



## Virginia Swimming Board of Directors Meeting

**Date:** August 28, 2016

**Time:** 2:00 pm

**Location:** Doubletree Hotel, Richmond, VA

---

<b>Meeting called by:</b>	General Chair	<b>Type of meeting:</b>	VSI BoD Meeting
<b>Facilitator:</b>	Admin Vice-Chair	<b>Note taker:</b>	Secretary
<b>Attendees:</b>	Steve Hennessy, Art Anthony, Terry Randolph, Mary Turner, Bob Rustin, Drew Hirth, Bill Geiszler, Jessica Simons, Gordon Hair, Jill Rhyne, Michael Braum, Ted Sallade, Peter Maloney, David Strider, Alix Neilan, Bryan Wallin, Ashby Marcey		

Bill called the meeting to order at 2:15pm. Steve was stuck in traffic.

### Minutes from previous board meeting

Ashby presented the minutes. Small edits were made and the minutes were passed as edited.

### Treasurer's Report

Bob sent the report, and a brief end of year snapshot. He reviewed the following: We will have a large loss this year. Registration came out pretty close to expected revenue. We are ahead on the number of non-Athlete members. This does not help our revenue because VSI does not charge an LSC fee for this type of membership. There were additional clubs, which helped increase revenue. One factor, which lowered revenue, is that we did not host Zones. Reimbursements for meets are still coming in. Larger number of athletes than expected sought reimbursement for Olympic Trials. Long Course zones meet was largest expense. Expenses were higher with lower revenues based on smaller number of swimmers. Convention costs – some are included for convention this year. Officials training and travel is over budget primarily due to travel reimbursements – this budget has been increased for next year. We are over budget for this year by about \$120,000. We had planned overage to use up some of the money in reserves. Members of the board asked when do we need to start changing our budget to not go through reserves so quickly?

Bill pointed out that to come out below budget for awards banquet in beginning years is very good. He thanked those involved in organizing this.

Report serves as a motion. Peter seconded the motion. We voted and the motion passed.

### New Website Overview

Initial problem was all the data embedded in old website. This had to be cleaned up before we could start new website. This will give our website a more streamlined platform. Goal is to have information in only one place.

Gave out flyer and asked for help with content. Website will not be made public until after HOD Meeting. Kevin asked how much historical information should be on the website? Discussion ensued. ***Any additional information or content must be submitted by September 12, 2016. Information to be posted must be sent in PDF format.***

### Consent Agenda Items

Steve asked if there are any topics that need to be pulled from Consent agenda.

Jessica asked for Zones Time Trials Item to be pulled.

Mary asked that Banquet Pricing and All Star selection criterion be pulled for discussion.

The following items remained on the Consent Agenda:

1. Proposed Changes to Bylaws and Policies & Procedures?
  - a) Adding a Safety Division and Finance Division to the VSI Board of Directors
  - b) Change to the staffing of Permanent Offices
  - c) Appointment of Board of Director Vacancies for unexpired term
  - d) Travel Fund Revisions with provisions for Disability Swimmers
2. Proposed Club Development Grants
3. 2017 Zone Coach Compensation

Steve asked for motion. Peter Maloney made a motion and Terry seconded the motion. The Consent Agenda passed. Items pulled from the agenda were then discussed.

Time Trials Language for Zones Team selection Criterion:

Jessica and Maureen liked what Ted has put in meet invitation about Time Trails held at the end of Senior Champs. Jessica wants Time Trials held after the end of the meet not to count towards Zones qualifications. This is a change in the language we recently came up with regarding Zones Qualifications. Kevin suggested that the appropriate time to make changes would be to make an amendment at HOD Meeting. Jessica will ask for this change at HOD Meeting.

Proposed Change to VSI Awards Banquet Pricing for Honorees versus Attendees

Awards Banquet –

We are set up with Kings Dominion for next year on April 29<sup>th</sup>. Task force proposed that we come up with top # designation. Top five would be considered all-stars. This was discussed in June meeting, and several coaches asked what the cutoff date would be? Mary compiled data and included it with her report so Board members could review it for the meeting. Should the Age Group Champs and Senior Champs meets be the cut-off date for determining the All Star team? Discussion ensued on this topic. The athletes feel we should use the Age Group and Senior Champs meets as cut off dates. Peter made a motion to accept these dates to determine selection to all-star teams. Motion was seconded and passed. The language of the procedure was changed to the following:

Section I "Annual Swimmer Recognition" of the procedures section was changed so that section 1 now reads as follows:

1. **Competitive Spirit Award: This award is designed to recognize athletes for attitude, character and leadership within a team. Virginia Swimming will provide awards for each team to present to a 12 & U girl and boy as well as 13 & O girl and boy.**

Banquet costs:

Suggestion instead of paying for lunch costs for certain athletes. Could we reduce cost for every athlete's lunch by a certain amount. Task force wants to take same budgeted amount and reduce lunch costs for everyone. This is also a proposal. Peter seconded the proposal. The group voted and the proposal was passed.

## Club Development Grants

Bill sent out information to fund a grant requested by Tide \$5000.00.

Steve felt the committee did a great job of obtaining information and determining if benefit should be paid. Another request from a different team was turned down. Report served as a motion. Motion was seconded and approved.

## Art Anthony

Had four people attend training today. This is lower than past years. Art felt this may be due to the fact that now it is much easier to get certified through your own club. Also coaches still on vacation.

## **Administrative Division Reports**

Officials – Report submitted.

Registration/Membership - Report Submitted

Mary stated that new legislation will be considered at Convention concerning seasonal athletes. This could impact our revenue numbers because the LSC will only be allowed to charge \$3 for its portion of the registration fee. We currently charge \$9. Mary sees a larger impact in the loss of the High School Program athletes.

She also mentioned that athlete membership cards will be sent electronically this year. Everyone should be able to pull up their cards through Deckpass.

**Finance** - Financial Summary Report Attached.

## **Age Group Division Reports**

**Disability – Report Attached.**

**Zone Team Manager – Report Attached.**

**Senior Division Reports – Report Attached.**

**Coach Division Report – no report.**

**Athlete Division Report – no report.**

## **New Business:**

- 2016 USA Swimming Convention

Steve asked Mary if there was any new information. Mary asked those going to convention please send itineraries to her, so she can get travel information out to everyone. She will also send out contact info for those going.

- Processing for Athlete Reimbursement

Bob Reviewed this process for the group. Mary generates a list, which is Winter Junior Nationals list. Reimbursements are sent to Bob. Bob will accept receipt from club breaking down costs for group items. ***Steve asked for Bob to send a list of those approved to Mary.***

- New At-large Athlete Board Members

***Steve has tasked Alix with finding new members.*** Alix has asked Grace Edwards for suggestions.

- Speedo Contract Renewal

The athlete for our clinic was unable to attend clinic last fall due to travel problems. VSI found athlete for banquet by themselves. This was a selling point for getting this contract. Should we renew the contract? Bill moved that we do not renew this contract. Jessica seconded this motion.

Kevin proposed the language change. Peter seconded the motion. The motion passed.

### Announcements:

- Karen Sundahl and Sandra Jones will attend the Women in Coaching Summit.
- HOD Fall Meeting will be September 17-18 during Swimposium
- BOD Meetings:
  - November 20, 2016 at 7:00pm – Video Conference
  - February 5, 2-017 at 2:00pm - Face to Face
  - April 30, 2017 – in conjunction with HOD Meeting
  - June 11, 2017 at 7:00pm - Video Conference
  - August 27, 2017 at 2:00pm - Face to Face
- Mary asked to make sure new Registration forms for 2017 season are being used by clubs.
- Meeting times for September –
  - 8:30-9:30 – Age Group and Senior Committee
  - 9:30-10:30 – Coaches
  - 10:30-11:30 – Tech Planning
  - BOD Meeting 11:30 – 1:00pm
  - 1:00 - HOD Meeting
- Diversity Camp - Peter has not gotten any information about location. Mary suggested Liberty University as a potential camp location 2019

Terry made a motion to adjourn and it was seconded. Motion passed. The meeting was adjourned at 5:20pm

Respectfully Submitted,

Ashby Marcey, Secretary

DRAFT

## Va Swimming Financial Summary

### Year 15 /16 End August and Fiscal Year Financials

9/7/2016

*** Revenue ***	Budget	July Actual	August	Year to Date
USAS Registration	\$402,300	\$2,142.00	\$4,644.00	\$394,311
VS Registration	\$92,400	\$453.00	\$1,085.94	\$91,884
USAS Club Dues	\$3,640	\$70.00		\$3,780
VS Club Dues	\$1,560	\$30.00		\$1,620
Meet Sanctions	\$2,500	\$120.00	\$280.00	\$2,860
Meet Rebates	\$165,000	\$10,230.70	\$23,409.30	\$158,793
Meet Swimmer Fees	\$0			\$0
Sales & Misc.	\$2,500	\$151.00		\$151
Championship Meet Revenue	\$0			\$0
Sectional Meet Revenue	\$10,000			\$19,101
Zone Meet Revenue	\$50,000			\$712
SC Zones Revenue	\$0			\$0
LC Zones Revenue	\$45,000		\$52,961.02	\$60,514
Clinics and Swimposium Revenue	\$3,500			\$1,609
Awards Banquet	\$25,000			\$29,749
Zone Meeting Revenue				0
Interest - Checking	\$10	\$0.96	\$0.99	\$26.63
Interest - Reserves	\$500	\$73.24	\$33.92	\$255.65

<b>Total Revenue</b>	<b>\$803,910</b>	<b>\$13,271</b>	<b>\$82,415</b>	<b>\$765,367</b>
----------------------	------------------	-----------------	-----------------	------------------

### \*\*\* Expenses \*\*\*

USAS Registration	\$402,300	\$4,850.00	\$2,112.00	\$395,071
USAS Club Dues	\$3,640			\$3,710
Travel - US Open	\$2,500		\$500.00	\$500
Travel - LC Nationals	\$25,000	\$500.00	\$6,222.44	\$10,222
Travel - SC Nationals	\$20,000			\$22,500
Travel - National Team Trials	\$12,000	\$11,834.02	\$1,800.00	\$13,634
Travel - National Youth Team	\$1,500			\$0
Travel - Discretionary	\$3,000			\$1,334
Senior Championships Support	\$15,000		\$7,500.00	\$15,000
Championship Meet Expenses	\$5,000	\$3,129.66	\$1,489.80	\$6,309
Sectional Meet Expenses	\$10,000	\$15,942.20		\$18,505
Zone Meet Expenses	\$50,000			\$33,691
SC Zones Expenses	\$0			\$0
LC Zones Expenses	\$85,500	\$59,909.84	\$10,980.96	\$148,981
Administrator	\$30,600	\$2,550.00	\$2,625.00	\$30,600
Payroll Taxes	\$2,750	\$195.08	\$200.81	\$2,417
Webmaster	\$18,504	\$1,542.00	\$1,542.00	\$18,379
Website Expenses	\$3,000			\$1,043
Administration Expenses	\$10,000	\$204.93	\$275.79	\$13,461
Awards Banquet	\$40,000			\$44,343
National Convention	\$14,000		\$3,139.40	\$20,843
Equipment	\$3,000			\$937
Officials Training & Travel	\$16,000		\$8,742.23	\$26,192
Supplies & Misc.	\$5,000	\$432.85	\$345.07	\$1,871
USAS Workshops	\$3,000			\$6,490
VS Workshops	\$1,000			\$2,000
VS Camps & Clinics	\$4,000			\$3,843
Diversity & Outreach Programs	\$6,000	\$204.50	\$1,285.00	\$6,326
Safe Sport Programs	\$1,000			\$0
Make A Splash Programs	\$10,000			\$8,242
Coach Mentoring Program	\$2,000			
Zone Meeting	\$3,000			\$2,553
Championship Meet Awards	\$30,000			\$24,022
Grants/Development/Clubs	\$50,000		\$5,000.00	\$5,000.00

<b>Total Expenses</b>	<b>\$888,294</b>	<b>\$101,295.08</b>	<b>\$53,760.50</b>	<b>\$888,018.74</b>
-----------------------	------------------	---------------------	--------------------	---------------------

<b>Net Income (Loss)</b>	<b>(\$84,384)</b>	<b>(\$88,024.18)</b>	<b>\$28,654.67</b>	<b>(\$122,652.21)</b>
--------------------------	-------------------	----------------------	--------------------	-----------------------

### Checking:

Beginning Funds	\$224,536.00
Net Income (Loss)	(\$122,652)
Interest Transferred from (to) Reserves	(\$255.65)
Other Transfers from (to) Reserves	\$0.00
Ending Funds	\$101,628
<b>VS Reserves</b>	<b>\$380,582</b>
<b>Total Funds</b>	<b>\$482,210</b>

September 4,5 USA Swimming Leadership conference  
 Cathy Wright-Eger-past woman's coach of Purdue swimming  
 John r wooden leadership institute  
 Certified professional behavioral analyst  
 Title 9 deputy

Developing a championship culture: what is a coach's role?  
 Cathy referred to the military to learn about developing culture  
 Her military culture experience was black and white: either you are with us or against us.

Military Leadership was crystal clear with:  
 Knowing your mission  
 Knowing your goals  
 Be clear with your message

**Culture** –at the start of the season we all must be a piece of that culture  
 Create guidelines to support culture- be very clear with your culture: everyone knows the mission, goals-  
 To be a good leader –you must also be a good follower- know how to do both.  
 What is the coaches' role in developing culture and what is the team's role. How do we merge this together? 2 steps forward to each other (coaches, athletes, parents staff)

Your team culture: emerging leaders (coaches) must model team culture. Hold kids accountable (make them part of creating/cultivating the culture with your influence/ picking the tight ones to speak up.) have clear communication of expectations and standards. Be clear with swimmers, coaches and parents.

**How to involve the swimmers to help create your culture- Team roles**

- Ask them, what type of culture do you want to help create your success.
- Swimmers can make a list- list the expectations, list what will not be tolerated
- Ask the question behind the question: don't always tell /ask
- Coaches can plant seeds w swim leaders-
- Be clever with your messages – use outside support.
- Use team building activities that help to creat your culture.
- Use images to represent your culture (bracelet, triangle of words, laminate and punch onto a speedo back, vision board (have kids create it), t-shirt,
- Start somethings new this year: ICE kick board Award- Intensity, Concentration and Effort. (Scaled 1-5, self-critique). Each week a swimmer earns the award and kicks w a special ICE board.

- Create a leadership council- swim leaders decide as a small group how to handle issues. Team captains don't like to squeal –(remember tolerant millennial).
- As a team they can create standards and create consequences for breach of rules. Swimmers will self-police. Stop: we don't drink on our team as it is a team rule. Leadership council – counsels others to stay in line.

### **Activities- for promoting core values and owning their culture**

1. Select a core value  
Pick a song  
Name the group representing the value
1. Create a play list of songs that have a message – each swimmers message is announced when the song is highlighted.
2. Have athletes look at long mission statements and pick 3 things out of it and make a statement(this can help redefine your too long statements)
3. Have athletes come up with a quote of the day- select one daily and write it on the board before practice
4. Select one word that represents you- write it on a brick – build your base
5. Build your pyramid of success- give them 5 slots for the bottom and build up to the last slot (like John wooden pyramid if success)
6. Bigs –match teammates as big bro or sis
7. Role playing – to help w team issues
8. American swimming warrior – create a game of this w drylands
9. Community- miss a practice –bring in a can good-. Do a stroke clinic food drive- everyone brings in 15.00 /food
10. Taking care of the ball- caring for each other
11. Pledge it- for every team record broken – what will you pledge –and as a team what can you put this pledge towards
12. Senior speeches at the banquet – about their team what they are taking with them from this experience. – what are they grateful for
13. Parents run social activities-
  -



**What Drives winning:** most important quality that created a winning team was the ability to effectively manage people (positive). Millennials must have a say in this as a buy in on their part – creates their accountability. Be clever with this. Yes strategy is important and acquired talent with hard work pays off but the number 1 key to success is managing of people.

**Clear Communication:**

1. Give feedback and for yourself, embrace criticism.
2. NEVER ignore negative behavior-
3. Not sure how to react: State that . “Not sure , but doesn’t seem or feel right.”

**Successful program:** Leaders are proactive not reactive. Take the time upfront to establish ground rules, culture. Be a business woman – ask for what you want and need with data to support. As a leader, Do performance Evals to help your coaches/swimmers grow. Ask for performance Evals. You can find Evals on USA swimming webpage

8 Things that destroy college teams (relate this to younger swimmers)

1. Too much partying (not just drinking-late nites/texting?)
2. When you think you can act like a normal student- athletes are not normal students
3. Eating like a normal student
4. Chasing sex (chasing peer acceptance for a ms aged)
5. Doing nothing right but complaining about results
6. Living in the past
7. Difficult time accepting new things/ideas
8. No more spoon feeding- your driving the bus

**Coach Leaders:**

1. All coaches should think like CEOs of their parent group and swimmer groups; teach people how to treat you. Put in place rules for boundaries/ protocols (24 hr rule, email first, 815pm I'm done, no email/ computer on Sunday's)  
Send them: article- why I stopped recruiting this child
2. Have the hard conversations – take into account the personality type (See Style Analysis) . Teach athletes how to talk with parents and represent what they say objectively as possible.
3. Teach athletes how to respond to something they are caught off guard yet they know is wrong: If someone says something or does something that catches by surprise (an odd color joke/sexual statement) and you don't know how to respond: say this” I don't know how to respond to that but it just doesn't feel/sound right to me”

**Coach Leaders (cont.)**

4. Addressing Team concerns: Concerns should be communicated in a clearly understood order- moving up the ladder. At Purdue:
  - Athlete to coach (teach swimmers how to communicate w adult- develop healthy adult relationships,/we are safe)
  - Athlete coach ,coach parent (2 coaches in room to make sure nothing is twisted)
  - Athlete /coach/ parent / CEO or AD
  - Don't complain with out bringing a solution to the table
- Remember to Model the behavior we are looking for in your athletes.

**We are working in an environment w 4 different generations- remember you adapt to your leader. How do we work together?**

- Take 2 steps forward to understanding them. Ask them to take 2 steps forward as well.
- Show you care –small meetings and yes /during practice time! Other ways to show you care:
  1. favorite quote , list what you are grateful for, circle of support(someone having a hard practice- pull them out –put them in the center and say positive stuff to them)
  2. List of things that went well: take a moment to credit the work you do with your staff. Examples from conference:
  3. ICE AWARD, msprep,mstraining visiting all groups, creating a velocity group 2x week , creating an endurance group 2xweek, start up teams in multicultural areas, interfacing with other group coaches for ideas or needs

**Coaching millennials (today's swimmers) and their approach to things: millennials are very tolerant (think advances in acceptance of diversity). Their tolerance is both good (non judgmental) yet can also be detrimental in certain situations** (nonchalant with being late). We must teach them to know when to be tolerant and when to take a stand against things that are detrimental that can effect personal excellence or infiltrate **team culture**.

Millennials: their first wave of resources for information is no longer teachers/coaches. They are getting information from their parents, peers and Internet (Google). These are 3 unclear sources of information- each source can give different info: ....not crystal clear with messages.may be hearing and receiving mixed messages

**Stress and Gratitude cant fill the same space: Find your gratitude under stress:**

**Common List of things that stress Coaches**

- Lack of support from superiors (head coaches, lead coaches, board of directors)
- Managing 15 hour days without ability to recharge
- Not being heard
- Poison families
- Working with all kinds of people and constantly trying to adapt
- School life interfering w club culture /life
- **Parents:** the demands/ conflicts with group placements, unrealistic expectations, helicopter parents not giving children space to fail- all were issues that surfaced. Parents were a common theme.
- **Parents are a consistent stress across the board for all coaches. As a coach leader, you must also teach your parents. Go back to your culture:**teach our parents team culture.
  1. Be Proactive – teach them what is acceptable /not acceptable ahead of time.
  2. Define your boundaries. Protect your health and culture.
  3. Parents should model their sportsmanship behavior the way they want their children to exhibit with sport.
  4. Disparaging the team in any social media or platform =immediate dismissal from team.

**Woman as Leaders in our Sport:** Women tend to be behind in swimming as far as head coaches.

Think like a CEO of you life, Think like a CEO of your group, Think like a CEO of your swimmers. Self Care- Give your self time for yourself to recharge.

Remember: it is impossible to grateful and stressed at the same time. When you begin to feel stressed- create a gratuity list. What are you grateful for.

Part of the cause of woman behind. Society and the brainwashing from an early age: Watched:

1. MissRepresentation- how woman are valued for looks/sex in the media and the message it gives to young girls.
2. The Mask You Live In: How boys are devalued when they show emotion ('be a man') and how it effects them. Not everyone is mr. macho- but this is the role that is promoted.

**Styles Analysis of personalities when working with others and the intake of situations and auto reactions. Also, it helps to QBQ- Question before the Question to figure out how something is interpreted.**

<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
Control	talk	accommodate	follow rules
Problems	people	Pace/plan/need time	procedure
Anger	Optimism	non emotion	fear
Taken adv of	social recognition	security	criticism

### **Senior Swimmers and Issues:**

Drinking and Consent: Tea or No Tea Video

Are we prepareing our seniors before they go to school about Consent, Drinking.

Consent for sex can ONLY be given if person is sober. If a person is drunk, consent is non acceptable.

What is a good vs. bad (drunk) hook up. Make sure they talk through everything for consent. Most sexual assaults fall under the friend category. May have involved alcohol (no consent allowed).

1<sup>st</sup> 6 weeks of school- a lot happens. First time away from helicopter parents.

Think: you could be walking down the street half naked, drunk and out of your mind...NO one has the right to sexually assault you despite any bad judgement or 'signals ' you may give off.

Safe Sport Training: Sexual Assaults, Bullying

Q /A

Sandra Jones

Tide Swimming

Additional Input (Karen Sundahl)

Sandra and I spoke again about some of the articles so I thought that I would share the other couple that I noted:

1. A Nation of Wimps - Psychology Today
2. 8 things that destroy college athletes - Ian Warner
3. Why I stopped recruiting this athlete - Becky Carlson

As Sandra stated, it was a great clinic and we really appreciated the opportunity to participate.

Karen Sundahl  
Old Dominion Aquatic Club

## TECH PLANNING REPORT

1. The tech planning committee has been populated and is on the new web site. 4 meets have been sanctioned so far as well as 1 approved and 2 team Intrasquad meets.
2. The tech planning committee will discuss and decide on a recommendation to the BOD and the HOD for winter as well as summer regional assignments. There has been a development or two that preclude definite assignments that need a bit of discussion.

Jessica Simons  
Tech Planning Chair  
September 15, 2016

**VSI Disability Committee Report      Sept 14, 2016**

Joseph Peppersack and Samantha Tubbs attended Paralympic Trials in Charlotte, N.C. at the end of June. Samantha Tubbs (Rappahanock Raiders) not only competed but she earned a first place gold medal – the top three in all seven of his events in the Paralympic Trials.

This summer Joseph has been working at the local YMCA teaching children of all skill levels how to swim. He gets back in the pool on Sept. 12<sup>th</sup> to start training himself. He is making plans now for his disability swimming schedule and which meets he will be able to attend.

Emilia Scovel finished the summer swimming for the Sideburn Run Sharks in Fairfax. She is currently swimming with a private coach and hopes to join the Riptide Swim Team in Prince William County for the 2016-2017 season.

Benjamin Hunter achieved his first A times this year and he even earned one AA time. He achieved his A times in the 100 Free, the 100 Fly, and in the 400 Free and he reached his AA time in the 50 Fly. Benjamin also achieved long course Age Group cuts in the 400 Free and the 50 Fly and he earned a trip to the Age Group Champs this summer. Benjamin also showed 100% or greater decreases in all the long course events he swam this summer.

Sean Harrington is still working at the materials management division at Chesapeake Regional Medical Center. Sean continues to swim up to four times per week at the Great Bridge YMCA during his workouts. He has acquired a great tan from his swimming workouts in the outdoor pool.

The VSI Disability Committee has been working on a proposal for standardized, consistent swimmer reimbursement, within certain limits, for disability swimmers competing at national level disability meets. The reimbursement principles would closely resemble those for the USA-VSI able bodied swimmers. Such a proposal would suggest that an athlete with a physical disability may be eligible to receive a travel reimbursement for up to two designated meets per year, with the exception that in an Olympic year, the same athlete may receive an additional travel reimbursement for participating in the USA Paralympic Trials.

Pat Donohue has been one of our lead VSI disability officials and she has, along with several other VSI officials, participated at national level disability swim meets during the last year.

Respectfully submitted - David V. Strider (Chair – VSI Disability Swimmer Committee).

## Senior Chair Report

1. 2017 Senior Championship Venue
  - Attached venue info for the new Jeff Rouse Center in Stafford. Dates are available if the Senior Committee votes to reserve for 2017 events.
  - CSAC in Richmond is not available for scheduled July 2017 Long Course date. CSAC costs are significantly higher and have gone up 17% for the upcoming year.
  - It is nice to have options.
2. Coach / Athlete travel reimbursement proposal
  - Senior Committee will be reviewing a proposal to significantly increase opportunity for reimbursement.
  - I will report discussion at the BOD meeting.
3. Scott Thacker SMAC will be attending the convention in my stead as he begins a year mentoring as my successor.
  - I am thankful Scott is willing to serve.
  - He is engaged and certainly provides a new prospective for our "experienced" members.

Ted Sallade  
Senior Vice Chair  
September 16, 2016



## VSI Short Course Senior Champs (March 2-5,2017)

Thursday	Price	Lanes	Total	Hours	Cost
Competition Pool	\$30	8	\$240	3	\$720
Competition Pool (Warm Up)	\$16	8	\$128	2	\$256
Warm-Ups/Cool Down	\$16	6	\$96	6.5	\$624
<b>Total</b>			<b>\$336</b>		<b>\$1,600</b>

Friday	Price	Lanes	Total	Total hours	Total Price
Competition Pool	\$30	8	\$240		
Warm-Ups/Cool Down	\$16	6	\$96		
<b>Total</b>			<b>\$336</b>	<b>11</b>	<b>\$3,696</b>

Saturday	Price	Lanes	Total	Total hours	Total Price
Competition Pool	\$30	8	\$240		
Warm-Ups/Cool Down	\$16	6	\$96		
<b>Total</b>			<b>\$336</b>	<b>11</b>	<b>\$3,696</b>

Sunday	Price	Lanes	Total	Total hours	Total Price
Competition Pool	\$30	8	\$240		
Warm-Ups/Cool Down	\$16	6	\$96		
<b>Total</b>			<b>\$336</b>	<b>13</b>	<b>\$4,368</b>

Total Price  
\$13,360

### Hospitality Cost

Thursday	Late Lunch	\$185			
Friday	Breakfast	\$185	Dinner	\$185	
Saturday	Breakfast	\$185	Dinner	\$185	
Sunday	Breakfast	\$185	Lunch	\$185	Dinner \$185

Total Price  
\$1,480

**Total Cost \$14,840**

### Thursday

Warm-up	12:30pm
Meet Begin	2pm
Meet End	5pm
Warm-up End	7pm

### Friday

Warm-Up	6:30am
Meet Begin	8:30am
Meet End	1pm
Warm-Up	4:30pm
Meet Begin	5:45pm
Meet End	8:30pm

### Saturday

Warm-Up	6:30am
Meet Begin	8:30am
Meet End	1pm
Warm-Up	4:30pm
Meet Begin	5:45pm
Meet End	8:30pm

### Sunday

Warm-Up	6:30am
Meet Begin	8:30am
Meet End	1pm
Distance Begin	2pm
Warm-Up	3:30pm
Meet Begin	4:45pm
Meet End	7:30pm

## VSI Long Course Senior Champs (July 27-30, 2017)

Thursday	Price	Lanes	Total	Hours	Cost
Competition Pool	\$45	8	\$360	3	\$1,080
Competition Pool (Warm Up)	\$16	8	\$128	2	\$256
Warm-Ups/Cool Down	\$16	6	\$96	6.5	\$624
		<b>Total</b>	<b>\$456</b>		<b>\$1,960</b>

Friday	Price	Lanes	Total	Total Hours	Total Price
Competition Pool	\$45	8	\$360		
Warm-Ups/Cool Down	\$16	6	\$96		
		<b>Total</b>	<b>\$456</b>	<b>11</b>	<b>\$5,016</b>

Saturday	Price	Lanes	Total	Total Hours	Total Price
Competition Pool	\$45	8	\$360		
Warm-Ups/Cool Down	\$16	6	\$96		
		<b>Total</b>	<b>\$456</b>	<b>11</b>	<b>\$5,016</b>

Sunday	Price	Lanes	Total	Total Hours	Total Price
Competition Pool	\$45	8	\$360		
Warm-Ups/Cool Down	\$16	6	\$96		
		<b>Total</b>	<b>\$456</b>	<b>13</b>	<b>\$5,928</b>

Total Price  
\$17,920

### Hospitality Cost

Thursday	Late Lunch	\$185			
Friday	Breakfast	\$185	Dinner	\$185	
Saturday	Breakfast	\$185	Dinner	\$185	
Sunday	Breakfast	\$185	Lunch	\$185	Dinner
					\$185

Total Price  
\$1,480

**Total Cost \$19,400**

### Thursday

Warm-up	12:30pm
Meet Begin	2pm
Meet End	5pm
Warm-up End	7pm

### Friday

Warm-Up	6:30am
Meet Begin	8:30am
Meet End	1pm
Warm-Up	4:30pm
Meet Begin	5:45pm
Meet End	8:30pm

### Saturday

Warm-Up	6:30am
Meet Begin	8:30am
Meet End	1pm
Warm-Up	4:30pm
Meet Begin	5:45pm
Meet End	8:30pm

### Sunday

Warm-Up	6:30am
Meet Begin	8:30am
Meet End	1pm
Distance Begin	2pm
Warm-Up	3:30pm
Meet Begin	4:45pm
Meet End	7:30pm

**Thursday**

Warm-up 12:30pm  
Meet Begin 2pm  
Meet End 5pm  
Warm-up End 7pm

**Friday**

Warm-Up 6:30am  
Meet Begin 8:30am  
Meet End 1pm  
Warm-Up 4:30pm  
Meet Begin 5:45pm  
Meet End 8:30pm

**Saturday**

Warm-Up 6:30am  
Meet Begin 8:30am  
Meet End 1pm  
Warm-Up 4:30pm  
Meet Begin 5:45pm  
Meet End 8:30pm

**Sunday**

Warm-Up 6:30am  
Meet Begin 8:30am  
Meet End 1pm  
Distance Begin 2pm  
Warm-Up 3:30pm  
Meet Begin 4:45pm  
Meet End 7:30pm

## VSI Long Course Senior Champs (July 27-30, 2017)

Thursday	Price	Lanes	Total	Hours	Cost
Competition Pool	\$45	8	\$360	3	\$1,080
Competition Pool (Warm Up)	\$16	8	\$128	2	\$256
Warm-Ups/Cool Down	\$16	6	\$96	6.5	\$624
Total			\$456		\$1,960

Friday	Price	Lanes	Total		
Competition Pool	\$45	8	\$360		
Warm-Ups/Cool Down	\$16	6	\$96	Total Hours	Total Price
Total			\$456	11	\$5,016

Saturday	Price	Lanes	Total		
Competition Pool	\$45	8	\$360		
Warm-Ups/Cool Down	\$16	6	\$96	Total Hours	Total Price
Total			\$456	11	\$5,016

Sunday	Price	Lanes	Total		
Competition Pool	\$45	8	\$360		
Warm-Ups/Cool Down	\$16	6	\$96	Total Hours	Total Price
Total			\$456	13	\$5,928

Total Price  
\$17,920

### Hospitality Cost

Thursday	Late Lunch	\$185				
Friday	Breakfast	\$185	Dinner	\$185		
Saturday	Breakfast	\$185	Dinner	\$185		
Sunday	Breakfast	\$185	Lunch	\$185	Dinner	\$185

Total Price  
\$1,480

<b>Total Cost</b>	<b>\$19,400</b>
-------------------	-----------------

**Thursday**

Warm-up 12:30pm  
Meet Begin 2pm  
  
Meet End 5pm  
Warm-up End 7pm

**Friday**

Warm-Up 6:30am  
Meet Begin 8:30am  
Meet End 1pm  
Warm-Up 4:30pm  
Meet Begin 5:45pm  
Meet End 8:30pm

**Saturday**

Warm-Up 6:30am  
Meet Begin 8:30am  
Meet End 1pm  
Warm-Up 4:30pm  
Meet Begin 5:45pm  
Meet End 8:30pm

**Sunday**

Warm-Up 6:30am  
Meet Begin 8:30am  
Meet End 1pm  
Distance Begin 2pm  
Warm-Up 3:30pm  
Meet Begin 4:45pm  
Meet End 7:30pm

## VSI Coaches Committee Meeting

9:30 AM 09/18/16

1. **Coaches Committee Restructuring** - Sr. & Jr. Coaches Reps are in the process of adding 2 coaches and 1 athlete to our committee (it will initially be a committee of 5). We will work within this group to communicate with our Coaches Association (that consists of all VSI Coaches) to represent them appropriately to the Board of Directors. When is the best time to get participation and support for our Coaches Association??? Sr. Champs and Age Group meets?

2. **Zones Coaches** -We are again recommending that have 9 Zones Coaches on staff 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.

3. **Zones Coaches Compensation** -The Coaches Committee is recommending that our assistant coaches be compensated \$500 each (currently \$300), and the Head Coach \$800 (currently \$600). This will more accurately represent the time and involvement we expect from our coaching staff.

4. **Sandra Jones and Karen Sundahl** will present a short synopsis/report from an Outstanding Women's Coaches Conference they recently attended on behalf of our group.

5. **Review and endorse** any items form Age Group Committee and Senior Committee as appropriate

6. **Benefits for Coaches** - It is time for us to investigate any options that might be out there to provide benefits (medical, retirement ,etc....) for our coaches. Too many coaches dedicate their careers to our sport, but "retire" to nothing, or get in a financial crisis because of health issues... Do we want to put together a committee to investigate? I will contact people at the USA Convention next week to see what have been done in our Zone and beyond as well....

Please read the article to see what is happening in states around the country regarding free or reduce school lunches, and why we need to look at alternate methods of qualifying people for grants/scholarships.

Peter

## Why kids who aren't poor are now getting free school lunches

By [Valerie Strauss](#) May 11, 2015

(Ted S. Warren/AP)

It used to be that students from families with low incomes qualified for lunches that were either free or available at a reduced price. That's still true — but now, new federal rules allow kids who aren't poor at many schools to get the same thing.

The change in the rules means not only that more kids will get to eat free- and reduced-price lunch but that what had been broadly used for years as a proxy for poverty rates among schoolchildren will no longer be useful for that purpose. Policymakers and researchers will have to find another measure of poverty. As [the Hechinger Report notes](#) in this story:

Education researchers often look at whether an instructional technique works as well with low-income students as it does high-income students, for example. Without reliable poverty figures for each school, that kind of analysis will be inaccurate. Many programs, including billions in federal Title I dollars for disadvantaged students, are tied to lunch statistics. Philanthropic grants are given out this way, too. States and districts are scrambling to figure out how to allocate budget funds among schools without the precise school-lunch figures. New York City was so concerned about putting its federal dollars in jeopardy that it didn't participate in free lunch for all this year. (Only children who are poor enough receive it).

Under the federal Free and Reduced-Price Lunch Program, which was established in 1946 during the presidency of Harry Truman, students [whose families earned no more](#) than 85 percent above the federal poverty line and below that amount could qualify. The percentage of students who qualified has been going up over the years, with some 38 percent in 2001-02 to at least 50 percent by 2011-12. That is different from the official poverty rate of children under 18, which rose to 23 percent in 2013.

Answer Sheet newsletter

Education questions and answers, in your inbox weekly.

New rules that went into effect this year allow for something called the “[Community Eligibility Provision](#),” which allows schools and districts to provide free breakfast and lunch to all students if at least 40 percent of them would have qualified by the old rules. [Updated guidance released in April from the U.S. Agriculture Department](#), which administers the nutrition program, said that participating schools no longer have to require families to complete individual applications. (It was these applications that researchers and policy-makers had used to get data they found useful.) The guidance says:

First rolled out in pilot states beginning in School Year (SY) 2011-2012, CEP became available for nationwide implementation this school year. As a result, in SY 2014-2015, approximately 14,000 schools in more than 2,000 local educational agencies (LEAs) serving more than 6.4 million children elected to participate in CEP for its ability to both reduce administrative burden and increase access to school meals for children in low income communities. While Food and Nutrition Service (FNS) is encouraged by the significant response, we know more children can benefit from CEP.

Why is the federal government doing this? As noted above, it will reduce paperwork for families and schools, but it will also help reduce the stigma that some children feel about eating in a government-funded program at school. You can read [more about the program here](#). The ultimate cost of the program is unclear because nobody yet knows how many students will participate.

[States with the highest percentages](#) of students who qualified for free- and reduced-price lunch in 2012 included Mississippi, at 71.5 percent; New Mexico, at 68.5 percent; and Louisiana, at 67.1 percent.



## **Report from SC Age Group Champs Task Force**

This Task Force was formed at the Spring meeting to determine if the current all-star format meets the needs our athletes or if it is time to move to a different format. Each LSC named a representative to serve on the Task Force along with Marci Callan, host of the meet for many years, and Mary Turner who will serve as facilitator. A survey was sent to each representative in July and the results of the survey were compiled and distributed to the Task Force.

The members of the Task Force participated in a video conference on Tuesday, September 13<sup>th</sup> to discuss the results. The discussion during the meeting seemed to center around the following three questions.

1. Should the meet maintain its current All Star format or should it be changed to a format using qualifying times?
2. Should the meet continue to include 10 & U, 11-12, 13-14, and 15-18 age groups or should it become a 14 & younger meet?
3. Should the meet remain a meet where in which LSCs enter the athletes or should it become team meet such as the Senior Zone meet?

It is the recommendation of the Task Force that the format of the meet be changed to one using qualifying times.

On the question of the age groups that should be included in the meet, the group was split between those who felt that it should be a 14 & younger meet and those who felt that it should include the 15-18 age group. However, most felt that including the 15-18 age group would not be a deterrent to their LSC participating in the meet.

Before making a recommendation as to whether the meet should be 'LSC entered' as it is now or 'Team entered' as in the Senior Zone meet, the Task Force felt other decisions need to be made first. For example, further consideration needs to be given as to whether all entries must meet the qualifying time or if a certain number of athletes may be entered by each LSC. Each LSC will also need to consider the ramifications of proposed changes to determine which type of meet best meets their budget and the desires and needs of their clubs.

The Task Force set a target date of 2018 for implementation of the changes to the SC Age Group Championship Meet.

Task Force Members participating in conference call: Rick Lewis, George Breen, Mary Ellen Tynan, Carol Healy, Adam Zackowski, Kip Hein, Mark Faherty, Steve Hennessy, Marci Callan, Mary Turner



# Roanoke Valley Swimming, Inc.

P.O. Box 4646 • Roanoke, Virginia 24015  
540-982-POOL  
FAX 540-776-0069

2. 8-14 Athletes: up to 2 Coaches
3. 15 or more Athletes: 3 Coaches

There would be 3 Funding Periods:

1. September thru December 31<sup>st</sup>
2. January 1<sup>st</sup> thru March 31<sup>st</sup>
3. April 1<sup>st</sup> thru August 31<sup>st</sup>

A coach and athlete may request reimbursement for expenses for only 1 meet in each period.

Funding Levels:

More than 300 miles from Home City.	Less than 300 miles from Home City.	Within LSC or Potomac Valley Borders.
Air +\$50 per day of Meet	\$100 + \$50 per day of Meet	Mileage + \$50 per day of Meet

Reimbursement:

- "Air" will be determined by a VA Swimming appointee at each team requesting funding. 50 days prior to the first day of competition the appointee will use a common travel website such as Travelocity.com or Priceline to research flights departing the day before competition begins and returning the day after competition concludes. Considering only flights arriving and departing between 6am and 10 pm. The airfare amount used for funding shall be the average of the least expensive fares from each of the three least expensive airlines. In lieu of "Air" a set amount such as \$500-\$600 could be used but I think it would be less expensive using the "Air" option.
- "Meet" is considered the number of days competition is held at the event. I would add one additional day for swimmers to arrive the day before event begins.
- "Mileage" would be calculated using the guidelines set forth by VA Swimming Inc.

Last but probably the most important, the meet selections that will be requested for funding should be chosen between the athlete and his/her coach. Each coach has his own plan for his swimmers and it should be their discretion on what meets they attend. The swimmer earned the right for funding by qualifying.

Sincerely,

**Doug Fonder**  
Head Coach, Virginia Gators



## Be the Best You Can Be!



# Roanoke Valley Swimming, Inc.

P.O. Box 4646 • Roanoke, Virginia 24015  
540-982-POOL  
FAX 540-776-0069

September 13, 2016

To: Virginia Swimming Inc. Board of Directors and Senior Committee

From: Doug Fonder, Head Coach Virginia Gators

Subject: Travel Reimbursement Plan for athletes and coaches could also be used for Officials

I would like to recommend to Virginia Swimming a new policy to recognize VA Swimming athletes who perform at the higher levels and to help offset some of the travel costs necessary for that participation.

These funds would be paid to the club that the athlete represents on receipt of appropriate application filed within required guidelines for the September thru December period. Receipts must be in by January 31<sup>st</sup>. For the January 1<sup>st</sup> thru March 31<sup>st</sup> the receipts must be in by April 30<sup>th</sup>. For the April 1<sup>st</sup> thru August 31<sup>st</sup> period, the receipts must be in by September 30<sup>th</sup>.

- Eligibility for Support
  - The Swimmer must be a current athlete member of USA & Virginia Swimming Inc.
  - Swimmers shall compete in at least one VA Swimming sanctioned meet while registered as a VA Swimming Athlete, not including dual meets or time trials during the qualifying period for which the reimbursement is being requested.
  - The swimmer must have achieved the Qualifying Time Standard (Set by Senior Committee and Board of Directors of VA Swimming) during the qualifying time period.
    - *Note: The Winter Junior National Times used at present seem like an Excellent level of expectation for qualifying.*
  
- ALL TRAVEL FUNDS GO DIRECTLY TO THE TEAM FOR TEAM REIMBURSEMENT

In addition to promote and reward excellence in coaching as measured by the development of swimming talent to a National level, I recommend that coaches receive an equal share of reimbursement as an athlete. This could also be given to Officials.

As such, teams may apply for travel funds for coaches attending meets in which they have both coaches and qualified athletes attending according to the following schedule:

1. 1-7 Athletes: 1 Coach



**Be the Best You Can Be!**