

Pacific Northwest Swimming
HOD Meeting – Zoom Conference May 8, 2021

Call to order: 9:00 AM

General Chair Report: See attached.

- Meeting will be recorded.
- Reminder of ZOOM Meeting Rules.
- Will be using Polls for voting.
- Will be using Election Runner for BOD voting.

Announced yesterday that 25% of Clubs in PNS have achieved Safe Sport designation we receive \$1500 from USA Swimming to spend on athletes. If we achieve 50% designation by June 2021 PNS receives additional \$2000.

Thank you to the following people for going above and beyond:

- John Skroch – Admin Vice Chair – handles Bylaws and Policies. Does an outstanding job keeping us on track with technology.
- Suzanne Rychlik – Keeping us on track during Covid.
- Linda Vicik – Does an amazing job helping clubs with sanctioning of meets.

MINUTES from HOD Spring 2020

MSA

VICE CHAIR REPORTS

Administrative: See attached.

Finance: See attached.

- Financially we are in excellent shape. Have approximately 800k in reserves.
- Over last year during Covid crisis, the board has taken extraordinary measures to support clubs.
- We are proposing to approve Budget with a small deficit.
- Finalizing 990. USA Swimming requires we go through outside audit, in process.

Program Development: No report.

Program Operations: See attached

- KCAC has reopened for practices only. They have additional work that needs to be completed in June.
- Technical planning is working on end of season meets. If anyone has ideas or suggestions to support end of season plans for our athletes, please reach out.

Senior: See attached

Age Group: See attached

- Age group zone meet will happen in Texas. Athletes will attend on their own. Application information will be posted soon.
- Will have All Star meet.
- Hoping to have some camps.

Coaches Representatives: See attached

- Group of head coaches are meeting regularly. Thank you to those who are working closely with the lobbyist to keep things up and running.

Athletes Representatives: See attached.

- US Swimming is making changes to National HOD. Athlete representation is impacted.

COMMITTEE/Coordinator reports

Treasurer: See attached.

- PPP – PNS Applied for both first and second round. We received both. Have applied and received forgiveness for first one.

Membership: See attached.

- Thank you to everyone for all their hard work.

Officials: See attached.

- We have some things to be proud of:
 - Lisa Vetterlein and Mike Murphy are on the FINA list.
 - Have two officials going to Olympic Trials.
 - Have two officials going to Paralympic Trials.

Safe Sport/Risk Management: See attached.

Outreach/Diversity: See attached.

Disability: See attached.

- Abbey Nardella set American record in 100 Free – Big congratulations Abbey!

OLD BUSINESS - None

NEW BUSINESS

Proposed Bylaw and Policy Changes: See attached.

- Approval of the New 2021 PNS By-Laws
 - Block 3
MSA
- Proposed Policy Changes: See attached.
 - Block 1
MSA
 - Block 2
MSA

Elections

- Nominees:

Admin General Chair:	John Skroch
Program Operations VC:	Suzanne Rychlik
Senior VC:	Ken Spencer
Treasurer:	Lorraine Masse
Safe Sport/Risk Mgt Chair:	Carl Baber

Motion to close the nominations.

MSA

Election by Acclamation

- Election Results:
Admin General Chair: John Skroch
Program Operations VC: Suzanne Rycklik
Senior VC: Ken Spencer
Treasurer: Lorraine Masse
Safe Sport/Risk Mgt Chair: Carl Baber

Coaches & Athletes Candidate Selection Meetings (Break – 10 min)

- Voted on by coaches:
Coach Rep 2: Andrew Nguyen - BC
- Voted on by athletes:
Athlete Senior Rep: Regan Rowe - SMAC
Athlete Junior Rep: Justin Wang – SMAC
At Large Position 1 Athlete Rep (2 year term): Grace Lindberg - CSC
At Large Positions 2 Athlete Rep (1 year term): Nathan Lee - BC

Budget Approval 2021-2022: See attached.

MSA

Meet Calendar: See attached.

MSA

Meeting Adjourned 11:33 am

General Chair Report

General Chair Report

2021 PNS House of Delegates

Status Summary

This last year has been very loooooooooong! I have spent more time in front of a computer screen (Zoom!) than I ever did in my professional career as a computer software specialist. We could commiserate for hours about the isolation and other negative impacts of the COVID pandemic, but consider the “silver linings in the pandemic cloud” in terms of the accomplishments despite the environment and the limitations imposed by COVID:

- Clubs persevered despite the lack of pools and strict regulations on participants.
- Athletes found new ways to exercise and maintain their mental balance.
- PNS established a presence in Olympia and provided significant influence on the swimming regulations published by the Department of Health.
- The LSC, the Board and committees completed the transition to a virtual meeting environment that permits greater participation and avoids rush hour commuting.
- The coaches formed a communications network that used their ingenuity to develop safety protocols, share best practices and develop competition structures for intrasquad meets.
- PNS formed relationships with other amateur sports organizations and began the process of cooperation with “umbrella” sports coalitions.
- With the need for additional pools, PNS has created a task force to begin the arduous task of supporting coalitions that will build or remodel aquatic facilities.
- PNS achieved recognition as a Level 3 LEAP LSC under the revised USA Swimming program for appropriate governance, programming, and communication.
- Clubs have established much closer and much more cooperative relationships with facility managers as everyone worked to create the safety protocols that permitted a return to practice.
- Over 25% of PNS member clubs have completed the Safe Sport Recognition Program.
- DEI initiated the first trainings to improve the inclusiveness of both local swimming in general and PNS specifically; thereby starting the organization on the path to eliminating any aspects of systemic racism and inequities.

These are the first of many small steps for the LSC. Planning for competitions continues to evolve as many hundreds of “return to water / competition” plans have been tossed into the wastebasket. Planning will continue as situations and regulations change, but I remain optimistic that multi-team, Prelim / Final, championship meets that create goals and excitement are in the immediate future! The organization has learned

many lessons from these experiences and where those lessons have improved the environment, will need to be incorporated into the “new normal” of the future.

It has been an honor to serve as the General Chair for these dedicated volunteers, the coaches, and the athletes who are the reason the organization exists.

Administrative Vice Chair Report

2021 House of Delegates
Administrative Vice Chair Report

As the Administrative Vice Chair for our LSC it has been a busy year making sure that our bylaws are in compliance with USA Swimming requirements as well as Washington State Law. We found out that our association name that was listed in our Bylaws did not match the Articles of Incorporation that are on file with the Washington Secretary of State. The associations name had been incorrectly changed in 2008 when USA Swimming required LSC's to update their bylaws. USA Swimming requires LSC's to use a model template to work from. LSC's were again required to update their bylaws in 2018/2019 using a new template. We again ratified our Bylaw's in June 2020 at last year HOD. In the fall of 2020 I discovered the discrepancy in our Bylaws not matching our Articles of Incorporation. Upon correction of the association name, we conducted an electronic vote with the House of Delegate earlier this year to ratify our bylaws.

USA Swimming requires all LSC's to complete the LSC Evaluation and Achievement Program (LEAP) every two years. USA Swimming rolled out a new evaluation program and Pacific Northwest Swimming was part of the second group of LSC's to complete the review. LEAP requires a thorough review of our governance structure, programming offerings and communication structure of our organization. We had the month of February and March to complete this review. We passed our review and will need to complete the review again in 2023. LEAP is a very extensive review of how our LSC operates and while it was a very time-consuming endeavor it really shows that our LSC operates in a manner that benefits all the members in our LSC. Our Outreach Program was noted as being one of the best throughout all LSC's. I want to thank the other board members and committee chairs that helped gather the information needed to submit to USA Swimming to compete the review by the deadline.

USA Swimming requires each LSC to sign an Affiliate Agreement which has a direct correlation to LEAP. It was determined that we were missing several required policies as part of the Affiliation Agreement and LEAP. This required 7 new policies to be developed for the LSC to ratify at the House of Delegates this year. If the LSC is not compliant with the Affiliate Agreement it can have negative consequences to the LSC, primarily the LSC being decertified by USA Swimming. If the LSC is decertified it would mean that USA Swimming could revoke our ability sanction meets by the LSC.

The PNS website was upgraded to the new CMS platform this past weekend. We found that the old platform has some limitations that prevented us from doing a few things we wanted to do. The new website gives us more flexibility and in the end will help all of our members find information on the website a little bit easier.

We have 3 blocks of legislation that we will be voting on during House of Delegates this year. Block 1 are amendments that pertain to Policy changes recommended by the Board of Directors. Block 2 are the new policies that are required as part of the USA Swimming Affiliate Agreement and LEAP requirements. Block 3 are amendments to the Bylaws. The proposed changes can be found on the Proposed Legislation document.

If you have question and need clarification before the meeting on any of the legislation that is being proposed at HOD let me know.

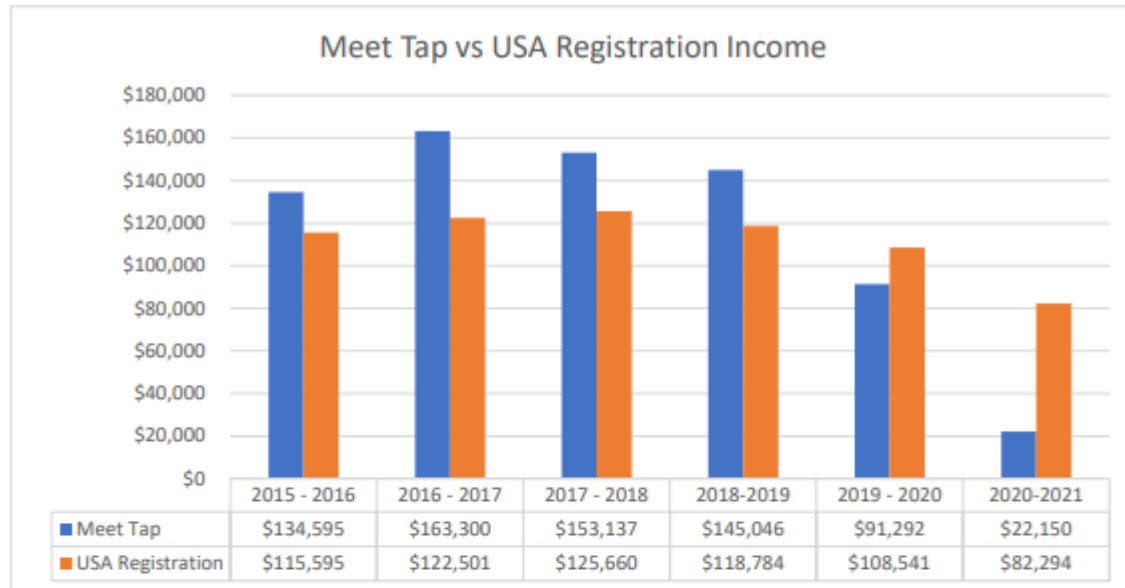
John Skroch

Adminvc@pns.org

Finance Report

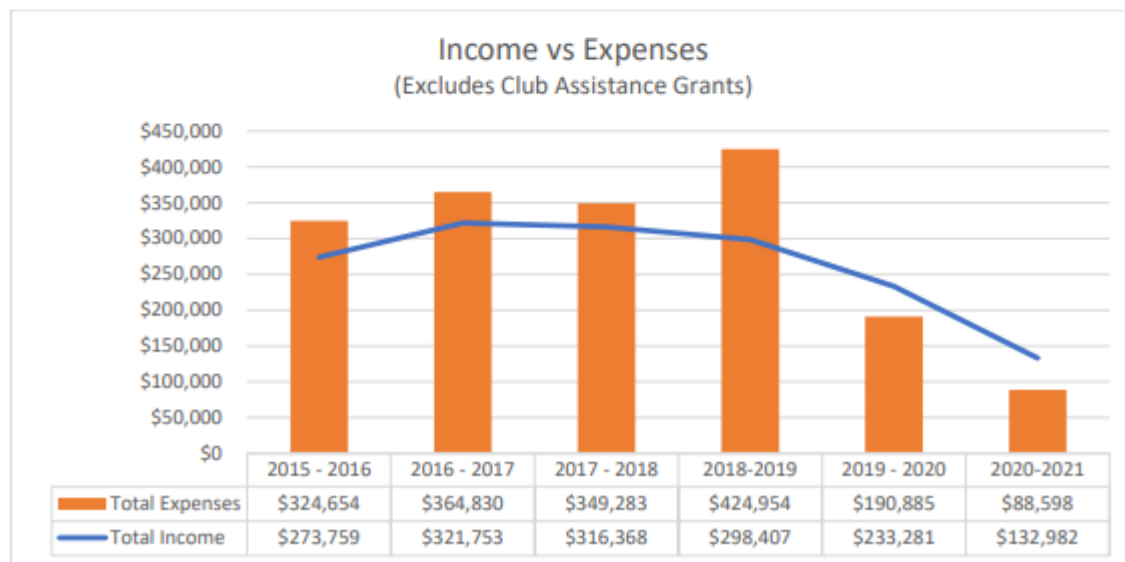
Pacific Northwest Swimming - Finance Report

2020-2021 is the second year of the pandemic and we have seen a 76.4% drop in Meet Tap income and a 33.3% drop in USA registration income.



(note: 2020-2021 is actuals through April Month End)

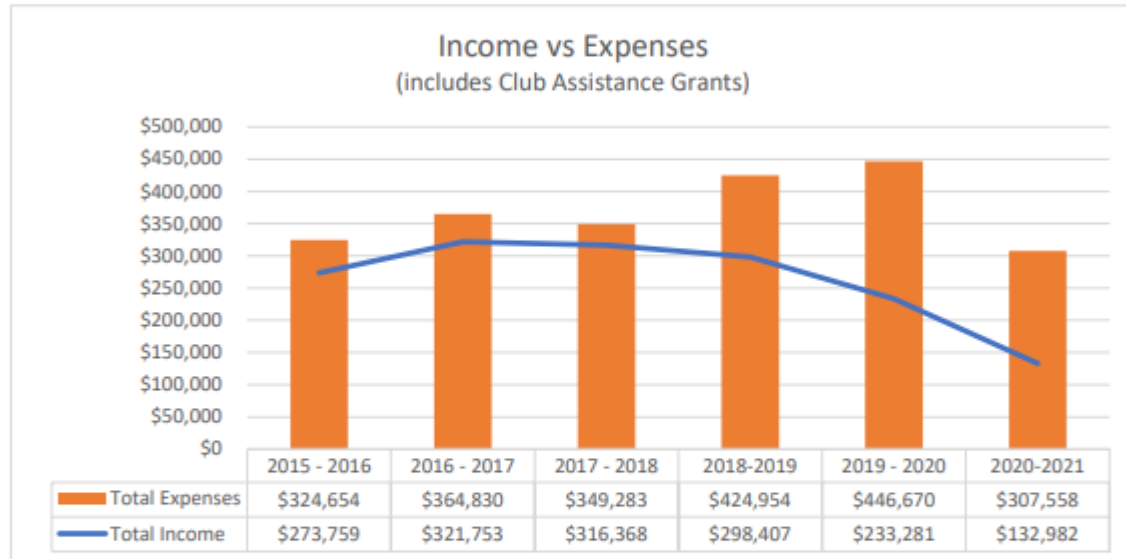
With most meets canceled, program expenses have been significantly lower.



(note: 2020-2021 is actuals through April Month End)

USA Swimming created a Covid-19 Relief program for teams and encouraged LSCs with the financial strength to provide supplementary grants. Thanks to the foresight of PNS leadership in the early 2000's, we have a robust reserve account. We have drawn upon our reserve to support teams with grants totaling \$473K. As of April 30, we still have a balance of \$843,516 in the reserve account.

The chart below shows the total expenses (including club assistance grants).



(note: 2020-2021 is actuals through April Month End)

As we finish the year, we will draw upon our reserve account to participate in major upcoming meets and Olympic Trials. PNS remains in strong financial shape.

David Baer

PNS Finance Vice-Chair

Program Operations Report

Summer 2021 Meet Update:

- 1) Please fill out the [survey](#) to let us know the status of your team/pools.
- 2) Meets will continue to operate on a special basis where teams design meets that meet their facility capacity. Capacity is the biggest driver behind what we do as pools are still severely limited on capacity.
- 3) We were hopeful that WKCAC would be available for meets starting in June, however, they have some required work that will make that not possible. We are still holding out hope to be able to have some sort of season ending meet at WKCAC. However, should that not be available, TPC is looking for some alternatives. If you have a pool that might be able to look at hosting some sort of event, please make sure to put that on the survey.
- 4) **Coaches:** Please look for a survey in the next few weeks about potential season ending meets in July.

Going Forward....

Pacific Northwest Swimming Meet Plan-2021-22

Short Course Part 1 (September 1-January 16th)

- 1) All weekends are designated Special Weekends so teams can adjust to the needs of their local community in regard to capacity guidance.
- 2) **October 9-10, October 16-17, October 23-24th** have been reserved at WKCAC to run a 'short course series'. Time standards TBD but likely Gold. Teams will be assigned a weekend to compete (by end of July).
- 3) **October 30th or 31st**: distance meet at WKCAC. (tentative)
- 4) **December 10th-12th**: 14 & under champs at WKCAC (BC host)
- 5) **December 16-19th**: Senior Champs at WKCAC (KING host)
- 6) **December 2nd-5th**: Husky invite at WKCAC (Husky host)
- 7) **January 13-16th** Washington Open at WKCAC (VAST host)

Hosts will be solicited for the October meets in Mid-June with bids due at the end of June.

Short Course Part 2: (January -March 31st):

- 1) More information will be available in early Fall with the hope of returning to a more normal calendar for the winter challenge, February AGI, & Spring Showdown.
- 2) **March 9-13th** Senior Sectionals
- 3) Age Group Regionals & potential spring showdown are awaiting exact date from WKCAC. Tentative: **March 17-20th**

Long Course Season (April 1-August 1st)

- 1) More information will be available in early fall with the hopes of returning to a more normal long course season. Teams that were awarded bids for Long course meets in 2020 will have first right of refusal for similar weekends.

For all seasons, communication for renting of WKCAC should go through PNS Scheduling.

Senior Report

Senior Report – 2020-21

Much of the past year has been spent working in conjunction with the board and other coaches to put together a viable season for athletes while navigating the everchanging landscape of Covid guidelines and pool space. The coaches' rep suggestion of hiring of a lobbyist has paid big dividends in by representing our interests with local government and the health department by promoting a safe, orderly, logical reopening plan. Much of our time on the board and in small groups has been sharing information on best practice in practice and meet procedures throughout this swim season.

PNS Club assistance round 2

Several Coaches on the board took part in creating a viable PNS assistance plan. This season there was a second round of funding this included:

- 1) Provide individual help for teams that need assistance with completing governmental aid applications. Teams needing assistance can receive up to two hours of support.
- 2) Offer members the opportunity to apply for a Club Improvement grant.

Virtual Dryland Coverage

USA swimming now covers teams for virtual dryland activities. We've canceled the outside policy but are covered by USA swimming.

PNS Senior Budget

The Senior Budget was reduced significantly as part of the overall Budget Cut. Less funding will be available for travel overall, and thus far in 2020-21 there has been minimum spending. The majority of the travel funding has been earmarked for this summer as we anticipated the country opening up for travel during this time. We did not anticipate the March Senior Sectional meets being moved to Arizona / Utah and made the decision not to fund as it wasn't in the budget and it was agreed that more athletes would be willing to take advantage of travel funding as states begin to lift Covid Restrictions during the summer. Priority should be given to trials the later summer competitions.

Age Group Report

PNS Age Group Report

LSC

Age Group Zones set for Aug 4-7 in Lewisville, TX (Dallas area)

After much discussion with PNS coaches, PNS will participate in the zone meet and we are working on posting the application information which will all go out as soon as we have the meet announcement and full scope of how the meet will run this year.

We will NOT travel as a team, all swimmers selected to our zone team will be responsible for travel and lodging to the meet.

Stay tuned for details to be announced.

NATIONAL

The pandemic has been tough on everyone, but especially our 12&unders and the younger you go the harder it has been. With Seniors getting first dibs returning to pools many teams across the country are still struggling to schedule our younger age groups.

At national age group committee, we are working on programs to help restore, revitalize and reenergize our youngest age groups. We are working on a 12&under "summer league" program which will be soon announced that provides clubs the ability to host short/fast/fun meets a la summer league meets and introduces a new meet type designation & events to the rulebook.

LOOKING AHEAD

We are GO for the All Star meet in January, we will announce details as they are made available to us.

We are looking at camp opportunities for PNS swimmers, especially an open water camp.

FINAL THOUGHTS

I would just encourage everyone to share some gratitude and love to our youngest swimmers. Please thank these families for staying positive and patient as we work our way through this pandemic. We know it has been tough on their swimmers, but we are getting through this and our age groupers will be back in full action before you know it. We have not forgotten about our age groupers in PNS and we can't wait to have everyone back at a big normal meet racing each other!

David Orr

PNS Age Group Chair

National Age Group Committee

Coaches Report

Coaches Report:

This year coaching has taken on a new meaning. As we saw our pools taken away, we had to all be very creative to keep our team running. Sometimes through adversity you become stronger, and even though we would not wish another pandemic on anyone, the coaching community has become stronger this year.

Some highlights from this last year by coaches:

There have been a group of head coaches that have met every other week by zoom. In these meetings we discuss various topics which have changed throughout the year. From how we get back in the water to how can we get our swimmers to meets. One positive out of the pandemic has been all of us have become closer and are working together in a collaborative way for all the teams.

As a group we have worked to get pools open and access to better usage. The aquatics lobbyist who was hired has worked hard to help us get through to the governor's office and have our voice heard for opening pools. She attends our coaches zooms and has been a valuable asset for all teams.

One thing we have learned through this COVID-19 pandemic is it is **not about ME but it is about WE**. The goal as we move forward will be to always be thinking how we can work in a positive manner for the greater good.

Alice Godfred
PNS Coaches rep

Athlete Report

ATHLETE REPORT

- Last year we reported that we were searching for athletes to serve on committees within PNS. This year, I am happy to say that we were able to fill every athlete position on committees. Unfortunately, due to Covid, some of our committees did not meet or were not as active as they have been in the past which resulted in some athletes being more active than others.
- At a National level, PNS had 4 athletes virtually attend the USAS Convention in September. Additionally, PNS had 1 athlete that was selected to serve on USA Swimming's National Club Development Committee.
- Again on a **National level, there are a few proposals that we feel you should be aware of. In order to maintain compliance with the USOPC (United States Olympic & Paralympic Committee) USA Swimming is proposing changes to the make-up of the National House of Delegates.** While there are many changes, the ones we feel that will impact our athletes the most are as follows:
 - 33% of the voting membership of HOD must be either a "10-Year Athlete" Representative or a "10- Year+ Athlete" Representative.
 - 11 members of the AEC and 8 additional LSC Athlete Representatives (2 selected by each Zone Director by consent from the Coach and Non-Coach Zone Director) shall be members of HOD.

Treasurer's Report

Pacific Northwest Swimming

Budget vs. Actuals: FY2020-21

September 2020 - April 2021

	TOTAL	
	ACTUAL	BUDGET
Income		
ADMINISTRATION		
Club Penalties	275.00	800.00
Total ADMINISTRATION	275.00	800.00
AMEX opensavings.com	3.66	333.36
OFFICIALS		
Donations	505.00	333.36
Officials Clinics	805.00	1,866.64
Total OFFICIALS	1,310.00	2,200.00
PROGRAM DEV		
Donations to Heidloff Outreach Fund	5,000.00	
Sponsorships/Grants	22,050.00	13,333.36
Total PROGRAM DEV	27,050.00	13,333.36
PROGRAM OPS		
Meet Tap	20,928.80	96,666.64
Sanction Fees	1,680.00	2,866.64
Total PROGRAM OPS	22,608.80	99,533.28
USA-S REGISTRATION/PNS		
Athlete - Annual	60,555.00	60,000.00
Athlete - Seasonal	427.50	4,666.64
Athlete - Transfer Fee	1,265.00	100.00
Club	9,520.00	1,000.00
Flex Athlete	4,630.00	1,266.64
Flex Upgrade to Premier	80.00	5,000.00
Non-Athlete - Individual	6,303.00	5,933.36
Total USA-S REGISTRATION/PNS	82,780.50	77,966.64
Total Income	\$134,027.96	\$194,166.64
GROSS PROFIT	\$134,027.96	\$194,166.64
Expenses		
ADMINISTRATION		
Athlete Activities		1,000.00
Board Enhancement/Workshop	-471.81	
Clean Sport		333.36
Governance/Swimposium	0.00	
Hall of Fame		666.64
HOD Meeting	0.00	333.36
Safe Sport		1,333.36
Taxes & Licenses		33.36
Total ADMINISTRATION	-471.81	3,700.08
AGE GROUP		
All-Star Meet		5,272.64

	TOTAL	
	ACTUAL	BUDGET
Zone Championship		12,480.00
Total AGE GROUP		17,752.64
DISABILITY		
Disability Travel Funding		3,796.00
Paralympic Trials Funding		2,812.64
PNS Disability Camp		1,090.00
Total DISABILITY		7,698.64
DIVERSITY & INCLUSION	386.80	
Heidloff Outreach Program	1,323.50	4,000.00
LGBTQ+ Initiatives		800.00
NW Diversity Select Camp		2,000.00
Promoting Inclusion	6,190.31	800.00
Team Training Support	0.00	13,733.36
USA-S Outreach Registration	305.00	533.36
Western Zone D&I Select Camp		800.00
Women in Leadership		2,066.64
Workshop USA or Other		859.36
Total DIVERSITY & INCLUSION	8,205.61	25,592.72
FINANCE & MARKETING		
Accountant	150.00	2,666.64
Bank Charges	34.67	133.36
COVID-19	218,960.00	
Payroll - Bookkeeping	254.20	666.64
Total FINANCE & MARKETING	219,398.87	3,466.64
OFFICIALS EXPENSES		
Officials Championship Meet Travel	912.00	5,333.36
Officials Equipment Rental		1,000.00
Officials Evaluator Visits		1,333.36
Officials Workshop Travel		1,066.64
Total OFFICIALS EXPENSES	912.00	8,733.36
Paid & Unpaid Employees		
Compensation		44,000.00
Mileage		133.36
Per Diem		3,066.64
Taxes		3,433.36
Total Paid & Unpaid Employees		50,633.36
Payroll Expenses		
Taxes	3,185.81	
Wages	36,920.00	
Total Payroll Expenses	40,105.81	
PNS OFFICE		
Internet Services	722.08	800.00
Office Rent	3,200.00	3,333.36
Office Supplies	273.32	1,333.36
PNS Storage Unit & PO Box	567.00	800.00
Postage	67.75	333.36
Repair & Maintenance		333.36
Telephone	501.74	733.36

	TOTAL	
	ACTUAL	BUDGET
Total PNS OFFICE	5,331.89	7,666.80
PROGRAM OPERATIONS		
PNS Meet Awards		13,298.00
Scheduling		35.36
Total PROGRAM OPERATIONS		13,333.36
QuickBooks Payments Fees	149.03	
SENIOR SWIMMING		
LC Senior Championship		878.64
Open Water		351.36
Season 1	10,640.00	7,031.36
Season 2		2,636.64
Season 3		5,273.36
Season 4		35,154.00
Season 5		703.36
Senior Training Practices		914.00
Senior Zones		7,030.64
Total SENIOR SWIMMING	10,640.00	59,973.36
Special Programs		
Special Advocacy Expenditures	10,000.00	
Total Special Programs	10,000.00	
Uncategorized Expense	12,500.00	
Total Expenses	\$306,771.40	\$198,550.96
NET OPERATING INCOME	\$ -172,743.44	\$ -4,384.32
Other Income		
Gain/Loss on Investment	109,446.82	
Interest Income	0.70	
Other Miscellaneous Income	-120.00	
Total Other Income	\$109,327.52	\$0.00
Other Expenses		
Miscellaneous	158.00	
Total Other Expenses	\$158.00	\$0.00
NET OTHER INCOME	\$109,169.52	\$0.00
NET INCOME	\$ -63,573.92	\$ -4,384.32

	TOTAL
WA Workers Compensation	570.14
Total Payroll Liabilities	1,277.87
Pre Paid Expenses	0.00
USA-S Registration	1,032.00
Athlete - Annual	-1,888.00
Athlete - Outreach	-210.00
Athlete - Seasonal	1,620.00
Club	-2,205.00
Dual Membership Credit	1,432.00
Flex Athlete/USA	1,157.50
Flex Upgrade to Premier/USA	4,474.00
Non-Athlete Family	0.00
Non-Athlete Individual	1,352.00
Total USA-S Registration	6,764.50
Total Other Current Liabilities	\$8,042.37
Total Current Liabilities	\$8,166.31
Long-Term Liabilities	
Payroll Protection Program (PPP) Loan	25,856.00
Total Long-Term Liabilities	\$25,856.00
Total Liabilities	\$34,022.31
Equity	
Net Assets	547,257.77
Retained Earnings	418,618.12
Net Income	-63,573.92
Total Equity	\$902,301.97
TOTAL LIABILITIES AND EQUITY	\$936,324.28

Pacific Northwest Swimming

Balance Sheet
As of April 30, 2021

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
INVESTMENT INCOME	794,821.27
Fidelity Investment	69,988.51
Total INVESTMENT INCOME	864,809.78
WF Checking	56,007.90
WF Savings	10,468.95
Total Bank Accounts	\$931,286.63
Accounts Receivable	
Accounts Receivable (A/R)	3,344.65
Total Accounts Receivable	\$3,344.65
Other Current Assets	
Payroll Corrections	0.00
Undeposited Funds	1,693.00
Total Other Current Assets	\$1,693.00
Total Current Assets	\$936,324.28
Fixed Assets	
Furniture & Equipment	34,445.14
Accumulated Depreciation	-34,445.14
Total Furniture & Equipment	0.00
Total Fixed Assets	\$0.00
TOTAL ASSETS	\$936,324.28
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	123.94
Total Accounts Payable	\$123.94
Credit Cards	
AMEX	0.00
WF CC AgeGroup	0.00
WF CC Office	0.00
WF GC Credit Card	0.00
Total Credit Cards	\$0.00
Other Current Liabilities	
Direct Deposit Payable	0.00
Payroll Liabilities	45.33
Dept of Labor and Industries	-758.72
Federal Taxes (941/944)	1,138.85
WA Paid Family and Medical Leave Tax	189.84
WA SUI Employer	92.43

Membership Report

4/30/2021														5/31/2020														5/31/2019														5/31/2018													
CLUBS	Premium	Flex	Outreach	ST	SZ	Other	COACH	Official	TOTAL	Premium	Flex	Outreach	ST	SZ	Other	COACH	Official	TOTAL	Premium	Flex	Outreach	ST	SZ	Other	COACH	Official	TOTAL	Athletes	ST	SZ	Other	COACH	Official	TOTAL																					
BBST	94		8	1	5	7	8	122	92	14	8	2	5	10	130	94	6	8	11	120					8	3	8	11	120	125	13	2	7	12	158																				
BC	319				1	9	39	373	323				7	9	51	438	388			8	20			8	20		1	59	362	6	10	52	430																						
BOST	13	29				4	5	43	45	63				3	111	116	88	32		2				2			124	90	8	6	29	133																							
BISC	123		2			9	4	13	150	124			2		9	4	13	151	133			3			9	4	15	163	141	13	5	11	170																						
BTST**									21	2			4		27				16	4			1		3	2	23	20		2	1	22																							
BYST**									26	54	18				10	183			17	2			14		2	2	94	179	5	29	13	78																							
CB	278		10			4	14	26	331	535			3	19	35	633	574	29	57	21	5	18	37	240	671	43	6	20	27	41	1	93																							
EAST	56					1	8	85	102				1	1	9	113	103							1	1	1	9	114	96	1	1	12	117																						
ESC*						1	5	3	95	96			1	3	9	83	73			1		2	4	4	6	86	100	2	5	10	117																								
EAST	80					3	3	102	108				3	3	102	108			182	25				8	1	6	2	222	177	31	3	6	4	221																					
GAC	132					7	2	3	2	148	189				1	2	3	5	19								31	425	272	9	8	10	44	443																					
HFV**									1	2			3						279	84			1	11	7	9	10	225	313	9	8	10	44	443																					
IST	275	16				8	14	24	339	295	56				3	12	31	208									31	425	272	9	8	10	44	443																					
RING	220	1	21		1	3	14	15	256	162					3	9	1	185	120	1			8	3	10	11	202	293	11	15	24	107																							
MIAB	18	46	10			4	4	3	80	83	1	39	2		4	5	103	143	8	48	1		5	6	8	114	101	1	3	8	4	115																							
MMSC	48					3	4	7	64	83	3		2	6	12	105	97			3	15	2	7	10	133	88	18	8	12	122	133																								
NSBC**									92				1	7	1	99	57							2	3	4	7	1	64	78	4	7	1	89																					
NIWAC	17					3	1	24	26	1	2		1	2	1	33	23							2	3	4	31	35	3	2	1	3																							
OAC	178					6	5	17	206	1																																													

	4/30/2021					5/31/2020					8/31/2019					8/31/2018	
Age Group	Female	Male	Flex	Seas 2	Female	Male	Flex	Seas 2	Female	Male	Flex	Seas 2	Female	Male	Seas 2		
	Premium & Outreach	Premium & Outreach			Premium & Outreach	Premium & Outreach			Premium & Outreach	Premium & Outreach			Premium & Outreach	Premium & Outreach			
8 & under	126	106	39	24	233	211	160		213	186	241	30		118	258	84	
9-Year-Olds	159	129	53	6	252	214	81		227	214	132	25		320	281	56	
10-Year-Olds	204	172	54	9	350	290	88		328	282	136	21		427	365	65	
11-Year-Olds	264	206	78	7	368	351	91		430	364	118	21		510	415	57	
12-Year-Olds	272	209	56	2	401	379	68		448	398	78	16		501	394	41	
13-Year-Olds	290	284	58	2	390	351	44		439	350	72	11		482	381	44	
14-Year-Olds	268	241	35	3	366	280	43		398	326	47	11		391	333	29	
15-Year-Olds	227	181	36	1	247	228	30		286	238	29	12		325	256	21	
16-Year-Olds	173	145	23	1	215	177	16		260	212	20	5		217	219	15	
17-Year-Olds	174	135	18	2	159	144	18		154	166	11	9		142	168	13	
18-Year-Olds	85	82	4		57	97	8		82	113	15			95	106	0	
19 & over	24	49			14	29			50	60		27		40	69	18	
TOTALS	2266	1939	454	57	3052	2751	647		3315	2909	899	188		3568	3245	443	
		4/30/2021				5/31/2020				8/31/2019					8/31/2018		
Athlete																	
Premier		4142				5644				6034					6826		
Flex		454				647				899							
Outreach		63				159				190					177		
Seas 1						1									2		
Seas 2		57								188					443		
TOTAL		4716				6451				7311					7448		
Non-Athlete																	
Individual		681				823				893					874		
Life		9				9				8					7		
TOTAL		690				832				901					881		
CLUBS																	
Year		40				52				51					52		
Organ.		4				4				5					5		
Seas 1																	
Seas 2										1							
TOTAL		44				56				57					57		

Officials Report

PNS Officials' Committee Report for Spring HOD, 8 May 2021

1. Committee members:

- Aline Bensen *
- Rick Cox
- John Gagliardo (Chair)
- David Guffey *
- Kathy Robertson
- Nick Siripipat
- Deborah Soper **
- Tiana Dumitrescu (Athlete Rep)
- Brennon Sikora (Athlete Rep)
- Alana Tamura (Athlete Rep)

* Re-elected at the Annual Meeting of Officials, 20 April 2021

** Elected at the Annual Meeting of Officials, 20 April 2021

- Leaving the Committee (but will support Subcommittees as requested):

- Brad Tucker

A special THANK YOU to Brad for all his support during his time on the Officials Committee! We accomplished a great deal with his assistance and look forward to keeping him informally tied into the Committee as we complete some Subcommittee efforts.

2. Official's data (as of 14 April 2021):

	2016	2017	2018	2019	2020	2021
Referees	64	69	64	73	73	63
Starters	56	69	83	72	71	52
Stroke & Turn	223	267	248	278	228	159
Admin. Official	28	31	30	44	37	32
Totals	371	436	425	467	409	306
Athlete-to-Official Ratio	17.2:1	15.3:1	16.3:1	12.6:1	15.8:1	14.6:1

There are 40 clubs in PNS with a total of 4,456 athletes; however, 10 Clubs have no officials.
[For comparison, as of 31 May 2020, 52 clubs with 6,450 athletes. Not every club had an official – 17 teams w/ 1,059 athletes have no officials [30.4% of teams, 16.4% of athletes] and 35 Unattached Officials.]

Bottom line: The "ideal" ratio (recommended by USA-Swimming) is closer to 10.0:1. Therefore, we encourage all teams to help us in recruiting more officials. Please contact any (or all) of the Officials Committee if you have suggestions.

3. While coaches and athletes are encouraged to understand the rules (affecting both the administrative and in-water aspects), a reminder of two rather significant rules changes occurred last year impacting competition.

- a. 102.1.6 Requirements for Virtual Meets ¹
 - b. 102.8.1 F Technical suits banned for 12&U athletes (except Jr Nats, U.S. Open, Nats, and Olympic Trials) – effective 1 Sep 2020. For mor information on what suits are compliant, please see the USA-Swimming discussion of Tech Suit Ban for 12-and-unders [<https://www.usaswimming.org/news/2020/08/24/tech-suit-restriction-for-12-and-under-swimmers>]. The burden of knowing if a suit is compliant is really on the parent, coach, and swimmer (i.e., PNS officials will not be asked nor expected to be the 'suit police' but should a non-compliant suit be noticed, the athlete risks a disqualification for wearing an illegal suit.)
4. I am extremely proud of the reputation that officials from our LSC have across the nation. As an indication of the level of excellence, we are honored to report that two PNS officials are on the FINA Officials lists: Lisa Vetterlein (Jan 2019-Dec 2022) and Mike Murphy (Open Water Jan 2020-Dec 2024). Further, Lisa Vetterlein and John Gagliardo have been selected to officiate on the Olympic Team Trials deck in Omaha during the first 2 weeks of June while Bernadette Witty and Deborah Soper will be officials at the Paralympic Team Trials in Minneapolis later in June. These selections are a testament to the caliber of your PNS Officials!

"Respectfully Submitted by John C. Gagliardo, Officials' Committee Chair

¹ "A Virtual Meet shall be conducted with the same order of events with all results merged. All venues shall complete their competition within a ten (10) day period. It shall be officiated in accordance with 102.10 at each venue and conducted according to the Virtual Meet guidelines."

Safe Sport Report

Safe Sport:

USA Swimming Safe Sport continues to focus on getting teams Safe Sport Recognized and has put in place [incentives](#) as part of the Keeping Athletes First Action Plan.

Last year at this time PNS had 5 teams SSRP designated and this year we have 15 and 10 who have started the process. The goal is to get all teams Safe Sport Recognized.

Safe Sport Recognized Teams

Blue Dolphin Swim Team
Bainbridge Island Swim Club
Cascade Swim Club
Gold's Aquatics Club
Issaquah Swim Team
King Aquatic Club
Olympic Cascade Aquatics
Pacific Dragons Swim Team
Poulsbo Piranha Swim Team
Storm Aquatics
Seattle Metropolitan Aquatic Club
Thunderbird Aquatic Club
Valley Aquatics
Wave Aquatics
West Coast Aquatics

Teams who have started the SSRP process

Bellingham Bay Swim Team
Bellevue Club Swim Team
Chinook Aquatic Club
Fife Area Swim Team
Mighty Marlins Swim Club
Poseidon Aquatic Club
StingRay Swim Team
Skagit Valley Family YMCA
Thurston Olympians Swim Club
University Place Aquatic Club

Diversity Report

DIVERSITY & INCLUSION CHAIR REPORT TO HOD

May 8, 2021

Emily Murray, Diversity Equity & Inclusion Committee Chair

PNS and Truclusion will host two DEI training's in the fall, one for athletes and one for coaches. More information and dates of clinic to come soon.

The Western Zone DEI Camp and Summit has been pushed back to a later date, as a one day event - more information to come soon. The application will be reopened.

The Women's Resource Group meets on the third tuesdays of every month. We will alternate having meetings with a speaker, or having meetings discussing an article or topic. This group is open to all members in PNS (Coaches, Athletes, Official, Non-Athlete Members). For more information please contact Emily Murray, PNS DEI Committee Chair at diversity@pns.org.

The Team Training Support Policy will be changed for the 2020-2021 Short course season. We will waive the 2 meet requirement, change the 60% practice requirement to 50% requirement and we will not require coaches to send the exact number of practices swimmers attend. We also extend the deadline for applications, so people can apply who did not meet previous requirements. These same rules will apply for the August 15th submission for Summer season 2021.

Disability Report

PNS Disability Swimming Report 2021 HoD: Virtual Meeting 5/8/2021

International Events: were put on hold due to the Covid-19 Global Pandemic

National Events:

April 15-17, 2021: World Para Swimming World Series, Lewisville, TX (Long Course Meters)

The World Para Swimming World Series meet brings swimmers from around the world to compete in an elite level event in various sites globally. The USA hosts a meet in this series once a year. Due to the Pandemic, the 2021 event was held in Lewisville, TX.

Abbey Nardella (Chinook) and Gabriella Farinas (BC) competed in this year's event.

Both women competed well.

- **Abbey** swam all best times, achieving US Paralympic Emerging Team Time Standards in the 50-meter Fly and 50-meter Freestyle for the S6 classification category.
- **Gabi** swam best times as well and made the US Paralympic Emerging Team Time Standards in all 4 of her events, 100-meter fly, 50-meter free, 200-meter IM and the 100-meter backstroke for the S10 Classification category.

Congratulations Abbey and Gabi!

New American Record:

Abbey Nardella, Chinook, coached by Jerry Johnston, set a new American Record for the women's S6 100-yard freestyle on 3/6/2021 at Mary Wayte Pool. The new record is 1:14.73.

Nice Job, Abbey and Jerry.

College Transitions:

Abbey Nardella has chosen to attend George Fox University and continue her competitive swimming career.

Good Luck, Abbey!

Local events: are on hold due to the Covid-19 Pandemic.

Other opportunities

USA-Swimming and US Paralympics Swimming have offered a variety of webinars during this year. Opportunities were and will be posted on the PNS website and sent out in What's PNeu email blast as they come to my attention.

Upcoming Events:

Paralympic Trials: June 17-20, 2021 will be held in Minneapolis, MN. Due to recent changes in eligibility to compete criteria, PNS Swimmers with National classification, or international classification who did

not previously qualify to attend, will now be allowed to compete, with the understanding that they may not be eligible to for final selection to the 2020 /2021 Tokyo Paralympic Team.

Respectfully Submitted,
D. Kiko Van Zandt
Disability Swimming Chair. PNS

PACIFIC NORTHWEST SWIMMING
BYLAWS AND POLICY PROPOSED
AMENDMENTS TO 2021

No.	Description	Location	Recommendation
	Block 1		
HK-1	Updated the PNS Office address	AD-14-01	Approval
R-1	Updated individual membership requirements	AD-97-01	Approval
R-2	Updated the Post Meet Reports and moved meets fees to an appendix	AD-97-07	Approval
	Block 2		
P-1	Crime Policy implemented as per LEAP requirement	AD-21-01	Approval
P-2	Whistleblower Policy implemented as per LEAP requirement	AD-21-02	Approval
P-3	Document Retention Policy Implemented as per LEAP requirement	AD-21-03	Approval
P-4	Budget Reserve Policy implemented as per LEAP requirement	AD-21-04	Approval
P-5	Crisis Management Policy implemented as per LEAP requirement	AD-21-05	Approval
P-6	Transgender Policy implemented as per LEAP requirement	AD-21-06	Approval
P-7	Anti-Discrimination Policy implemented as per LEAP requirement	AD-21-07	Approval
	Block 3		
HK-2	Updates the reference of 4.5.9 to 4.5.8	6.10	Approval
BL-1	Add Personnel Committee to Standing Committee list	7.4.6	Approval
BL-2	Add DEI Chair as a voting member of the board	5.1.15	Approval
BL-3	Remove one At-Large Position from the board	5.2	Approval
BL-4	Defines DEI Chair selection process	6.2.3	Approval
BL-5	Adds the DEI Division	7.1.10	Approval
BL-6	Adds a 60% attendance requirement for Board Members	5.6.11	Approval

**PACIFIC NORTHWEST SWIMMING
PROPOSED AMENDMENTS TO
POLICY & PROCESSES / BYLAWS**

Block 1

HK-1	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-14-01.1.2
Proposed by: Board of Directors
Purpose: Updated the PNS Office address in the policy.
Recommendation: Board of Directors recommends approval.

- 1.2 Pacific Northwest Swimming
~~501-30th Street NE, Suite E P.O. Box #2235~~
Auburn, WA 9807192
Attn: Treasurer
If submitting by email, send to Office@pns.org

R-1	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-97-01.2D
Proposed by: USA Swimming Bylaw Change in 2020.
Purpose: Updated the member requirements according to USA Swimming Bylaws changes.
Recommendation: Board of Directors recommends approval.

2.

d. Individual Members

- i. The following persons must be members of USA Swimming, per USA Swimming Rules and Regulations, USA Swimming Bylaws and PNS By-Laws:
 - (1) Meet directors, officials, coaches and any others required by USA Swimming regulation 202.5 and Article 2.6 of the USA Swimming bylaws.
 - (2) Club owners by Article 2.6.6 of the USA Swimming bylaws, regulation 305.5.
 - (3) Voting Members of the PNS House of Delegates as required by PNS By-Law 4.1.1
 - (4) All members of the PNS Board of Directors as required by PNS By-Law 6.3
 - (5) PNS Committee Chairs and members per relevant section of PNS By-Laws Article 7
 - (6) Board of Directors of a member club.
 - (5)(7) All clubs must have either (i) at least one member coach and a board of directors or other governing board; or (ii) at least two member coaches
- ii. PNS also requires that officially recognized functionaries of PNS Sponsored teams (e.g., Zone or All-Star Teams) be members of USA Swimming:
 - (1) PNS Sponsored Team Chaperones
 - (2) Other PNS Chaperones receiving travel funding
 - (3) Any other officially recognized PNS sponsored team functionary, e.g. Team Trainers, Managers or Coordinators
- iii. PNS strongly recommends that the following also be members of USA Swimming:
 - (1) Any official representative/agents of a member Club member Directors/Officers or other official representatives/agents

R-2	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-97-07.6.a-c
AD-97-07.7.a

Proposed by: PNS Office

Purpose: Bring post meet reporting up to current practices and remove meet fees from the policy.

Recommendation: The Board of Directors recommends approval.

Post Meet Reports

- a. All meet report forms will be ~~mailed~~ emailed to the host club with the meet sanction or may be obtained from the PNS web site.
 - b. The following items must be ~~mailed~~ emailed to the PNS Office within ten days following the conclusion of the meet:
 - i. Hy-Tek Team Entry Fee ~~Summary Report, listing the teams, total entry and athlete count and entry fees.~~
 - ii. ~~PNS Meet Financial Summary Form~~
 - iii. ~~PNS will invoice clubs for the PNS tap calculated as outlined in Section 7 below.~~
 - ~~iv. Host clubs should retain the Master Entry Summary, Deck Entry Registration forms and Meet Evaluation forms collected at the meet.~~
 - ~~iv. v. Original Master Entry Summaries~~
 - ~~iv. vi. Any PNS Deck Entry Registration Forms completed at the meet.~~
 - ~~v. vii. A check payable to PNS for the PNS tap calculated as outlined in Section 7 below~~
 - ~~vi. viii. vi. Any Meet Evaluation Forms collected at the meet.~~
 - c. The PNS Meet Income Statement must be ~~mailed~~ emailed to the PNS Office within 45 days following the conclusion of the meet.
- 2. PNS Meet Entry Fees and PNS Tap and Late Fee:**
- a. Technical Planning Committee and Program Operations will review the meet fees every Olympic cycle and recommend any adjustments to the Entry Fee Chart to the Board of Directors for approval. Any changes to the meet fees will be presented at the next to the HOD at the next meeting and will go in effect in September for the next four year cycle. Should there be a need to change fees prior to the four year cycle, such changes will go through the TPC and be presented at the next HOD for approval.

Block 2

P-1	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-21-01

Proposed by: USA Swimming

Purpose: LEAP Requirement – Establishes LSC Crime Policy

Recommendation: The Board of Directors recommends approval.

See the entire policy on the PNS Website. [PNS->LSC Policies->](#)

P-2	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-21-02

Proposed by: USA Swimming

Purpose: LEAP Requirement – Establishes LSC Whistleblower Policy

Recommendation: The Board of Directors recommends approval.

See the entire policy on the PNS Website. [PNS->LSC Policies->](#)

P-3	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-21-03

Proposed by: USA Swimming

Purpose: LEAP Requirement – Establishes LSC Document Retention Policy

Recommendation: The Board of Directors recommends approval.

See the entire policy on the PNS Website. [PNS->LSC Policies->](#)

P-4	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-21-04

Proposed by: USA Swimming

Purpose: LEAP Requirement – Establishes LSC Budget Reserve Policy

Recommendation: The Board of Directors recommends approval.

See the entire policy on the PNS Website. [PNS->LSC Policies->](#)

P-5	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-21-05

Proposed by: USA Swimming

Purpose: LEAP Requirement – Establishes LSC Crisis Management Policy

Recommendation: The Board of Directors recommends approval.

See the entire policy on the PNS Website. [PNS->LSC Policies->](#)

P-6	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: AD-21-06

Proposed by: USA Swimming

Purpose: LEAP Requirement – Establishes LSC Transgender Policy

Recommendation: The Board of Directors recommends approval.

See the entire policy on the PNS Website. [PNS->LSC Policies->](#)

P-7	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: **AD-21-07**

Proposed by: USA Swimming

Purpose: LEAP Requirement – Establishes LSC Anti-Discrimination Policy

Recommendation: The Board of Directors recommends approval.

See the entire policy on the PNS Website. [PNS->LSC Policies->](#)

Block 3

HK-2	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: 6.10
Proposed by: Governance Committee
Purpose: Reference to 4.5.9 does not exist in the Bylaws and was updated to 4.5.8.
Recommendation: The Board of Directors recommends approval.

6.10 REMOVAL OF DIRECTORS - Directors may be removed in accordance with ~~4.5.9~~ 5.8 and 5.6.10 of these Bylaws.

BL-1	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: 7.4.6
Proposed by: Governance Committee
Purpose: Personnel Committee was added to the Bylaws as it was omitted from the Standing Committee list in the Bylaws template.
Recommendation: The Board of Directors recommends approval.

7.4 STANDING COMMITTEES & COORDINATORS

.6 PERSONNEL COMMITTEE -

- A. CHAIR - The General Chair shall be the chair of the committee.
- B. MEMBERS - The Personnel Committee shall consist of the General Chair, Administrative Vice Chair, Finance Vice Chair, and the Sr Athlete Representative.
- C. DUTIES - The Personnel Committee shall be responsible for the annual review of the PNS Office staff. The committee will also recommend any salary adjustment for the office staff following the review.

BL-2	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: 5.1.15
Proposed by: Diversity, Inclusion and Equity Committee
Purpose: USA Swimming is recommending the DEI Chair be a voting member on the Board of Directors.
Recommendation: The Board of Directors recommends approval.

5.1 MEMBERS - The Board of Directors shall consist of the following officers, committee chairs, and representatives of PNSA, together with those additional members designated in Sections 5.2 and 5.3:

.15 Diversity Equity Inclusion Vice Chair

BL-3	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: 5.2
Proposed by: Governance Committee
Purpose: With the addition of the DEI Chair to the Board of Directors the reduction of (1) one At-Large Board Member position allowed the Board of Directors not to increase in size.
Recommendation: The Board of Directors recommends approval only if BL-2 is approved.

5.2 AT-LARGE BOARD MEMBERS - The House of Delegates shall specify ~~three-two~~ (32) At-Large positions. Any reduction in the number of At-Large Board Members shall not take effect until the terms of office of the incumbents expire or become vacant. The Board of Directors shall have ~~three-two~~ (32) At-Large Board Members elected by the House of Delegates, ~~two-one~~ (21) in even numbered years, and one (1) in odd numbered years, each to serve a

two-year term. Additionally, a minimum of two athlete members shall be elected as At-Large Board Members. If necessary, additional athletes-at-large shall be elected such that athletes constitute at least twenty percent (20%) of the voting membership of the Board of Directors at any given time (taking into account the Athlete Representatives). The Athlete At-Large Board Members shall meet the same requirements and be elected at the same time and place as the Athlete Representatives set forth in Section 6.2.1. All At-Large Board Members shall hold office from the date of their election or appointment through the conclusion of the second annual meeting of the House of Delegates following such election or appointment, or until their successors are elected or appointed.

BL-4	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: 6.2.3.A.3-4
Proposed by: Diversity Inclusion and Equity Committee
Purpose: Defines selection process on how the DEI Committee Chair will be selected.
Recommendation: The Board of Directors recommends approval.

6.2 OTHER DIRECTORS

.3 COMMITTEE CHAIRS /AT-LARGE BOARD MEMBERS

A. The following committee chairs / at-large Board members shall be elected as follows:

(3) The Diversity Equity Inclusion Vice Chair shall be elected by the DEI Committee at the DEI Committee meeting following the House of Delegates meeting.

~~(3)~~(4) Two (2) Athlete At-Large Board members shall be elected by the athletes at the same time and in the same manner as the Athlete Representatives. A minimum of one athlete-at-large shall be elected annually.

BL-5	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: 7.1.10
Proposed by: Diversity Inclusion and Equity Committee
Purpose: With the addition of the DEI Chair to the Board of Director this adds the division to the bylaws.
Recommendation: The Board of Directors recommends approval if BL-2 is approved.

7.1 DIVISIONAL ORGANIZATION AND JURISDICTIONS, STANDING COMMITTEES AND COORDINATORS - The divisions of PNSA shall each be chaired as indicated below with respective duties, jurisdiction and responsibilities described in the PNSA Policies and Procedures.

.10 DIVERSITY EQUITY INCLUSION DIVISION – Diversity Equity Inclusion Vice Chair

BL-6	ACTION:	Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Pulled
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Location: 5.6.11
Proposed by: Governance Committee
Purpose: Adds a minimum attendance requirement by the Board of Directors at Board of Director meetings and House of Delegates meetings.
Recommendation: The Board of Directors recommends approval.

5.6.11 Attend a minimum of 60% of the Board of Directors and House of Delegates Meetings.

Summer 2021 Meet Update:

- 1) Please fill out the [survey](#) to let us know the status of your team/pools.
- 2) Meets will continue to operate on a special basis where teams design meets that meet their facility capacity. Capacity is the biggest driver behind what we do as pools are still severely limited on capacity.
- 3) We were hopeful that WKCAC would be available for meets starting in June, however, they have some required work that will make that not possible. We are still holding out hope to be able to have some sort of season ending meet at WKCAC. However, should that not be available, TPC is looking for some alternatives. If you have a pool that might be able to look at hosting some sort of event, please make sure to put that on the survey.
- 4) **Coaches:** Please look for a survey in the next few weeks about potential season ending meets in July.

Going Forward....

Pacific Northwest Swimming Meet Plan-2021-22

Short Course Part 1 (September 1-January 16th)

- 1) All weekends are designated Special Weekends so teams can adjust to the needs of their local community in regard to capacity guidance.
- 2) **October 9-10, October 16-17, October 23-24th** have been reserved at WKCAC to run a 'short course series'. Time standards TBD but likely Gold. Teams will be assigned a weekend to compete (by end of July).
- 3) **October 30th or 31st:** distance meet at WKCAC. (tentative)
- 4) **December 10th-12th:** 14 & under champs at WKCAC (BC host)
- 5) **December 16-19th:** Senior Champs at WKCAC (KING host)
- 6) **December 2nd-5th:** Husky invite at WKCAC (Husky host)
- 7) **January 13-16th** Washington Open at WKCAC (VAST host)

Hosts will be solicited for the October meets in Mid-June with bids due at the end of June.

Short Course Part 2: (January -March 31st):

- 1) More information will be available in early Fall with the hope of returning to a more normal calendar for the winter challenge, February AGI, & Spring Showdown.
- 2) **March 9-13th** Senior Sectionals
- 3) Age Group Regionals & potential spring showdown are awaiting exact date from WKCAC. Tentative: **March 17-20th**

Long Course Season (April 1-August 1st)

- 1) More information will be available in early fall with the hopes of returning to a more normal long course season. Teams that were awarded bids for Long course meets in 2020 will have first right of refusal for similar weekends.

For all seasons, communication for renting of WKCAC should go through PNS Scheduling.

	2021-2022
	BOD Approved Budget
Income	
ADMINISTRATION	\$1,200
OFFICIALS	\$3,400
PROGRAM DEV	\$30,000
PROGRAM OPS	\$149,100
Total USA-S REGISTRATION/PNS	\$114,020
Total Income	\$297,720
Expenses	
ADMINISTRATION	\$18,000
AGE GROUP	\$20,950
DISABILITY	\$6,100
DIVERSITY & INCLUSION	\$20,750
FINANCE & MARKETING	\$5,800
OFFICIALS EXPENSES	\$11,700
PAID & UNPAID EMPLOYEES	\$74,100
PNS OFFICE	\$11,000
PROGRAM DEVELOPMENT	\$50
PROGRAM OPERATIONS	\$22,200
SENIOR SWIMMING	\$79,950
Special Programs	\$40,000
Total Expenses	\$310,600
Net Operating Income	(\$12,880)