erin Meise - Treasurer

Accomplishments & General Notes

- Met Jessica Evans to go through everything in the storage unit
- Met Garrett to oversee shredding of documents in storage unit and clean out remaining items
- Processed 109 Long Course National Reimbursement Requests.
- Emailed requestors regarding the 96 payouts for National Reimbursements
- Scheduled checks to 13 teams (actually mailed in November due to cash required and timing of USA membership deposit)
- Sent payments to 10 Officials
- Finalized a draft budget for BOD Meeting.
- Sent updated budget reports to committees
- Processed Quarter 3 Outreach payments to clubs
- Ongoing: Paid Officials requesting dues and background check reimbursements through Chase BillPay.
- 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. Communicated with other board members regarding other mail received.

Financial Accomplishments

1. Got rid of the storage unit, saving \$972 per year.

Plans

- Continue to invest in CDs with Chase based on their changing rates to maximize the investment.
- Consult with Finance Committee if other options are available and meet USA Swimming Investment requirements.

Open Issues

- Six 2025 charges without a receipts

Profit and Loss

October 2025

	Total
INCOME	
47000 Program Income	
47100 Membership Dues	45,216.00
47300 Sanction Fees	5,075.00
Total 47000 Program Income	50,291.00
Total Income	50,291.00
GROSS PROFIT	50,291.00
EXPENSES	
60000 Program Expenses	
61100 Officials	
61110 Official's Dues Reimbursements	1,325.00
61120 BGC Reimbursement	123.42
61150 Official's Account Expenses	1,763.04
Total 61100 Officials	3,211.46
62000 Committee Funds-Activities	
62200 Member Awards	1,000.00
62500 Coaches Committee Fund	550.00
Total 62000 Committee Funds-Activities	1,550.00
Total 60000 Program Expenses	4,761.46
70000 Operations	
70100 Contract Services	
70140 Contract Staff	2,300.00
Total 70100 Contract Services	2,300.00
70200 Facilities	
70210 Office/Storage Rent	286.00
Total 70200 Facilities	286.00
70300 Bank Charges	1,866.09
70600 Postage and Shipping	41.92
70700 Office Software and Supplies	139.70
70800 Communications	10.00
70810 CRM Marketing (Mailchimp)	19.50
Total 70800 Communications	29.50
70900 HOD Meeting Expenses	3,379.37
72000 Employee Expenses	
72100 Wages	
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
Total 70000 Operations	13,425.08
Total Expenses	18,186.54
NET OPERATING INCOME	32,104.46
OTHER INCOME	
81000 Investments	
81090 Other Investment Gain/Loss	12,710.18
Total 81000 Investments	12,710.18
Total Other Income	12,710.18
OTHER EXPENSES	
90400 Investment Expense	1,624.44
Total Other Expenses	1,624.44
NET OTHER INCOME	11,085.74
NET INCOME	\$43,190.20