



Virginia Swimming Board of Directors Meeting

Date: Sunday, September 20, 2015

Time: 12:00 pm

Location: Doubletree by Hilton, Midlothian, Virginia

Meeting called by:	General Chair	Type of meeting:	VSI BoD Meeting
Facilitator:	Admin Vice-Chair	Note taker:	Secretary
Attendees:	Mary Turner, Steve Hennessy, Ashby Marcey, Drew Hirth, Art Anthony, Bob Rustin, Bryan Wallin, Bill Geiszler, Peter Maloney, Kevin Hogan, Jessica Simons, Gordon Hair, Terry Randolph, Jill Rhyne, Michael Braum, Scott Baldwin, Art Anthony, Ted Sallade, Jim Frye, Emily Erard, Alix Neilan , Matt Hopkins		

Steve called the meeting to Order at 12:10pm and read the VA Swimming mission statement.

Minutes from previous board meeting

Ashby presented the minutes from the last meeting –

Bill Geiszler made motion to accept the minutes as edited. Minutes were passed as edited.

Treasurer's Report

Bob reviewed the submitted report, and explained the following items:

- Surplus is over stated because Zones costs did not hit books in August. Over budget in Diversity due to travel expenses for Diversity camps.
- Old account, which had some fraudulent charges, has been shut down. Money has all been transferred to new account. Bob and Bill Geiszler both have access to this new account.
- The report submitted serves as a motion with no changes. There were no questions -Terry Randolph seconded motion. The Treasurers Report was passed.

Consent Agenda

Steve reviewed the following consent agenda items:

- Item 1: Procedures for Meet Management (Software Guidance) Discussion – concern was expressed about naming proprietary software in policy; concern expressed about expense for teams. Kevin read new language that will be added to section 8 of meet management procedures “The host club shall run the meet using meet management software that can produce an output file that is suitable for entry into SWIMS and participating team databases.” An amendment was made to accept this addition to the procedure by Kevin. Motion was seconded by Bob. Voted on and approved.
- Registration payment proposal. Needs no discussion because it was approved in last meeting. Will be brought up before HOD.

Administrative Division Reports

No Report Submitted.

- Terry mentioned that VSI will only observe regional and championship meets for High School swimming. Will observe district meet if there is no regional meet. Request for observation must go through Terry.
- Mary Turner discussed a gift for Maureen for her hard work on Zones. Motion for \$600.00 for zones director – made by Peter Maloney. This motion was seconded and passed.
- Reimbursement forms for USA Swimming Convention will be sent out this week. Everyone should send flight info to Mary. Mary will compile this information for everyone and distribute to those attending.

- Team in NVA still delinquent on paying late fee, which they have disputed. The team owes less than \$300.00. VSI going to court for that amount. We need to set precedent that we will charge and collect delinquent fees.
- *Art asked if we could language regarding delinquent payments could be added to the policy.* \
- Steve reminded everyone that we did not want to take negative action against the athletes for this problem. Athletes were not unattached during this process.
- Mary working on registrations and many transfers. For teams that have many transfers, Mary has asked those teams not to send renewal registrations for athletes until November.

Age Group Division Reports – no report submitted.

Senior Division Reports

- Discussion on Awards at Sr. Champs. Athlete Committee wants to keep awards but those at meets don't want them. Athletes will be polled by delegates and new plan will be put into effect at this year's meet.
- Over half of our teams do not have athlete reps.
- Time standards should remain steady for upcoming year. Allows a large number of athletes to compete. AG sets time standards through different process.
- College swimmers taking records from current VSI swimmers – need to change terminology to recognize collegiate swimmers and our athletes.
- Coach travel reimbursement proposal was discussed. *Appointed sub-committee to see what other LSC are doing.* Club may ask for reimbursement versus coach being paid. This is better for tax purposes.
- Travel fund: still a question as to which meets they can attend. Coaches want to attend whatever meets they want. This was voted on previously. Discussed in committee today – should continue to keep high level of competition for meets that are reimbursed. The committee recommended that the policy remain as is with adjustment to exclude VSI sanctioned meets. Will review policy annually.
- Terry brought up reason the athletes might support this – may be their last meet.
- Swimmer of the Year – came up in Senior and Age Group. AG Committee suggested that we go to a single age for swimmer of the year awards. You would have separate 9/10/11/12/13/14 awards – only for 14 and under. This was passed by Age group. Senior awards – add 15/16, 17/18 age groups. No voting needed, we will implement this for this year.
- New age awards will bring up some questions as to what is a 10 year old – as an example. Have appointed sub committee to identify criteria as to 'what is an 11 year old'.
- Discussion about Zones Age Group Championship meets. Wait until after convention to see what is discussed. Should there be a set guideline for what events swimmers should swim when they have more than one event? Follow up on this item after convention.
- Townley Haas made national team, Charlie Swanson made Jr. Nationals, Wade Obrien made junior national team as well, and Geoff Brown selected as coach for FINA.

Coach Division Report

Drew filled in for Kevin during meeting. No new information to report.

Athlete Division Report

- Emily Erard discussed the banquet. Planning to do towels as gift for attendees, and are looking into costs for this item. Need information on the budget or guidelines. There was a task force last year on awards. Reconvene task force for this year. Jessica and Mary to remain on task force.
- Terry Randolph stated that the financial information has not been turned in to the task force, and this would be helpful. *Steve to contact Lisa Liston who has reports. He will ask for itemized listing of expenses; need to understand specifics to move forward. Will also ask her for spreadsheets from teams.*

- Currently we do not have enough athlete representation from teams. ***Information will be sent to athlete reps, clubs, presidents, etc. Emily and Steve will both send out information to teams.***
- ***Twitter account should be noted on website. Jill to add this information to website. Need to look at new options for getting info out to athletes and teams.***
- Discussion on website – Steve discussed current website uses dated technology. This makes website hard to navigate. A new website is in development, and will offer more options. ***Jill asked for any updates on the athlete page of the website to be sent to her.***
- Senior champs at CSAC/AGC are in Christiansburg for both short and long course
- Matt discussed new pool opening in Stafford – will there be meets held at his pool in future? ***Steve explained that teams need to bid meets early for meets to be held there.***

Unfinished (Old Business)

- Guidelines for Meet Management Software - This item completed. Kevin reviewed new language to change requirements for all clubs.
- Terry discussed Club Development Grant Submission Procedure - no finished proposal yet but anticipate it by end of September.
- Scott Baldwin announced that LC Age Group Champs will take place in Christiansburg 7/21-7/23/2015.
- Mary Reviewed Registration Payment Policy Change.

New Business:

- Coach Travel Reimbursement. ***Ted let everyone know the plan is still to pursue this opportunity. A sub-committee is working on this now.***
- Board Advisory Members (HOD At-large members)
Steve proposed making at large members - webmaster, equipment, open water, zone team, camps and clinics. Terry made a motion, seconded by Jessica. Voted on and approved. Effective immediately.
Kevin Hogan suggested making this a topic in governance weekend.
- FINA Interpretation for turns during Medley events. Bryan reviewed new turn rules. Thinks this may come up with lower level swimmers. This only applies in IM event. New rule states that 25% of event must be swum as freestyle. ***Bryan will wait to gather more information on this new rule after convention.*** Many coaches worried about the DQs
- VSI Grants - Gordon reviewed that the budget has been increased to \$10,000. Two grants have been awarded - CYAC for developmental program; SwimRVA grant for \$4k for Learn to Swim program.

Announcements

- Mary Turner reminded everyone of the following: No pictures with names on website.
- Terry announced that we will only observe regional and championship meets for High School Swimming; all meets will be in VSI and on same weekend.
- Approved Appointments – Steve announced that Gordon Hair will become new Safety Chair for Virginia Swimming, and Jackie Barkland is new at large athlete member.
- ***Bob reminded everyone that he needs per diems for Convention electronically by Tuesday (September 22, 2015) if you want payment prior to leaving.***

The meeting was adjourned by Steve at 1:40pm

Respectfully Submitted,

Ashby Marcey, Secretary

Year 15 /16 End October

11/11/2015

*** Revenue ***	Budget	Sept Actual	Oct Actual	Year to Date
USAS Registration	\$402,300	\$38,797.00	\$178,898.00	\$217,695
VS Registration	\$92,400	\$9,654.00	\$43,105.72	\$52,760
USAS Club Dues	\$3,640	\$560.00	\$840.00	\$1,400
VS Club Dues	\$1,560	\$240.00	\$360.00	\$600
Meet Sanctions	\$2,500	\$40.00	\$140.00	\$180
Meet Rebates	\$165,000	\$11,453.55	\$3,682.90	\$15,136
Meet Swimmer Fees	\$0			\$0
Sales & Misc.	\$2,500			\$0
Championship Meet Revenue	\$0			\$0
Sectional Meet Revenue	\$10,000			\$0
Zone Meet Revenue	\$50,000	\$712.00		\$712
SC Zones Revenue	\$0			\$0
LC Zones Revenue	\$45,000	\$7,300.00		\$7,300
Clinics and Swimposium Revenue	\$3,500	\$240.00		\$240
Awards Banquet	\$25,000			\$0
Zone Meeting Revenue				0
Interest - Checking	\$10	\$5.71	\$3.94	\$9.65
Interest - Reserves	\$500	\$7.79	\$7.94	\$15.73
Total Revenue	\$803,910	\$69,010	\$227,039	\$296,049

***** Expenses *****

USAS Registration	\$402,300		\$164,166.00	\$164,166
USAS Club Dues	\$3,640		\$840.00	\$840
Travel - US Open	\$2,500			\$0
Travel - LC Nationals	\$25,000	\$2,500.00		\$2,500
Travel - SC Nationals	\$20,000			\$0
Travel - National Team Trials	\$12,000			\$0
Travel - National Youth Team	\$1,500			\$0
Travel - Discretionary	\$3,000			\$0
Senior Championships Support	\$15,000			\$0
Championship Meet Expenses	\$5,000			\$0
Sectional Meet Expenses	\$10,000			\$0
Zone Meet Expenses	\$50,000	\$33,691.00		\$33,691
SC Zones Expenses	\$0			\$0
LC Zones Expenses	\$85,500	\$6,489.11		\$6,489
Administrator	\$30,600	\$2,550.00	\$2,475.00	\$5,025
Payroll Taxes	\$2,750	\$195.08	\$189.33	\$384
Webmaster	\$18,504		\$1,417.00	\$1,417
Website Expenses	\$3,000		\$1,043.40	\$1,043
Administration Expenses	\$10,000	\$4,202.70	\$667.60	\$4,870
Awards Banquet	\$40,000			\$0
National Convention	\$14,000	\$3,883.33	\$10,839.75	\$14,723
Equipment	\$3,000		\$450.00	\$450
Officials Training & Travel	\$16,000	\$2,383.92	\$35.70	\$2,420
Supplies & Misc.	\$5,000	\$394.36		\$394
USAS Workshops	\$3,000		\$6,028.21	\$6,028
VS Workshops	\$1,000	\$2,000.00		\$2,000
VS Camps & Clinics	\$4,000	\$2,633.07	\$60.00	\$2,693
Diversity & Outreach Programs	\$6,000	\$68.00	\$61.00	\$129
Safe Sport Programs	\$1,000			\$0
Make A Splash Programs	\$10,000	\$5,742.00		\$5,742
Coach Mentoring Program	\$2,000			\$0
Zone Meeting	\$3,000			\$0
Championship Meet Awards	\$30,000			\$0
Grants/Development/Clubs	\$50,000			\$0
Total Expenses	\$888,294	\$66,732.57	\$188,272.99	\$255,005.56
Net Income (Loss)	(\$84,384)	\$2,277.48	\$38,765.51	\$41,042.99

Checking:

Beginning Funds	\$225,036.11
Net Income (Loss)	\$41,043
Interest Transferred from (to) Reserves	(\$15.73)
Other Transfers from (to) Reserves	\$0.00
Ending Funds	\$266,063
VS Reserves	\$380,342
Total Funds	\$646,406

Virginia Swimming SC Sr Champs 2015

Thursday March 5	Friday March 6	Saturday March 7	Sunday March 8
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Warm up 12:30 to 1:50	Prelim Warmup 6:30 - 8:20	Prelim Warmup 6:30 - 8:20	Prelim Warmup 7:00 - 8:20
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1:00 Positive Check-in closes	8:25 General Meeting
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2:00 Competition Starts	8:40 Competition Starts	8:30 Competition Starts	8:30 Competition Starts
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5:30 Friday Scratch Box closes	9:30 800Y Freestyle relay check-in closes	9:30 400Y Medley relay check-in closes	9:30 400Y Freestyle relay check-in closes
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Finals	Finals	Finals
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Warm up 4:30 to 5:35	Warm up 4:15 to 5:20	Warm up 3:30 to 4:20
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5:45 Competition Starts	5:45 Competition Starts	4:30 Competition Starts
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6:30 200 Y Freestyle Relay check-in closes	6:30 200 Y Medley Relay check-in closes
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6:30 Saturday Scratch Box Closes	6:30 Saturday Scratch Box Closes
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6:30 1000 Y Freestyle Positive Check-in closes
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As of 8/16/2015

Team	Relays	Athletes
Adirondack	20	29
Allegheny Mountain	52	95
Connecticut	48	128
Middle Atlantic	56	161
Maine	0	1
Metropolitan	60	182
New England	52	90
New Jersey	52	170
Niagra	48	66
Potomac Valley	60	245
Virginia	64	125

Zone Income 2015

Entries	Surcharge	Entry Fee	Total	Paid	Balance Due
150	\$ 145	\$ 1,400	\$ 1,545	\$ 1,545	\$ -
329	\$ 475	\$ 3,136	\$ 3,611	\$ 3,619	\$ (8)
459	\$ 640	\$ 4,152	\$ 4,792	\$ 4,080	\$ 712
497	\$ 805	\$ 4,528	\$ 5,333		\$ 5,333
6	\$ 5	\$ 48	\$ 53	\$ 53	\$ -
600	\$ 910	\$ 5,384	\$ 6,294	\$ 6,294	\$ -
471	\$ 450	\$ 4,256	\$ 4,706	\$ 4,709	\$ (3)
548	\$ 850	\$ 4,904	\$ 5,754	\$ 5,754	\$ -
253	\$ 330	\$ 2,496	\$ 2,826		\$ 2,826
813	\$ 1,225	\$ 7,088	\$ 8,313	\$ 8,273	\$ 40
645	\$ 625	\$ 5,784	\$ 6,409	\$ 6,409	\$ -

Club Development Grant Program (Finance Committee Proposal – revised 11/19/15)

Purpose of Program:

To provide financial support to a Virginia Swimming (VS) club to assist the club in growing its athlete membership.

General Information:

A VS club that has a project intended to help increase its number of registered athletes can apply for funding support from the Club Development Grant Program. The funding support will be in the form of a direct grant.

Application and Review Procedure:

1. The Grant Program Awards Committee consists of members appointed by the General Chair and approved by the Board of Directors. The Finance Committee will assist the General Chair in the selection of the appointees.
2. A club submits an application for funding to the Grant Program Awards Committee. The application should include the following:
 - a) a description of the project and the manner by which the project will enable the club to increase its athlete membership;
 - b) an explanation of why funding is needed from an outside source;
 - c) the amount of funding requested;
 - d) a target completion date for the project.
3. The Grant Program Awards Committee reviews the application within 30 days of receipt and requests any additional information that is needed from the club. Applications will be reviewed in the order received.
4. Upon receipt of all application information, the Committee makes a determination within 30 days about the request and notifies the club of one of the following:
 - a) the Committee recommends approval of the request by the Executive Committee (or Board of Directors) or
 - b) the Committee is not forwarding the request to the Executive Committee (or Board of Directors).
5. The Executive Committee (or Board of Directors) makes a determination about awarding the request within 30 days.
6. A recipient of a grant must submit a status report to VS every three months and, at the completion of the project, a summary report indicating the number of new athletes added by the club as a result of the project.

November 20, 2015

Safety Committee Proposal

I would like to request a budget of \$3,000 be set aside to fund Deck Showers in an effort to promote our **Best Practice of shower before swimming** already part of our policy and procedures. I have two of these deck showers at Girls Inc in Portsmouth, VA. Our DIG swim team has been using these showers for three weeks with a commitment from DIG coaches to require children shower before swimming. Glen Houseman our aquatic director is acting as compliance officer to this project. This pool like many of our pools doesn't have adequate number of showers in locker room to make it convenient for all swimmers to shower quickly before practice. I believe we all agree education will be a big part of improving air quality and showering and using bathroom can reduce chlorine expense and improve air quality.

The showers would be given only to pools that Coach would commit to use with approval of facility and if not compliant use of showers VSI would retain the right to remove to another location.

The retain price of these showers from Lincoln Aquatics is \$1,495. I have a contractor that can build the pictured deck shower

from PVC with all brass fittings and copper tubing meeting standards for home showers and should last a very long time in pool environment for \$250 each. With a \$3,000 budget we could supply 6 to 12 of our pools with these showers at no cost to facility or club and VSI would be taking a proactive step to support our **Best Practice of shower before swimming**, support our coaches in educating our swimmers and reducing cost to the facilities we use.

Motion: I would move VSI budget \$3,000 to purchase up to 12 portable deck showers to be given free of charge to our LSC teams upon agreement by team Coaches and Facility that there would be a 100% compliance to use by swimmers before swimming. VSI would retain ownership of showers and right to remove/relocate if not used to agreement.

Note attached Photo: This is Deck Shower at Girls Inc being used by DIG swimmers before entering pool for swim practice. I would like to have VSI purchase a few of these portable showers and give to clubs that would commit to using. I would think this might be proactive step we might use to support our Best Practice accepted as part of our policy procedures in effort to address air quality and education. Now that it seems many of our meets are so large we use two pools and have swimmer load that task any HVAC system

Gordon Hair
Safety Chair

girls
inc.®



Administrative Vice Chair Report submitted 11/23/2015 by Jim Frye

First of all I would like to thank Virginia Swimming for giving me the opportunity to go to Colorado Springs to attend the Mighty Mid LSC Leadership Workshop, which was held on Saturday 11/14/2015 at the OTC from 7:45am until 6pm.

The Workshop was a very aggressive overview of different ideas for improving the governing of the LSC, maintaining a positive leadership and creating a growing environment for our athletes' to achieve their best results.

Topics included:

1. Growing LSC Membership
 - Be ready for Olympic year spike
 - Attract new members
 - Family friendly competition
 - Create a positive and inviting customer service
2. LSC Partnerships Shared Services
 - Create all-star Meets between LSCs
3. Greater Communication between all parts that make up the LSC
 - Coaches, BOD, Official, Swimmers and Parents
4. LSC Succession Planning & Board Orientation
 - Have a clear well define Succession line without moving one person from one position to another.
 - Make sure all board members have read bylaws
 - Publish bylaws on website

These are highlights of the Workshop, which have given me different ideas to support the continued growth Virginia Swimming.

Dual sanction of Meets held in VSI pools by PVS. VSI charges PVS a \$100.00 sanction fee per Meet held in a VSI Pool. The problem is for the most part the host clubs from PVS have not been paying them. I have sent two gentle reminders to Terri Marlin of PVS (administrative chair for PVS), and Steve has contacted PVS concerning this issue at this point. How hard do you want me to push the collection of these fees?

Thank You,
Jim Frye

Registration / Office Administrator Report
Board of Directors Meeting
November 23, 2015

- **2016 Registration Numbers as of 11/16/15:**

Athlete:	4662	Non-Athlete:	427
Athlete Outreach:	28	Clubs:	19
Total:	4690		

- **Clubs:** Since our last Board meeting one club has been added and another is almost ready to submit paperwork. The new club, 757 SWIM, is located in Williamsburg and Morgan Cordle is the Head Coach. The new club that will be submitting paperwork shortly is located in the Roanoke area.
- **Membership Cards:** As non-athlete registration forms for coaches and officials are processed, I am notifying the individuals about whether or not they will be receiving a membership card.
 - Officials are sent an email stating that they will not receive a membership card but that the card they can print from OTS (Officials Tracking System) includes the appropriate expiration dates.
 - If coaches need to renew their APT prior to the first of January, I am not sending a 2016 membership card to them until that is completed. When I renew each coach membership I am sending an email explaining that the card will be sent once s/he has updated his APT.
- **Athlete Clinic:** Natalie Coughlin has sent personally autographed pictures for each athlete who signed up for the clinic. I will work on mailing these out to the athletes in the next few weeks.
- **Transfers:** With the large number of transfers this season, I was concerned that meet recons were going to be challenging for meet hosts. Teams have done a great job of submitting their meet entries correctly and it has been no more challenging than in past years. Thanks everyone!!
- **Registration Payments:** Two teams have been assessed service fees for failure to make payments by the required deadline. Payment of fees was received prior to the second deadline so no additional penalties were imposed.
- **Next Meeting:** January 3rd, Midlothian Doubletree at 2:00 pm.

Virginia Swimming Safe Sport Committee			
LSC SafeSport Coordinator			
Art Anthony			
safesportcoord@virginiawimming.org			
757-450-2152			
EX-OFFICIO			
Jerry Hayes			
Southeast District	Central District	North District	Southwest District
Coaches			
Sandra Jones (TIDE)	John Smithson (QST)	MC Thomas (NOVA)	-
Swimmers			
Maddie Foley (DIG)	-	-	Claudia Gohn (BASS)
Parent/Official			
Jon Mangum (CGBD)	-	-	Jessica Simon (CYAC)

This past month was spent making contact with USA Swimming, putting together the committee, and making contact with all the teams.

USA Swimming: Spoke to Susan Woessner, who is the director of safe sport for USA swimming, on the phone. We discussed where Safe Sport was moving in the future including a Safe Sport recognition program very similar to the club recognition program. We also discussed some ideas that I had for Virginia Swimming discussed below.

Safe Sport Committee: The goal of this committee is to select members from each district. A Coach, Swimmer, and Parent/official from each district that will be responsible for communicating with their districts. Coaches communicate with coaches, swimmers with swimmers, etc. I still have a few emails out to finish selecting the members of the committee, hope to complete that in the next week or so.

I am looking to have a Safe sport committee meeting via teleconference in early December to discuss the direction we would like to take as a committee. Initial thoughts are for the swimmer committee members is to start a social media site to gain additional interest in Safe Sport by the swimmers. The parents usually tend to plan social events or team travel events for the swimmers so creating a set of guidelines to follow for setting up a safe event such as how many chaperones, how often to do room checks, how to conduct a room check, what is appropriate, etc. We may be able to create a safe sport seal of approval for team events that meet the guidelines. Coaches also need guidelines such as how and where to speak to swimmers, acceptable practices for travel meets, etc. Also, a coaches' weekend to discuss safe sport issues, social media, clinics from veteran coaches in the LSC discussing training, drills, and philosophy, etc. can serve multiple purposes for Virginia Swimming.

Contact with LSC teams: Jerry Hayes helped by giving me an introduction, then I was able to contact the teams and ask them to update their Safe Sport representative from each team. Right about a third of the teams has responded. I will send out one more email to the head coaches. If there is no response by the team, I will send the email to the board presidents for their response.

VSI Disability Committee Report

Nov. 19, 2015

There are four disability swimmers that have been very busy with their competition and development within VSI. They are Sean Harrington , Emilia Scovel, Samantha Tubbs, and Joseph Peppersack. Sean has retired from competitive swimming, but serves as a wonderful role model for younger swimmers who have physical and / or mental disability challenges.

We are getting a current update on Emilia, Samantha, and Joseph. Several of these individuals have attended the Colorado Springs Training Camps.

Pat Donohue , Michael Downs and Kim Downs were our VSI representatives who attended the Recent Disability Swimming Workshop fo Swimmers in Colorado Springs. Their report is forthcoming

Respectfully submitted,

David V. Strider (Chair)

VSI Disability Swimmers Committee

Coaches Committee Report

11/23/15

1. Zones Report: It was great to win Zones in our own back yard . I solicited feedback from the Zones Coaches immediately at the end of the meet. Here are some suggestions/comments I received:

*** Maybe a Head Chaperone and one more Coach, so that each group can have a coach dedicated only to them, and the Head Coach to coordinate, administer and fill in where needed.

***Don't ever hire James River bus company again.

***We had several instances of parental interference on the trip at the hotel and on the deck despite the policies put out. Bridget and Maureen ran a lot of interference for us to allow us to focus on coaching.

***We may have to go to a "no electronics" policy on deck because of parental interference.

*** I did get put in a room with a chaperone. Felt like I should have either had my own room or at least roomed with a fellow coach.

***It might work better to schedule a later breakfast for 9-12 yo and then have a catered lunch brought to the pool for those age groups after their session before finals. That way we would be moving food to them instead of moving 36-60 of them to food.

GENERAL COMMENTS FROM THE COACHING STAFF: I truly enjoyed the entire coaching staff. I'm not sure how to explain it but we all meshed very well. No egos, just working together and having fun with the kids. I had a great experience with the zones team and the coaches. Maureen does a great job of not only planning, but also having to handle all the things that can come up during the trip. Bridget and the rest of the coaches all did an outstanding job and really got the kids fired up and excited to swim. I had a lot of fun with the trip and hope to be able to do it again in the future.

2. Coaches Input: I solicited the current head coaches in VSI to request any items they wanted addressed by the board. The only 2 responses I received was the following: Request for an update on the Northern Region/Districts, VSI and PVS territory, etc. issue and request for an update on the \$50,000 set aside for Club Development.

Hi Drew,

Do try to solicit input from coaches on how we can help with club development through this \$50000 that is earmarked for this purpose. Responsible, fair support.

Spend the remainder of the hour (11-12) reviewing items from Scotts meeting at 8 and Teds meeting at 9 to inform late arrivers of the direction those committees are headed on their issues and ask the coaches committee if we should endorse those items. Being able to support them gives them even more credence.

Certainly Athletes travel fund and potential Coaches travel funds are hot items. If you can get some direction from the coaches (hopefully in support of these items) then that will be important.

I believe at the HOD meeting, mentioning the Success of Zones items from above (don't mention the few negative items - those can be discussed in BOD only for now. Also mention that we had a large number of coaches applying for positions (16 actually) and want to continue this trend. I think it is worth discussing with in the coaches meeting today increasing the current stipend for coaches at Zones. I think it is \$400 and \$600 for the head - (ask Bob Rustin to confirm), but it should be more like \$600 and \$900 to be in line with what PVS and other LSC's pay. We need to recognize and support our coaches in this way. Thanks!!

Coaches Committee Report

11/23/15

- 1. Coaches Committee Restructuring** - It was determined at Convention, that the Coaches committee needs to have 20% athlete representation as all other committees. Since our coaches committee currently includes ALL VSI coaches, the 20% representation is unrealistic. We are exploring the process by which we will create a Coaches Association that consists of all VSI Coaches and the representative group that will serve along with the Sr. & Jr. Coaches Reps as the Coaches Committee.
- 2. Zones Coaches** -We would like to see 9 Zones Coaches instead of the current 8. This will allow us to have 1 coach for each group, as well as a Head Coach that can be focused exclusively on that role. We are also requesting that we consider an increase in compensation for the Zones Coaching Staff. The recommended amount will be determined after inquiring with other LSCs' and committee concensus.
- 3. Web site** - Many coaches have inquired about the timeframe for the introduction of the new VSI Web site. SO we are anxiously inquiring on the coaches behalf.

Camps & Clinics Chair

From: Jeff Kincaid

Fellow Colleagues,

Five years back into coaching and I've been asked to do something important! Steve Hennessey asked me to consider this role; and, so before accepting the job I did some research with other VA coaches and LSC's to understand, compare, and to learn more about what opportunities VSI could offer to our athletes, coaches, and parents from Camps & Clinics. The conversations and emails so far with other coaches were positive toward supporting and helping develop camps and clinics in the LSC. With that being said, I accept the position and challenge to create a vision and plan for VSI. The rest of this report I will hope to outline some beginning goals, a vision of what another very successful LSC has done within their state that we can mentor from, and to formulate a forum to which we can dialogue. Already in the works from the phone calls, discussions, emails we have direction toward a subcommittee of coaches to fill the region positions within each region. It is my hope that through participation of all teams, our core of great coaches in VA, and a supportive LSC board we can see this vision and create over time a vibrant camps and clinic program for all to gain in growth, retention, and competitiveness.

- From point forward. Develop a goal and mission statement of VSI Camps & Clinics. For example. (VSI Camps & Clinics will provide opportunity for developing swimmers at all levels through camps, clinics, training trips, offered by all available resources from USA swimming, VA Swimming, our state resources, and the community at large.) Obviously a work in progress.
- Ideas for camp structure and emphasis along with the USA swimming structure that currently exist.
 1. **Developmental camps**; ... Region Based. Targeted athlete not faster than Age Groups or Senior Champs. Up to 3 different camps for age appropriate potential.
 - a. **Catch the Spirit Camps**: To begin this spring targeting April/May time frame and to utilize material/financial support from USA swimming per their allowance.
 2. **Rising Star Camps**... Region Based and/or selected swimmers in state based on IMX points, VSI Zone qualifiers, Motivational Times Standard.
 1. Age Group level
 2. Senior level
 3. **Select Level Camps**.
 1. Zone Select Camp Criteria but within the state
 2. National Level Camp Criteria but within the state.
- **Budgetary goals:**
 - To develop a budget prior to spring VSI Board meeting for proposal to incorporate financial support for the Camps and Clinic Goals.

- Funding criteria would be a dual source from both athlete's families and clubs if budgeted and VSI based on the goal of that camp.
- **Capture Momentum:** Create a culture for VA swimmers "Team Virginia"! Capture momentum from our VSI Zones Boys, Girls, and Overall 1st place finishes continuing a Team Virginia concept. This team of select individuals could train together for personal common goals; and, yet still bond as a team to compete against other like teams from other LSC's when opportunity exist.
 1. **Promotion:** : A parental component to head a *social media/news* campaign during camps for others to witness the "buzz" about our new Camps & Clinics so the excitement toward our long term goals can be public.
- **Quad Measurement and GOAL:**
 1. Track numbers of Olympic Trial Qualifiers each QUAD year from this year with the purpose of increased participation at Olympic Trials from VSI.
 2. Increase the percentage or chances that VSI athletes can make the team.

SUPPORT FROM OUTSIDE THE LSC AND SUPPORT FROM OUR OWN VSI AND COACHES.

- **Training Trips, Camps, and Clinics:** The Indiana swimming LSC sports development officer Tony Young is one I spoke with who has a wealth of knowledge in coordinating Camps & Clinics. He shared with me what they have done over many years in Indiana as they wanted to do more within their own LSC over time. As an example, in their own LSC over a span of time one such training trip and camp is this. AAAA and above 11-14 year olds are taking a 5 day trip to Omaha in conjunction with Olympic Trials. Training at the pool, tickets to the event, activities around training at a cost of \$37,000 which \$18,000 of that is donated by the LSC.
 - Training trips to other LSC's
 - Training trips to Olympic Training Center
- **Selection Criteria:** It is my belief that from the onset of developing our Camps & Clinics that a majority if not all Rising Star and Select level participants would be hand selected or based by a points and placing system so we are developing the most competitive athletes. This would be our first choice, then by creating a tremendous desire to belong to the culture of these camps we would create waiting list of athletes willing to participate. A next in line opportunity!
- **Staffing Camps:** In conjunction with running camps the mission of such camps should support an idealistic learning environment for coaches. VA has such a deep history of success that the leadership in VA can offer a clinic environment to the staff for continuing education, motivation, and learning. As well as, outside of VA we can invite in coaches to lead and be quest coaches of the camp therefore attracting coaches in VA to want to participate. Keynote speakers, guest Head Coaches, and designated support staff would sign Code of Conduct and Code of Ethics for their role in the camp to promote bipartisan fellowship and comradery toward VSI Camp's & Clinics goals in order prevent recruiting or home team advantages. It's about the athlete!
- **Committee:** It is important to note that a long-term planning program is desired in order coordinate optimal weeks/weekends for camps, trips, and clinics. The Camps and Clinics goal

would not be to schedule on major competitions already planned; but, set a schedule so teams, coaches, and athletes can plan this into their calendar.

- **Promotion:** A parental component to head a social media campaign during camps for others to witness the “buzz” about our new Camps & Clinics so we create that excitement toward our long term goals.

In closing I'd like to thank Steve for the opportunity to lead with this important position on the Board. This is just a start to something I believe VSI can develop with collective interest to further strengthen our existing athlete competitiveness, retention & growth, and spirit of opportunity to athletes, coaches, and teams. It is my deepest hope that by a collective desire to grow this aspect in VSI we can accomplish some spectacular moments; and, set a great base of structure of Camps and Clinics for the near future and years to come. I can be reached by phone and email for thoughts and comments.

Respectfully,

Jeff Kincaid

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