



Midwestern Officers

Stefanie Martinez

General Chair

Steve Kidder

Admi Vice Chair

David Nelson

Senior Chair

Paige Skidmore

Age Group Chair

Toby Rees

Treasurer

Betsy Purcell

Finance Chair

Aidan Cho

Safe Sport Chair

Jeff Steiner

DEI Chair

Sam Bach

Coach Representative

Addisyn Storms

Senior Athlete

Arnav Gupta

Junior Athlete

At Large Athlete

Jack French

Delegate At Large

Amber Bargstadt

Delegate At Large

Starre Haney

Governance Chair

Lori Howard

Operational Risk

Erica Storms

Technical Chair

Leslie Mayo

Registration Chair

Dan Brailita

Officials Chair

Betsy Purcell

Past General Chair

Betty Kooy

Executive Secretary

Mission Statement: Midwestern Swimming strives to maximize opportunities for the growth and success of all current and future swimmers through competitive swimming.

Board of Directors Meeting

Tuesday, October 15, 2024 – 8:30 PM

Zoom Meeting

Meeting Agenda

1. Welcome and Roll Call (by log in – voting participants must have video on)
2. Declaration of Conflict of Interest Statement
Is any member aware of any conflict of interest (that is, of a personal interest or direct or indirect pecuniary interest) in any matter being considered by this meeting which should now be reported or disclosed or addressed under the Midwestern Swimming Conflict of interest policy? If a Board member determines there to be a conflict of interest at any point during the course of the meeting when a specific subject is being discussed and/or action is being taken, a declaration of a conflict of interest should be made at that time.
3. Review and Approve September 17, 2024 Meeting Minutes
4. Consent Agenda
 - Executive Secretary Report
 - Financial Reports
 - Notes from Sanction Committee 09/22/24
 - ABM/Workshop written reports
5. Athlete presentation from ABM
6. Old Business
 - Governance committee:
Update on Bylaw changes mandated by USA Swimming
Update on job descriptions
6. New Business
 - Updates from committee chairs on job descriptions and who are on committee
 - Board Orientation
7. Action Items (Items to be voted on)
 - Date and location of HOD meetings for November/December and for Spring 2025
 - Approval of slate of athlete appointments
 - Proposed change to MW P & P 4.9
 - Proposed change to MW P & P 8.1.6.2

8. Announcements

9. Adjournment

Join Zoom Meeting

<https://nejudicial-gov.zoom.us/j/87266641634?pwd=i0xPt3qL2L2J9ZaSswf0URYnx8F3DY.1>

Meeting ID: 872 6664 1634

Passcode: Q1b2Pb

One tap mobile

+13462487799,,87266641634#,,,,*110017# US (Houston)

+16027530140,,87266641634#,,,,*110017# US (Phoenix)



MINUTES DRAFT

DATE: 09/17/2024

TIME: 8:30 p.m.

LOCATION Zoom Conference Call

Call to Order

- Midwestern Board of Directors
- Board Meeting
 - Called to order – Stefanie Martinez
 - Purpose of Meeting: Regular BOD Meeting
 - Welcome; thank you to Betsy Purcell, past General Chair; reminder of protocol
- Roll Call by Zoom sign-in
 - BOD Attendees: Stefanie Martinez, Steve Kidder, David Nelson, Paige Skidmore (late), Betsy Purcell, Addisyn Storms, Arnav Gupta, Jack French, Betty Kooy (ex officio)
 - HOD Committee Chairs/Coordinators Present: Starre Haney, Lori Howard, Erica Storms, Leslie Mayo
 - BOD Absent: Aidan Cho, Sam Bach, Amber Bargstadt
 - HOD Committee Chairs/Coordinators Absent: Dan Brailita
 - Guests: Jimmy Parmenter, Toby Rees, Scott Rosenbaugh, Bill Haney, Kim Berndt, Pat Rowan, Steve Marchitelli
- Declaration of Conflict of Interest Statement: Read by Toby Rees; no declarations

Approval of Previous Minutes

- No corrections to minutes.
- Motion to Accept July Minutes – Betsy Purcell; Seconded-David Nelson; Approved

Consent Agenda

- Documents
 - Executive Secretary Report
 - Registration Report
 - Ad Hoc Champ Meet Committee (question from Starre – dealt with later)
 - Financial Reports
 - Sanction Committee Meeting Notes
 - Governance Committee Report
- Motion to Accept Consent Agenda Items –Betsy Purcell; Seconded;-Dave Nelson; Approved

Old Business

- LEAP update
 - Most items completed in a working document
 - Narratives for each section need to be completed
 - Governance – assigned to Governance Committee
 - Programming – assigned to Sanction Committee
 - Communication – assigned to Aidan Cho
 - Coach item – Jimmy Parmenter
 - Stefanie will schedule meeting to finalize

New Business

- P & P Changes (from Ad Hoc Champ Committee)
 - Changes Recommended to Midwestern Championship meet
 - P & P 8.5.5.2 (g) MW will set the fees for individual and relay events and facility fees if necessary
 - P & P 8.2.5.6 Qualifying times for the MWS Championship meets will be set by the Sanction/Scheduling/Technical committees.
 - Motion to accept changes as proposed – Dave Nelson; Betsy Purcell Seconded; Approved.
- Interim BOD Appointments
 - Stefanie requested Toby Rees be appointed to the 1 year position to fill the term of Treasurer; requested that Jeff Steiner be appointed to the 2 year position of Diversity, Equity and Inclusion
 - No objections voiced
- Committee vacancies/recommendations
 - Bill Haney noted that the Administrative Board of Review is in need of another athlete due to a resignation
 - Stefanie noted a survey had been sent requesting volunteer athletes
 - Stefanie noted the five standing committees where chairs need to let Stefanie know who is serving including required number of athletes (Athlete, Finance, Governance, Operational Risk, Executive as well as Division chairs Administrative, Age Group, Senior and Coach)
- BOD Job Descriptions
 - Need to update several job descriptions including Treasurer
 - Governance has been working on the job descriptions
- MW Strategic Plan
 - Need to update Strategic Plan for 2025-2028 – last one done in 2022
 - Volunteers for project notify Stefanie of willingness to serve
- Sioux City territory change proposal
 - Noted the request from SWAT; proposal requires House of Delegates approval
- Board Orientation
 - Need to schedule a BOD orientation, hopefully in person before the end of the year or January at latest
- HOD Meeting
 - Need to schedule before end of year (Fall); recommended in conjunction with scheduled meet ; Lincoln or Omaha; will be a hybrid meeting (both in person and via Zoom)
- ABM
 - USA Annual Business Meeting and Workshops in Denver, September 26-29, 2024
 - Attendees - Stefanie, Jimmy, Leslie, Dan, Betty
 - Coach votes were assigned to Dave, Sam and Jimmy; Stefanie will contact USA Swimming to see if Sam and Dave can attend virtually as they did not register; Dave willing; Stefanie will contact Sam to see if available
- Additional Item: Question regarding the 12 & Under meet schedule from Starre
 - Error? in documents; intended for a Sunday 10:00 am start; documents will be updated to reflect change

Announcements and Information -

- Again, thanks to Betsy for GC service
- Board Meetings – Stefanie requesting monthly meetings going forward
Next BOD Meeting – Tuesday, October 15, 2024; 8:30 p.m.

Adjournment

- Motion to adjourn 9:15 p.m.– Betsy Purcell; Seconded – Dave Nelson; Passed.
- Submitted by: Betty Kooy, Secretary



- **Sanctions/Meet Schedules–**

MW 2024-2025 Short Course – The tentative schedule of requests for the 2024-2025 Short Course season is posted. Several changes have been made to the originally published schedule. As clubs register for 2025, documents are filed, and sanction committee approves, January – March meets will be posted.

MW 2025 Summer Meets – A request for bids for Summer 2025 and Short Course 2025-2026 was sent to ALL MW clubs. Weekend dates for the year along with holidays and meets already requested were included in the email. Those requests were due June 1, 2024. We have most of the summer requests and some of the 2025-2026 short course requests. The received requests have been sent to the sanction committee.

- **All Star Meet** – The All Star meet will be held January 11-12, 2025 in Des Moines, IA. MW will be soliciting applications for Head Coach via GoogleForms. Coaches will then vote on the head coach applicants.
- **Athlete Reimbursement and Outreach Reimbursement** – To date MW has sent \$10,150 for Winter Juniors, Westmont TYR Pro, Summer Nationals, Futures, and Columbia Sectionals. (Last date for filing for Long Course was September 30.) \$646.88 has been sent for Outreach reimbursement. GoogleForms for both Athlete Reimbursement and Outreach Reimbursement are posted and distributed to clubs. Going forward we will be tracking reimbursements for 2024-2025 (September 1, 2024 through August 31, 2025) for both Athlete reimbursement and Outreach reimbursement.
- **MW LEAP** – The 2024 LSC Evaluation and Achievement Program requirement for MW was due September 30 and has been filed.
- **USA Swimming ABM and Workshops** – Midwestern sent several members to the meetings in Denver Sept 26-29. Workshops include those for General Chairs (Stefanie Martinez attended), Coaches (Jimmy Parmenter attended), Officials Chair (Steve Kidder attended for Dan B), Registration (Leslie Mayo attended), DEI (Betty Kooy attended taking notes for the new DEI chair), and Athletes (Greta Olberding and Olivia French attended). Two of the coach votes for the ABM were handled via the online attendance and voting platform (Sam Bach and David Nelson).
- **High School Swimming** – Iowa girls are now in their HS season. MW will acknowledge times for any MW swimmers in the IA observed meets. Nebraska's HS season will start November 18. High School meets that are scheduled to be observed are the Conference meets and the State meet. Invitationals wanting observation will be required to file a request with the MW office and MW Times chair. A minimum of two (2) USA certified observers must be present and officiating in the appropriate observation positions in order for the times from the HS meets to be used.

Midwestern Swimming, Inc.

Balance Sheet

As of October 14, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
102 Wells Fargo	95,089.44
122 Savings Wells Fargo	65,320.29
124 CD FNBO	118,456.40
129 PayPal Account	0.00
Bill.com Money Out Clearing	0.00
Total Bank Accounts	\$278,866.13
Accounts Receivable	
1200 Accounts Receivable	0.00
Total Accounts Receivable	\$0.00
Other Current Assets	
119 close out of investments	0.00
410 Kirkpatrick Pettis	0.00
412 American Express	0.00
414 Dain Rauscher	0.00
Payroll Refunds	0.00
Total Other Current Assets	\$0.00
Total Current Assets	\$278,866.13
Fixed Assets	
181 Depreciation	0.00
Total Fixed Assets	\$0.00
TOTAL ASSETS	\$278,866.13
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	0.00
Total Accounts Payable	\$0.00
Credit Cards	
204 Credit Card - Kooy, Betty	0.00
209 Credit Card - Scot Sorensen	0.00

Midwestern Swimming, Inc.

Balance Sheet

As of October 14, 2024

	TOTAL
Total Credit Cards	\$0.00
Other Current Liabilities	
2001 Acct Pay	0.00
201 Prepaid USS Registrations	0.00
2100 Payroll Liabilities	0.00
211 Accrued PR Taxes	2,499.06
301 Payroll Tax	0.00
Direct Deposit Payable	0.00
Total Other Current Liabilities	\$2,499.06
Total Current Liabilities	\$2,499.06
Total Liabilities	\$2,499.06
Equity	
3000 Opening Bal Equity	0.00
3900 Retained Earnings	287,226.81
Net Income	-10,859.74
Total Equity	\$276,367.07
TOTAL LIABILITIES AND EQUITY	\$278,866.13

Midwestern Swimming, Inc.

Profit and Loss

January 1 - October 14, 2024

	TOTAL
Income	
420 Interest Income	14.19
421 All Star Meet	8,556.55
423 Zone Meet	5,246.86
425 Officials Income	510.00
431 MWS LSC Long Course	29,400.00
432 MWS LSC Short Course	39,780.00
441 MWS Sanction Fee	3,177.00
442 MWS Splash Fee	30,683.00
442.1 Splash Fee - SC Championships	4,589.00
442.3 Splash Fee - Squad/Dual/Single Session	4,402.00
Total 442 MWS Splash Fee	39,674.00
443 MWS Fines	225.00
451 USS Athlete Membership	
451.1 Athlete-Premium	7,992.00
451.2 Athlete-Seasonal	388.80
451.3 Athlete-Flex	787.20
451.31 Athlete- Upgrade	316.80
451.4 Athlete-Transfer	1,360.00
451.5 Athlete-Outreach	95.00
451.6 LateRegFee	50.00
Total 451 USS Athlete Membership	10,989.80
452 USS Nonathlete Members	
452.1 Non-Athlete Coach	1,171.20
452.2 Non-Athlete Official	369.60
452.3 Non-Athlete Adminstrator	96.00
452.4 Other	155.52
Total 452 USS Nonathlete Members	1,792.32
453 USS Club Memberships	2,700.00
495 Miscellaneous Income	160.80
Total Income	\$142,226.52
GROSS PROFIT	\$142,226.52
Expenses	
521 All Star Meet Exp	15,252.44
523 Zone Meet Exp	12,080.50
526 Diversity Support	
526.1 Outreach Meet Support	412.93
Total 526 Diversity Support	412.93
531 MWS LSC LongCourse	30,128.59
532 MWS LSC ShortCourse	39,748.00

Midwestern Swimming, Inc.

Profit and Loss

January 1 - October 14, 2024

	TOTAL
541 Athlete Reimbursement	
541.1 Sectional & Open Water	5,050.00
541.2 TYR Pro/Futures	2,200.00
541.3 Nat, Jr Nat, Open, Int Trials	2,500.00
Total 541 Athlete Reimbursement	9,750.00
554 Club Rebates	2,625.00
565 Equipment	25.00
566 Insurance	365.00
568 Service Charge	64.09
569 Returned Checks	20.00
571 Administration	
571.1 Admin - HBE Monthly	10,396.82
571.2 Admin-Intuit	1,410.00
Total 571 Administration	11,806.82
572 Office Supplies	98.39
573 Admin Internet-Google/Constant Contact	798.99
574 Admin Office Internet	599.94
575 Admin Postage	317.08
576 Admin Travel/Training	
576.1 Admin Travel-Mileage Reimburse	311.55
Total 576 Admin Travel/Training	311.55
576.2 Travel-Meals	34.28
577 National Workshop/Bus Mtg	
577.2 Travel & Hotel	714.49
Total 577 National Workshop/Bus Mtg	714.49
578 Officials Expense	
578.2 Meet Costs-Shirts/NameTags	1,295.77
578.3 Officials Reimbursement	2,401.30
578.4 Champ Ref/Admin Lodging	839.36
Total 578 Officials Expense	4,536.43
581 Exec Secretary - Wage	21,026.25
582 Payroll Taxes	1,608.51
589 LSC Awards Banquet	
589.2 Awards	621.60
Total 589 LSC Awards Banquet	621.60
595 Miscellaneous Expense	135.80
596 BOD Meeting Expenses	4.58
Total Expenses	\$153,086.26
NET OPERATING INCOME	\$ -10,859.74
NET INCOME	\$ -10,859.74

Midwestern Swimming, Inc.

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
415 Donations		0.00	0.00	
420 Interest Income	14.19	25.00	-10.81	56.76 %
421 All Star Meet	8,556.55	7,920.00	636.55	108.04 %
423 Zone Meet	5,246.86	5,625.00	-378.14	93.28 %
425 Officials Income	510.00		510.00	
431 MWS LSC Long Course	29,400.00	32,000.00	-2,600.00	91.88 %
432 MWS LSC Short Course	39,780.00	42,000.00	-2,220.00	94.71 %
441 MWS Sanction Fee	3,177.00	3,000.00	177.00	105.90 %
442 MWS Splash Fee	30,683.00	80,000.00	-49,317.00	38.35 %
442.1 Splash Fee - SC Championships	4,589.00		4,589.00	
442.3 Splash Fee - Squad/Dual/Single Session	4,402.00		4,402.00	
Total 442 MWS Splash Fee	39,674.00	80,000.00	-40,326.00	49.59 %
443 MWS Fines	225.00		225.00	
451 USS Athlete Membership		22,080.00	-22,080.00	
451.1 Athlete-Premium	7,992.00		7,992.00	
451.2 Athlete-Seasonal	388.80		388.80	
451.3 Athlete-Flex	787.20		787.20	
451.31 Athlete- Upgrade	316.80		316.80	
451.4 Athlete-Transfer	1,360.00		1,360.00	
451.5 Athlete-Outreach	95.00		95.00	
451.6 LateRegFee	50.00		50.00	
Total 451 USS Athlete Membership	10,989.80	22,080.00	-11,090.20	49.77 %
452 USS Nonathlete Members		3,360.00	-3,360.00	
452.1 Non-Athlete Coach	1,171.20		1,171.20	
452.2 Non-Athlete Official	369.60		369.60	
452.3 Non-Athlete Adminstrator	96.00		96.00	
452.4 Other	155.52		155.52	
Total 452 USS Nonathlete Members	1,792.32	3,360.00	-1,567.68	53.34 %
453 USS Club Memberships	2,700.00	5,040.00	-2,340.00	53.57 %
489 LSC Awards Banquet Income		2,500.00	-2,500.00	
490 Coaches Clinic Income		2,500.00	-2,500.00	
495 Miscellaneous Income	160.80		160.80	
Total Income	\$142,226.52	\$206,050.00	\$ -63,823.48	69.03 %
GROSS PROFIT	\$142,226.52	\$206,050.00	\$ -63,823.48	69.03 %
Expenses				
521 All Star Meet Exp	15,252.44	16,000.00	-747.56	95.33 %
523 Zone Meet Exp	12,080.50	15,000.00	-2,919.50	80.54 %
523.1 Zone Open Water		2,000.00	-2,000.00	
Total 523 Zone Meet Exp	12,080.50	17,000.00	-4,919.50	71.06 %
524 Other Age Group Expense				
524.1 MWS Swimposium		3,000.00	-3,000.00	

Midwestern Swimming, Inc.

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 524 Other Age Group Expense		3,000.00	-3,000.00	
526 Diversity Support		13,000.00	-13,000.00	
526.1 Outreach Meet Support	412.93		412.93	
Total 526 Diversity Support	412.93	13,000.00	-12,587.07	3.18 %
527 Safe Sport		2,500.00	-2,500.00	
528 Athlete Leadership Committee		250.00	-250.00	
531 MWS LSC LongCourse	30,128.59	31,800.00	-1,671.41	94.74 %
532 MWS LSC ShortCourse	39,748.00	37,000.00	2,748.00	107.43 %
541 Athlete Reimbursement		26,000.00	-26,000.00	
541.1 Sectional & Open Water	5,050.00		5,050.00	
541.2 TYR Pro/Futures	2,200.00		2,200.00	
541.3 Nat, Jr Nat, Open, Int Trials	2,500.00		2,500.00	
Total 541 Athlete Reimbursement	9,750.00	26,000.00	-16,250.00	37.50 %
554 Club Rebates	2,625.00	1,500.00	1,125.00	175.00 %
565 Equipment	25.00		25.00	
566 Insurance	365.00	350.00	15.00	104.29 %
568 Service Charge	64.09	100.00	-35.91	64.09 %
569 Returned Checks	20.00		20.00	
571 Administration		12,000.00	-12,000.00	
571.1 Admin - HBE Monthly	10,396.82		10,396.82	
571.2 Admin-Intuit	1,410.00		1,410.00	
Total 571 Administration	11,806.82	12,000.00	-193.18	98.39 %
572 Office Supplies	98.39	500.00	-401.61	19.68 %
573 Admin Internet-Google/Constant Contact	798.99	1,000.00	-201.01	79.90 %
574 Admin Office Internet	599.94	1,200.00	-600.06	50.00 %
575 Admin Postage	317.08	100.00	217.08	317.08 %
576 Admin Travel/Training				
576.1 Admin Travel-Mileage Reimburse	311.55	700.00	-388.45	44.51 %
Total 576 Admin Travel/Training	311.55	700.00	-388.45	44.51 %
576.2 Travel-Meals	34.28		34.28	
577 National Workshop/Bus Mtg		10,000.00	-10,000.00	
577.2 Travel & Hotel	714.49		714.49	
Total 577 National Workshop/Bus Mtg	714.49	10,000.00	-9,285.51	7.14 %
578 Officials Expense		7,000.00	-7,000.00	
578.2 Meet Costs-Shirts/NameTags	1,295.77		1,295.77	
578.3 Officials Reimbursement	2,401.30		2,401.30	
578.4 Champ Ref/Admin Lodging	839.36		839.36	
Total 578 Officials Expense	4,536.43	7,000.00	-2,463.57	64.81 %
579 USA Swim Conference Expenses		500.00	-500.00	
580 Exec Sec Support Wages		28,035.00	-28,035.00	
581 Exec Secretary - Wage	21,026.25		21,026.25	
582 Payroll Taxes	1,608.51		1,608.51	

Midwestern Swimming, Inc.

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
589 LSC Awards Banquet		5,500.00	-5,500.00	
589.2 Awards	621.60		621.60	
Total 589 LSC Awards Banquet	621.60	5,500.00	-4,878.40	11.30 %
590 Coaches Clinic		5,000.00	-5,000.00	
592 Social Media/Advertising		1,200.00	-1,200.00	
595 Miscellaneous Expense	135.80	500.00	-364.20	27.16 %
596 BOD Meeting Expenses	4.58	250.00	-245.42	1.83 %
Total Expenses	\$153,086.26	\$221,985.00	\$ -68,898.74	68.96 %
NET OPERATING INCOME	\$ -10,859.74	\$ -15,935.00	\$5,075.26	68.15 %
NET INCOME	\$ -10,859.74	\$ -15,935.00	\$5,075.26	68.15 %

Midwestern Swimming, Inc.

Profit and Loss Comparison

January 1 - October 14, 2024

	TOTAL	
	JAN 1 - OCT 14, 2024	JAN 1 - OCT 14, 2023 (PY)
Income		
420 Interest Income	14.19	123.79
421 All Star Meet	8,556.55	7,615.95
423 Zone Meet	5,246.86	6,161.66
424 Other Age Group income		
424.1 Swimposium Revenue		13,366.82
Total 424 Other Age Group income		13,366.82
425 Officials Income	510.00	1,125.00
431 MWS LSC Long Course	29,400.00	32,427.50
432 MWS LSC Short Course	39,780.00	37,946.00
441 MWS Sanction Fee	3,177.00	3,875.00
442 MWS Splash Fee	30,683.00	43,493.00
442.1 Splash Fee - SC Championships	4,589.00	4,452.50
442.3 Splash Fee - Squad/Dual/Single Session	4,402.00	400.00
Total 442 MWS Splash Fee	39,674.00	48,345.50
443 MWS Fines	225.00	350.00
451 USS Athlete Membership		15.00
451.1 Athlete-Premium	7,992.00	12,085.44
451.2 Athlete-Seasonal	388.80	591.36
451.3 Athlete-Flex	787.20	998.40
451.31 Athlete- Upgrade	316.80	1,497.60
451.4 Athlete-Transfer	1,360.00	1,000.00
451.5 Athlete-Outreach	95.00	260.00
451.6 LateRegFee	50.00	45.00
Total 451 USS Athlete Membership	10,989.80	16,492.80
452 USS Nonathlete Members		
452.1 Non-Athlete Coach	1,171.20	1,349.76
452.2 Non-Athlete Official	369.60	545.28
452.3 Non-Athlete Adminstrator	96.00	187.20
452.4 Other	155.52	244.80
Total 452 USS Nonathlete Members	1,792.32	2,327.04
453 USS Club Memberships	2,700.00	4,140.00
495 Miscellaneous Income	160.80	144.60
Total Income	\$142,226.52	\$174,441.66
GROSS PROFIT	\$142,226.52	\$174,441.66
Expenses		
521 All Star Meet Exp	15,252.44	14,437.05
522 Clinics/Workshops Exp		819.86

Midwestern Swimming, Inc.

Profit and Loss Comparison

January 1 - October 14, 2024

	TOTAL	
	JAN 1 - OCT 14, 2024	JAN 1 - OCT 14, 2023 (PY)
523 Zone Meet Exp	12,080.50	17,117.47
523.1 Zone Open Water		1,096.73
Total 523 Zone Meet Exp	12,080.50	18,214.20
524 Other Age Group Expense		
524.1 MWS Swimposium		10,731.89
Total 524 Other Age Group Expense		10,731.89
526 Diversity Support		
526.1 Outreach Meet Support	412.93	713.86
Total 526 Diversity Support	412.93	713.86
527 Safe Sport		600.00
528 Athlete Leadership Committee		359.49
531 MWS LSC LongCourse	30,128.59	32,791.70
532 MWS LSC ShortCourse	39,748.00	37,923.07
541 Athlete Reimbursement		
541.1 Sectional & Open Water	5,050.00	6,600.00
541.2 TYR Pro/Futures	2,200.00	2,800.00
541.3 Nat, Jr Nat, Open, Int Trials	2,500.00	2,625.00
Total 541 Athlete Reimbursement	9,750.00	12,025.00
554 Club Rebates	2,625.00	
565 Equipment	25.00	
566 Insurance	365.00	356.00
567 Repairs		64.20
568 Service Charge	64.09	3.50
569 Returned Checks	20.00	
571 Administration		319.21
571.1 Admin - HBE Monthly	10,396.82	6,199.03
571.2 Admin-Intuit	1,410.00	1,086.00
571.3 Admin-Tax/Audit		3,450.00
Total 571 Administration	11,806.82	11,054.24
572 Office Supplies	98.39	543.51
573 Admin Internet-Google/Constant Contact	798.99	475.88
574 Admin Office Internet	599.94	599.94
575 Admin Postage	317.08	
576 Admin Travel/Training		
576.1 Admin Travel-Mileage Reimburse	311.55	406.10
Total 576 Admin Travel/Training	311.55	406.10
576.2 Travel-Meals	34.28	

Midwestern Swimming, Inc.

Profit and Loss Comparison

January 1 - October 14, 2024

	TOTAL	
	JAN 1 - OCT 14, 2024	JAN 1 - OCT 14, 2023 (PY)
577 National Workshop/Bus Mtg		
577.2 Travel & Hotel	714.49	2,567.25
577.3 Meals & Incidentals		1,007.05
Total 577 National Workshop/Bus Mtg	714.49	3,574.30
578 Officials Expense		58.05
578.1 Evaluator & Certification		1,272.35
578.2 Meet Costs-Shirts/NameTags	1,295.77	2,909.44
578.3 Officials Reimbursement	2,401.30	1,440.67
578.4 Champ Ref/Admin Lodging	839.36	716.23
Total 578 Officials Expense	4,536.43	6,396.74
581 Exec Secretary - Wage	21,026.25	20,025.00
582 Payroll Taxes	1,608.51	1,531.91
589 LSC Awards Banquet		
589.2 Awards	621.60	1,792.65
Total 589 LSC Awards Banquet	621.60	1,792.65
595 Miscellaneous Expense	135.80	860.06
596 BOD Meeting Expenses	4.58	10.62
Unapplied Cash Bill Payment Expense		0.00
Total Expenses	\$153,086.26	\$176,310.77
NET OPERATING INCOME	\$ -10,859.74	\$ -1,869.11
NET INCOME	\$ -10,859.74	\$ -1,869.11



DATE: 09/22/24

TIME: 7:00 p.m.

LOCATION Zoom Meeting

Call to Order

- Midwestern Sanction Committee
- Meeting Purpose
 - LEAP - status and Sanction Committee Responsibility
 - Championship meets
 - Meets
- Attendees: Stefanie Martinez, David Nelson, Jimmy Parmenter, Paige Skidmore, Betty Kooy (ex officio)

LEAP

- Question of what Sanction Committee is responsible for and what is still missing
 - Items still needed
 - The 4 narrative items at the end of each section
 - Sanction responsible for Programming narrative items – lines 91-101
 - Jimmy will begin and Dave and Paige will collaborate
 - Starre is meeting with Governance to finish that narrative
 - Stefanie and Aidan worked on the Communication narrative
 - Goal to submit 'working document' on Monday, September 30 to Bernie Dickman at USA Swimming

Championship Meets

- 12 & Under meet needs to start later
 - Consensus: Can be flexible with the start time (later) as timeline permits
- Posting
 - Consensus: The tentative documents with meet schedule and qual times can be posted and sent to clubs (head coach and other contacts)
 - Consensus: The 2025 championship time standards can be posted and sent to clubs and to TU for input

Meets

- Current requirements for Sanction – status of Meet Director, Referee, and AO
 - Currently 8.1.6.2 requires all be registered through the end of the meet for sanction to be issued and posted
 - Recommending that sanction be issued when approved whether current or not and sanction be revoked if not all current by Entry Deadline
 - New wording for 8.1.6.2 would delete the last sentence in the item and replace with the following:
Sanction will be issued but may be revoked on the entry deadline date in the event that required personnel are not current through the end date of the meet.
 - Request for P & P change will be sent to Governance for approval and then to BOD for approval; recommend begin date January 1, 2025.
- After January need to request making meets more consistent
 - Awards for 12 & U
 - Less maximum events (noted HLA numbers, timelines and cancellation of relays on Saturday)

- o Less time at meets
- o More relays
- o Will meet in October (Oct 13) to make recommendations for Winter meets (Betty will send what she has)
 - Stefanie will add more members to committee
- Request from CBSC to change dates from December 21-22 to December 7-8
 - o Noted NA meet in Lincoln on December 8; No Omaha teams at last year's NA meet
 - o Consensus: Approve CBSC date change

Adjournment

- 7:45 p.m.
Submitted by: Betty Kooy, Executive Secretary

Minutes Governance 9-25-24

Meeting started at 0931 and concluded at 1055.

The Sanction Committee's policy change for 8.1.6.2. was discussed. We concurred it can go ahead and be submitted to the BOD for approval.

Discussed the Committee's membership, need for taking minutes and need for election of Chair and secretary appointed to take minutes at each meeting. Both an athlete and another nonathlete member is needed. Toby's tenure has been completed.

Reviewed the LEAP narrative document and updated the document for submission.

Discussed the Senior Vice Chair position description and made some revisions. Starre will search other LSC's for their Senior and Age Group Vice Chair. The Age Group Vice Chair position was reviewed and suggested changes made. Starre will send out the existing Age Group position description to the current and immediate past age group chair members for their input.

It was agreed to meet next Tuesday October 8th at 7 pm.

Starre will send the LEAP document to Betty and Stefanie. Starre will also advise them that we concur with the Sanction Committee policy change.

Minutes Governance Committee Meeting October 8, 2024

The meeting was called to order at 7 pm with Kathy Lydiatt and Toby Rees present on the zoom call.

The minutes from the previous meeting on September 25 were reviewed and corrected. Per Toby, the committee has been asked by General Chair Stefanie to make a review and update of Betty's position description a priority. Starre had started a review last winter as part of a strategic planning group and will forward information gathered at that time to the committee.

The committee then reviewed and finished the update for the Age Group Vice Chair position. Starre had emailed both the current Age Group Chair and the previous Age Group Chair for input or requested changes, but none was received by the October 6th requested deadline.

The committee then reviewed the Senior Vice Chair position and made updates to the document. A concern for both the Age Group and the Senior Vice Chair position was the attendance at the Budget (Finance) Committee. We were unsure if there was an actual Budget Committee or if Finance was the correct wording.

Also discussed was that there should be clarification in the policies and procedures regarding the committees that are to be active and put in place a minimum quarterly meeting for these committees. Reports of these committee meetings should be submitted to the General Chair and to the BOD.

The committee will review the final Governance Committee changes by this Friday so they can be submitted for the BOD meeting October 15th.

The meeting was concluded at 8:20 pm.

Starre Haney

Governance Committee Chair

General Chair Report

I followed the General Chair track at the ABM. It was more theoretical than practical information. The first part of the morning we were put into small groups with different LSC's each time to discuss the challenges and strategies for growth, retention and performance.

Under growth, the LSC's collectively responded with:

Cultural Change, ie. More video games, competing sports, post COVID lack of involvement and time commitment

Value Proposition- why choose swimming over other activities?

Lack of visibility and connection within the community

Lack of awareness of sport and marketing

Commitment- what are kids and parents willing to give to the sport?

Lack of pool time, facilities or too expensive

Under retention, the LSC's collectively responded with:

Time commitment

Competitive vs. recreational sports

Lack of communication and education to support parents, athletes and coaches

Swim meets are too long, team culture and coach longevity have been depleted

Lack of quality, value and engagement

Selling the long-term benefits of commitment to swimming

Under performance, the LSC's collectively responded with:

Kids like to take the easy way out and are not wanting to put in the work

Managing expectations between goals and work

Availability of other opportunities

Creating a cooperative environment

Information overload, defining performance and excellence

Lack of collaboration of coaches, high school season, lack of facilities

How do we educate parents without over educating?

10-13 year old retention is poor. They did not return after COVID

Quality of experiences-meets and practices

Coach support and education= coach pipeline

Lack of senior athlete commitment

We were left with this collaboration of ideas, but no real practical applications on how to address things thoughts/opinions. I indicated this on my survey about the ABM.

The second half of the morning was a primer on Robert's Rules. USA Swimming's parliamentarian gave the presentation, answered questions and conducted some "mock meeting" situations for us to determine if the responses were appropriate according to the rules. There is a big push to utilize Robert's Rules more effectively during Board and House meetings.

The afternoon was a Town Hall about the issue of raising fees for clubs in preparation of the HOD meeting the next morning.

The next morning, I attended that LSC Development Committee meeting. They gave officer reports and asked for volunteers in certain areas. I volunteered to work on some issues of the ByLaws. I also spoke with Bernie Dickman about our LEAP submission.

I next attended the CZ meeting. Betty has drafted a separate report about that which I offer no additions.

Finally, there was the HOD meeting where the most contentious issues were the taping of only two fingers and the increase in fees for all clubs.

Overall, I enjoyed the opportunity to meet new people and exchange ideas including with several General Chairs from across the country. Most notably, I spoke with Art Dinkin from Iowa (Phil Barnes was in Australia) and he would like to follow up with me to work on possible collaboration with our two LSC's.

Stefanie Martinez

Notes from DEI Workshop
USA Swimming ABM and Workshops
Denver CO
September 27, 2024
Betty Kooy attended

More comprehensive notes from the presentations were shared with DEI Chair, Jeff Steiner and Stefanie Martinez.

Effective strategies for DEI partnerships were presented noting Chicago Parks and Rec partnering with Illinois Swimming and Oklahoma Swimming partnering with Oklahoma City Parks and Rec. Impact can be measured by program growth. Using data, keeping coaches engaged, involvement with city government, building relationships, and finding allies are all important to the success of DEI programs. (IL used Outreach registration to add 3500 USA Swimming athletes from Chicago Parks and Rec.)

Programs can grow by using available resources – scholarships and grants at all levels. Find grants that fit the program – sell fitness, use the public health side, note human development perspective and value connections. Grants are available and can be used at both club and LSC level. Use of scholarships at both club and LSC level was discussed and various types were noted.

Keeping swimmers involved is key to the success of any program, especially DEI programs. So much has to do with culture and connections. Engage the community and coaches. Engage the parents. Make training both structure and FUN (relays, relays, relays). Reasons for leaving include commute distance, friendships with peer groups, lack of parental engagement, and required volunteerism. Kids need to see others who look like them (not necessarily 'color' but tall, short, male, female, etc).

It is important to build coalitions. If you don't get an answer from one group, reach out to others. Keep you athletes coming back. Be willing to listen. With minority groups one needs to show that they are able to succeed and include parents in the learn-to-swim activities. Work with schools. Look for businesses of the same type. Find the right people. Push for saving lives. Note that everybody has a place on the team. It is not 'inclusion' until it is EVERYONE.

Notes: By Jimmy Parmenter 2024 USA Swimming Annual Business Meeting Recap

Opening Session & Legislative Review

Financial Overview: USA Swimming reported a \$5 million profit, although the original goal was \$8 million. This shortfall was attributed largely to unsold tickets for the Trials event. Despite this, the event was deemed a success for its financial impact and for raising the profile of swimming.

New Legislative Measures:

Addition of 50 strokes for 13-14 swimmers approved.

Implementation of USA Motivational Times categories: B, BB, A, AA, AAA, AAAA—passed.

Mixed Relays for Non-Championship Meets – Mixed Relays can be 3 Boys, 1 Girl, 3 Girls, 1 Boy, any combination to allow more swimmers to compete. – passed

Increase in Club Membership Fees—passed.

Key Discussions

Leadership Transition:

Moderated by Brendan Hansen, a discussion took place involving Chris Brearton (BOD President) and Shana Ferguson (Interim CEO) regarding the organization's current state and the hiring process for a new CEO. They emphasized the importance of maintaining engagement with the USA Swimming membership during this transition.

Success Stories Panel:

A panel featuring Jamie Platt, Jamie Bloom, Julie Lewis, John Bradley, and Dennis Lugenwa, moderated by Joe Shinnofield, shared success stories and strategies for enhancing the visibility and strength of Local Swimming Committees (LSCs) within their communities. The emphasis was on community power and brand enhancement for LSCs.

Friday, September 27th

Coaches Track

Current challenges regarding growth, retention, and performance were addressed during several group exercises, allowing me to interact with coaches from across the country. It became evident that participation numbers are declining nationwide, particularly among 12 & Under athletes. If this trend continues, we may see a significant drop in participation among 13 & Older athletes in the coming years.

Discussions on Solutions:

We explored various strategies to keep kids engaged in the sport.

1. Coming up with fun meet format
2. Short meets
3. Offer more relay events
4. Offer 12 & UN 25 events to help developmental level kids into the sport
5. Offer meets during the week instead of always on weekends
6. Awards for All Age Groups not just 12 & UN. (All athletes said they want awards)
7. Score all meets to make it seem more like a team sport.
8. Use different scoring systems. Score 32 deep, 40 athletes deep just to get more athletes scoring points. Any different scoring combination you can come up with.
9. Big Topic mostly discussed was meets sessions needed to be shorter

Key resource is the USA-S Programming and Services, which offers several initiatives, including: Swimposium 2.0 Women in Governance Coaches & Team Leaders Webinars (10&U Network, 11-13 Network, Senior Network)

These webinars are free and accessible anytime through the USA Swimming University catalog. It's crucial for coaches and Local Swimming Committees (LSCs) to take full advantage of these valuable programs.

Saturday, September 28th

Senior Development Committee Meeting Highlights:

Time Standards for 2025 Summer Jr Championships: The committee approved updated time standards, tightening times on the boys' side while loosening some on the girls' side. Notably, some girls' times now align with the Winter Junior Championships cuts, with an expectation that the 2025 Winter Junior cuts will follow a similar pattern.

Camps and Camp Progression: Discussions were held regarding various camp levels (Zone Select, National Select, National Jr Team, National Team) and the need for additional racing opportunities for the National Jr Team, which currently sees less than 20% of its members competing as Team USA. While no clear decisions were made, the committee expressed interest in gathering feedback on these topics.

Quad Plan for National Meets: The committee reviewed the planning for national and selection meets, noting that decisions are primarily made by the steering committee and Board of Directors. They emphasized a strategic approach to planning, particularly concerning Futures meets. There was also a debate about the inclusion of 19&O athletes in these meets, with arguments presented on both sides. While no definitive conclusions were reached, informal discussions suggested an openness to expanding the number of Futures sites in years with a selection meet in June, where Trials cuts can be achieved.

Coaches Chair ABM Report - Wil Bayer

(1) American Development Model (ADM) Implementation: ◦ Reviewed examples of ADM and strategies for effective implementation. <https://www.usaswimming.org/coaches-leaders/coaches/american-development-model> ◦ Focus on using Instagram (@USAnextgen) for coaches' education.

(2) Transactional vs. Transformational Growth: ◦ Explored leadership styles and balancing transactional (solving specific problems) with transformational (evolving individuals or systems) approaches. ◦ Emphasis on "push" (directing others) vs. "pull" (engaging others) leadership styles.

(3) Speakers: ◦ Mitch Gold: Discussed strategic thinking and creating value for USA Swimming members. ◦ Brendan Hanson: Highlighted the importance of connection over content in coaching. ◦ Dr. Kirk Grand: Spoke about transactional vs. transformational change, emphasizing how small, daily actions can support broader transformational goals.

(4) USA Swimming Programming and Services: ◦ Zone Directors Council (ZDC): A team focused on connecting Local Swimming Committees (LSCs) with USA Swimming and enhancing collaboration. ◦ Introduced Junior Officials membership category and ZDC Operating Policy Manual. ◦ Plans to strengthen communication within USA Swimming governance and encourage input from all members.

(5) Swimposium 2.0: ◦ Events involving two LSCs with an officials' track and concluding with a short meet.

(6) Women Coaches in Governance: ◦ Each LSC nominates one female coach for the governance program.

(7) Free Webinars: ◦ Networks for 10 & Under, 11-14, and Senior swimmers.
[https:// www.usaswimming.org/coaches-leaders/coaches/coaches-community](https://www.usaswimming.org/coaches-leaders/coaches/coaches-community)

(8) Effective Marketing & Communications: ◦ Best practices in communication: social media, messaging, emails, and website updates. ◦ Emphasis on voice, tone, and understanding constituents. ◦ Use of a content calendar for consistent communication and monitoring analytics (open rates, click rates, social engagement).

9. Marketing Toolkit: • Customizable Template resources available for teams (stickers, magnets, certificates), with seasonal updates for spring, summer, and fall.

<https://www.usaswimming.org/coaches-leaders/team-leaders/marketing-toolkit>

Central Zone Meeting Notes
September 28, 2024
Denver CO

Bernie Dickman noted Webinars available to coaches. The Women's Leadership clinic will have 40 spots and cost \$200.00, targeting female coaches in leadership.

Zach Toothman, CZ Athlete gave a summary of the 2025 Athlete Action Summit to be held June 19-22 at Cleveland State. Each CZ LSC is requested to send 4 athletes and 1 chaperone. Dorms will be available. Themes will include implementation, communication, and continuity, emphasizing one team, one zone. Summit will include DEI, Safe Sport, Communication, Project Planning. The non-athlete track will be geared toward BOD involvement. Average cost per person (meals, housing, transportation) should be around \$900.00. LSCs are encouraged to budget and plan for attendance.

2025 14 & U meets: Dates for meet in Rochester will change to July 31-August 3. MW will attend the meet in Rochester. The Holland MI dates will be the same as previously announced – Aug 7-10, 2025.

2026 Meet Bids:

Multicultural Meet: June 19-21, 2026, Madison WI hosted by Badger and WI Swimming; Accepted

Open Water Meet: June 11-12, 2026, Pleasant Prairie WI; Accepted

Bids for 14 & U Meets: Evansville IN July 30-August 2, 2026; Minneapolis MN, (Wed-Sat); Pleasant Prairie WI, Aug 5-8. Bids that were accepted are Evansville and Minneapolis.

Election of Officers:

Non-Coach Zone Director: Nominees Jack Swanson and Pam Lowenthal. Jack Swanson elected for a 2-yr term.

Secretary: Tracy Meece Elected.

Items for Policies and Procedures:

Many items were clarification of policies and updating to reflect addition of position of CZ Age Group Chair and athlete requirements for composition of various committees.

Multicultural meets will be in EVEN years.

Dates of Championship meets will accommodate earlier school start dates (effective 2027)

14 & U meet will be 3 days for 10 & U, 800 free will move to Day 1, bonus allowed for 200 m and under.

Policies for Multicultural Meet, Athlete Leadership Summit and Multicultural Camp were spelled out.

CZ dues from LSCs were increased from \$.25 to \$.35.

CZ surcharge for CZ meets was increased from \$1.00 to \$1.25.

References to Championship Meet Coordinator' in the P&P are to be removed.

Senior Vice Chair Job Description

Position Specifications:

- Supported by the MWS and guidelines set by USA Swimming for the position of LSC Senior Vice Chair
- Two (2) year term, elected in even years, limited to two (2) consecutive terms; re-election to same position requires a lapse of two years
- Voting Member of the MWS House of Delegates and Board of Directors

Position Requirements:

- USA Swimming Membership
- Midwestern Swimming Membership

Job Summary:

- The Senior Vice Chair shall chair and have charge of the affairs and property of the division that develops and conducts the senior swimming program, including development of long-range plans for swimming programs

Duties and Responsibilities:

- Attend and participate in all MWS BOD meetings and HOD meetings unless excused by the General Chair
- Chair and have charge of the business and affairs and property of the Senior Division
- Aid in development of policy and coordination of the activities of the officers and committees within the division
- Serve as liaison to Athlete Representatives and Athletes Committee
- Maintain the MWS Senior web page of the MWS web site
- Ensure that Athlete Representatives elections are held in accordance with the bylaws
- Attend and participate in USA Swimming Annual Business meetings and others as requested by USA Swimming or MWS
- Monitor participation in national and sectional meets for reimbursement purposes
- Scholastic Award selection working in conjunction with the General Chair
- Direct responsibility for the following
 - Awards (with Age Group & General Chair)
 - Camps/Clinics
- Meet Evaluation- participate in evaluation development, distribution, and review
 - Meet Management- serve as a resource for meet directors
 - Meet Sanctions- attend and participate in sanctions committee meetings
- Member of following committees
 - Executive Committee
 - Finance Committee
 - Sanction Committee
 - Athlete Representative Slate Selection Committee
- Duties as assigned by the General Chair or USA Swimming

Age Group Vice Chair Job Description

Position Specifications:

- Supported by the MWS bylaws and guidelines set by USA Swimming for the position of LSC Age Group Vice Chair
- Two (2) year term, elected in odd years, limited to two (2) consecutive terms; re-election to same position requires a lapse of two years
- Voting Member of the MWS House of Delegates and Board of Directors

Position Requirements:

- USA Swimming Membership
- Midwestern Swimming Membership

Job Summary:

- The Age Group Vice Chair shall chair and have charge of the affairs and property of the division that develops and conducts the age group swimming program of MWS

Duties and Responsibilities:

- Attend and participate in all BOD meetings and HOD meetings unless excused by the General Chairman
- Chair and have charge of the business and affairs and property of the Age Group Division
- Aid in development of policy and coordination of the activities of the officers and committees within the division
- Chair of Age Group Program Development Committee holding at least quarterly meetings
- Direct responsibility for the following
 - Annual MWS IMX and Age Group Awards
 - Camps/Clinics
 - Open Water
 - Program Development
 - Maintain MWS Age Group web page on the MWS site
 - Technical Planning-work with Technical Planning Committee to plan Age Group Champs
 - Time Standards- work with Technical Committee
 - All Star and Zone Teams- selection of coaches and athletes, planning for meet participation
- Meet Evaluation- Age Group Championship Meets- participate in evaluation development, distribution, and review
- Member of following committees
 - Executive Committee
 - Finance Committee
 - Sanction Committee

Duties as assigned by the General Chair and USA Swimming

Athlete appointments:

BOD Athlete at Large- Greta Oberding (NYA)

HOD Athlete Representative: Olivia French (BSC)

HOD Athlete at Large: Matt Brailita (GOAL), Emily Fulcher (GOAL), Mallory Ferguson (ACE), Elliot Vech (FAST)

Administrative Review Board: Carter Brady (HLA)

Officials Committee: Carter Brady (HLA)

Finance: Bennett Bacon (HUSK)

Still need to fill:

Governance- 1

Sanction-1

Finance-1

Operational Risk-1

Officials-1

Safe Sport- 1

DEI- 1

Proposed Changes to MW Policies and Procedures

Proposed change to P&P 4.9:

4.9 USA Swimming Annual Business Meeting and/or Workshop Funding:

~~The following BOD positions may be funded to attend the annual business meeting or workshop(s):~~

Each year, USA Swimming holds an annual business meeting and/or workshop and permits a certain number of representatives from each LSC to attend who serve a specific role. If the representative of that role is unable to attend, another LSC leader may attend in their place. Midwestern Swimming may send up to the maximum number of LSC leaders, coaches and athletes to the annual meeting and/or workshop and expenses, including airfare, gas, mileage, hotel and meals, shall be reimbursed. To properly plan and keep travel and hotel accommodations at a minimum, within 30 days from the date that USA swimming announces the dates and LSC representative roles for the annual meeting and/or workshop, the respective leaders shall report to the General Chair and/or Executive Secretary their intent to attend or their proposed replacement.

~~4.9.1 — General Chair~~

~~Administrative Vice Chair~~

~~Senior Chair~~

~~Age Group Chair~~

~~Coach Representative~~

~~Senior Athlete Representative~~

~~Executive Secretary~~

~~Members serving on national standing committees~~

Proposed change to P&P 8.1.6.2:

8.1.6.2 Status of meet management: The host club must be registered prior to sanctioning and posting **of any meet. Sanctions will be issued upon submission, contingent on the approval of the sanctioning committee.** The following **individuals** MUST be non-athlete members of USA Swimming , **with certifications in good standing by the meet entry deadline and current** through the end date of the meet: Meet Director, designated Referee, and designated Admin Official. ~~All certifications for Referee and Admin Official must be current through the end date of the meet. Sanction will not be issued and meet will not be posted if all registration and certification requirements are not met. (01/16/18) Sanction may be revoked on the meet entry deadline date if required personnel certifications are not all current and in good standing through the end date of the meet. If the required personnel are not in good standing or their certifications are not current, the Sanction may be revoked on the meet entry deadline date.~~