



**NORTH
CAROLINA
SWIMMING**

*Leading the Nation in Achievement, Development, Diversity, and Citizenship
Promoting Excellence by Providing Resources to Support and Empower the North Carolina Swimming Community*

Our Why:

So that our community supports our athletes

MEETING MINUTES

Board of Directors Meeting

Wednesday, March 7, 2018, 8:30 PM

Teleconference-Zoom

1. Call to Order – Dave Olack
 - Meeting was called to order at 8:42
2. Roll Call –Lisa Olack
 - Attendees: David Olack, Trish Martin, Jay Dodson, Jon Jolley, Carl Labonge, Lisa Olack, Jon Fox, Wayne Shulby, Rob Norman, Matthew Rigsbee, Emile Charles, Pahvie Chhan, JP Merchant, Kevin Thornton, Suzanne Heath, Todd Webber, Rodney Sellars, John Roy, Paul Silver, Jonathan Watson
 - Guests: Dwight Dickerman, Bill Martin
3. Approval of consent agenda
 - See dashboard
 - MOTION: To include quadrennial years on dashboard (3 previous plus current year) – PASSED
 - No way to track the requirements of the flex membership at this time; USA Swimming working on procedures and hoping to have something by fall
 - MOTION: To approve the flex membership legislation as presented – PASSED
 - MOTION: To approve the remainder of the consent agenda as presented - PASSED
 - Adoption of minutes
 - BOD Dashboard file
 - Officer Reports
 - Committee reports
 - Unfinished Business
 - Action Items
 - Richard Pockat: Long range plan for Governance Committee; Board Policy Manual; Orientation for new board members- COMPLETE
 - Wayne Shulby: Legislation, Flex membership-work with BOD- COMPLETE
 - Todd Webber: Officials, revise certification programs, open water policies-to be reviewed with Wayne-NO REPORT
 - John Fox: Break out of travel fund costs between coach and athlete reimbursement-COMPLETE

4. Strategic Goals, VFO project status

- Committees – Lisa Olack/Wayne Shulby
(1) As presented; expand scope to include the structure of the board as well as committees
- Membership Education – Sarah Holman/Rodney Sellars/Morgan Dodson
(1) Asking head coaches in the LSC what resources and opportunities they would like to see the LSC provide that would have the most meaningful impact on them and their staff in terms of coaching education. Once complete will begin compiling and reviewing responses and make plans on acting on some of the ideas
- Communication – Carl Labonge/Emile Charles
(1) As presented; some overlapping areas with committees project; will review again and narrow scope

5. New business

- Safe sport incentive program – Dave Olack
(1) As presented; MOTION: To accept plan to allow General Chair to adjust as needed with a cap of \$15,000; at conclusion of program if total funds to be awarded is greater than \$15K, each award category will be reduced proportionally amongst all participating teams -PASSED
- Leap 2 – Wayne Shulby
(1) Presented template for achieving Leap 2 and 3 status once again; MOTION: To move forward with Leap 2 and 3 status with Bill Martin overseeing its progress – PASSED
- John Roy asked for anyone to reach out to him with any comments, concerns, or questions with regard to current situations happening at USA-S

6. Schedule

- Saturday, April 28, 2018, 1:00 PM, Greensboro
- Wednesday, June 13, 2018, 8:30 PM, Zoom
- Wednesday, September 12, 2018, 8:30 PM, Zoom
- Sunday, October 7, 2018, UNC-W
- Wednesday, December 12, 2018, Zoom

7. Adjournment

- Meeting was adjourned at 9:37 PM

Respectfully Submitted,

Lisa Olack
NCS Secretary



**NORTH
CAROLINA
SWIMMING**

Items For BOD Approval (See Unfinished/Action Items Tab)

Unfinished Business	
Governance, Committee Update	
Legislative, Flex update	
Officials, Certification, Open water policies	
Financial, Split travel fund to Coach/Athlete	

Consent Agenda

Meeting Date: 3/7/18, 8:30 PM
Next Scheduled Meeting: 4/28/2018

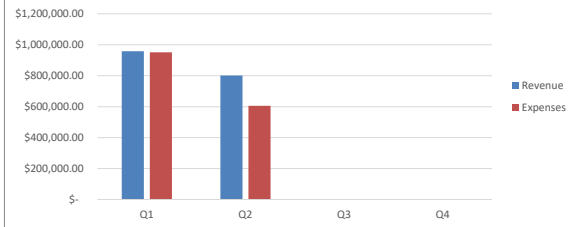
Reports

[Officer Reports](#)
[Committee Reports](#)

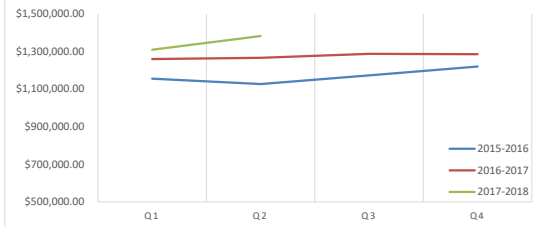
Fiscal Quarters Q1: 9/1 - 11/30 Q2: 12/1 - 2/28 Q3: 3/1 - 5/31 Q4: 6/1 - 8/31

Financial

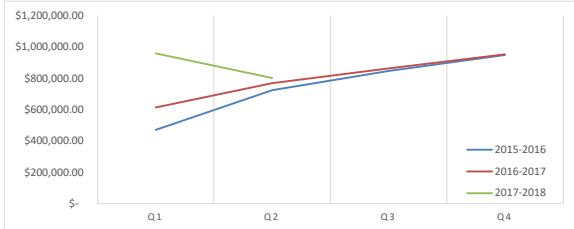
2017-2018 Revenue and Expenses



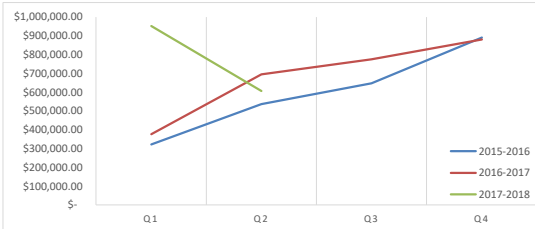
Endowment Fund



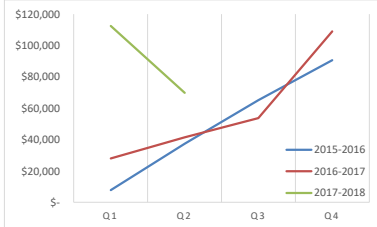
Revenue



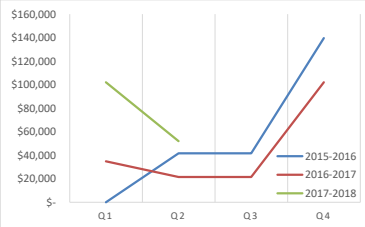
Expense



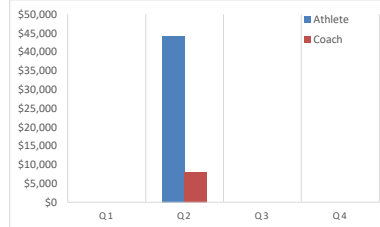
Travel Fund Revenue



Travel Fund Expenses

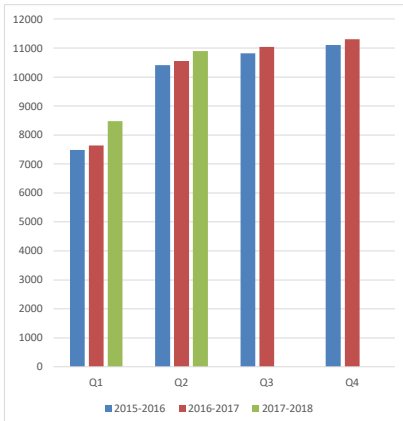


Athlete/Coach Travel Payout

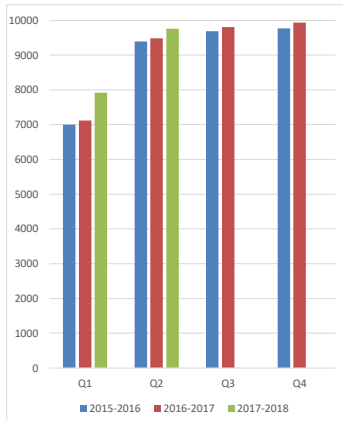


Membership

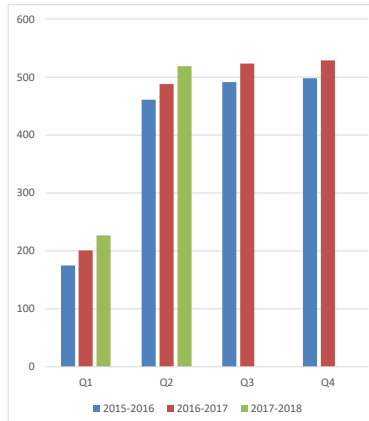
Total Members



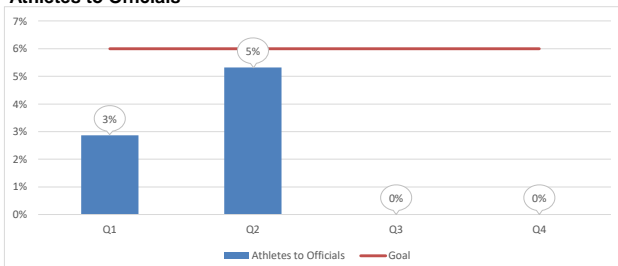
Athletes



Officials



Athletes to Officials



General Chair

Thank you to our hosts TAC Titans and SwimMac Carolina for hosting the NCS Senior and Age Group Champ meets this year. Reports from both locations were that the meets ran smoothly overall. I received a few e-mails from parents with complaints about the crowded conditions at AG Champs which was expected. I responded to them requesting that they call me to discuss their concerns but none did.

NCS will again sponsor two tables at the NCS Hall of Fame Induction Ceremony on April 14th at the Embassy Suites in Cary. Any BOD member interested in attending should e-mail Bill Martin and myself.

NCS will be sending four members to the Leadership Summit in Houston, Tx, April 20th thru 22nd. Athletes Emile Charles and Matthew Rigsbee, and coaches Amy Faulk and Cameron Brewer will be attending.

A big Thank You to the Governance Committee for leading us through the NCS Retreat in January and driving the new BOD meeting format utilizing the consent agenda and the LSC dashboard. This change will be a little uncomfortable at first but will ultimately help us remain focused on the strategic goals of the board without sacrificing any oversight of the operational functions.

Plans and a schedule for the NCS sponsored water safety clinics are still developing, although very slowly, and my goal is to finalize things prior to the Spring HOD. I'm also working with JP Merchant on a Safe Sport Program for the month of May and you'll see the details of that under New Business.

Unfinished Business/Action Item Updates

Governance

Current primary focus is on executing the Consent Agenda process, Vital Few Objectives/Strategic Plan execution and Board Policy manual. Additional action items will be BOD calendar. Progress is ongoing

Officials

Legislation

Completed and sent for review to the BOD as sponsor of the proposal

Financial

Separate Coach and Athlete travel fund. Added to consent agenda, to be tracked quarterly

Committee Reports

Governance

Have executed the consent agenda, launched the three Strategic (VFO) projects and have developed a method for the General Chair to understand project progress. A Board Policy manual and annual calendar are the next action items the committee looks to address and complete.

Registration

2 New Clubs:

AQUA-Aquaventure, Winterville, NC (Greenville)-56 athletes-new facility has hosted summer league meets and HS meets

OCR-Oak City Rays, Raleigh, NC-18 athletes-Fitness Connection is listed as the facility

To be Considered by the
House of Delegates
Spring 2018

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R/B-01

ACTION: Adopted Defeated Adopted/Amended Tabled Postponed Pulled

Summary: Add Flex Membership Option to Rules and By-Laws
Rationale: USA Swimming approved Flex membership for non-competitive athletes. NCS will collect same fee as year-round memberships.
Submitted by: Board of Directors
Recommendation: *(Office Use Only)*
Effective Date: 9/1/2018

ARTICLE 207: MEMBERSHIP, SANCTION, AND APPROVAL FEES

207.4 NCS FLEX MEMBERSHIP \$10.00 is the current annual NCS Swimming flex membership (registration) fee plus the current USA Swimming required fees (effective 9/1/2018).

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(Renumber remaining items)

ARTICLE 602 - MEMBERSHIP

602.1 MEMBERS - The membership of NCS shall consist of the following:

D. Flex Members - Athlete members who register with an LSC and USA Swimming are eligible for sanctioned swimming competition. Flex members are eligible to compete in only two sanctioned competitions per registration year. Flex members may not compete at or above the LSC Championship level. An athlete member shall not be registered in more than one LSC simultaneously. Flex members who transition to the Annual athlete membership category within the same calendar year will be able to credit the Flex athlete membership cost to the Annual athlete membership cost (effective 9/1/2018).

(Renumber remaining items)

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To be Considered by the
House of Delegates
Spring 2018

R/B-02

ACTION: Adopted Defeated Adopted/Amended Tabled Postponed Pulled

Summary: Add Junior Coach Membership Option to Rules and By-Laws
Rationale: USA Swimming created Junior Coach membership for coaches 16 to 17 years of age.
Submitted by: Board of Directors
Effective Date: 9/1/2018

ARTICLE 207: MEMBERSHIP, SANCTION, AND APPROVAL FEES

207.7 NCS COACH/JUNIOR COACH MEMBERSHIP

.1 NEW COACH/JUNIOR COACH MEMBER

A. FEE: \$10.00 plus the current USA Swimming required fees.

.2 RENEWAL COACH/JUNIOR COACH MEMBER

A. All certifications must be up to date before renewal application will be considered complete.

B. NCS COACH/JUNIOR COACH RENEWAL

1. FEE: From 9/1 to 12/20 - \$10.00 plus the current USA Swimming required fees.
2. FEE: After 12/20- \$50.00 plus the current USA Swimming required fees.

C. COACH/JUNIOR COACH RENEWAL (Non NCS)

1. FEE: \$10.00 plus the current USA Swimming required

(Renumber remaining items)

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ARTICLE 602 - MEMBERSHIP

602.1 MEMBERS - The membership of NCS shall consist of the following:

C. Junior Coach Member – A junior coach member shall meet all the requirements of a coach member with the following exceptions: (Effective 9/1/2018)

1. Must be 16 or 17 years of age.
2. Are not required to pass a criminal background check.
3. Must be under the direct visual supervision of a registered coach member.

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North Carolina Swimming Balance Sheet
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March 1, 2018

Bank of America

	<u>3/1/2018</u>	9/30/2017	<u>9/30/2016</u>	<u>9/30/2015</u>
Main	\$322,619.76	\$253,667.99	\$281,764.40	\$239,881.08
Travel Fund	\$163,984.46	\$168,211.97	\$159,078.66	\$199,375.70
Petty Cash	\$1,515.49	\$1,515.49	\$929.54	\$3,137.18
CD (Liquid)	\$100,329.56	\$100,314.73	\$100,273.41	\$100,232.41
CD	\$50,149.95	\$50,142.53	\$50,121.37	\$50,101.39
TOTAL	\$638,599.22	\$573,852.71	\$592,167.38	\$592,727.76

<u>Wells Fargo</u>	\$1,381,965.92	\$1,308,873.46	\$1,215,656.73	\$1,103,675.49
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North Carolina Swimming

March 1, 2018

<u>Account</u>	<u>Name</u>	<u>2018 Actual</u>	<u>2018 Budget</u>	<u>2017 Actual</u>	<u>2017 Budget</u>	<u>2016 Actual</u>	<u>2016 Budget</u>	<u>2015 Actual</u>	<u>2015 Budget</u>
301	Banquet		\$3,090.00	\$2,030.00	\$3,000.00	\$3,315.00	\$2,614.00	\$3,680.24	\$2,576.00
305	Camps	\$21,000.00	\$26,000.00	\$19,360.00	\$21,000.00	\$36,657.06	\$13,180.00	\$21,400.00	\$12,985.00
317	Entry Fees	\$54,441.84	\$108,150.00	\$111,611.48	\$105,000.00	\$93,382.85	\$81,007.00	\$105,798.20	\$79,419.00
325	Endowment		\$20,600.00		\$20,000.00		\$10,150.00		\$10,000.00
340	Select Camp		\$21,630.00	\$19,470.00	\$21,000.00	\$21,600.00	\$21,017.00	\$18,560.00	\$19,000.00
353	Zone Team		\$35,020.00	\$37,229.00	\$34,000.00	\$52,280.00	\$21,959.00	\$39,825.00	\$21,635.00
370	Registration	\$724,873.00	\$750,000.00	\$753,949.78	\$720,000.00	\$728,756.00	\$657,696.00	\$701,258.96	\$632,400.00
375	Sanction Fees	\$1,304.66	\$1,800.00	\$1,850.00	\$1,700.00	\$1,680.00	\$1,778.00	\$4,348.61	\$1,751.00
395	Miscellaneous*		\$5,000.00	\$12,745.00	\$5,000.00	\$20,720.75	\$5,075.00		\$5,000.00
	TOTAL INCOME	\$801,619.50	\$971,290.00	\$958,245.26	\$930,700.00	\$958,391.66	\$814,476.00	\$894,871.01	\$784,766.00
401	Banquet	\$11,011.11	\$16,120.00	\$15,010.61	\$15,500.00	\$19,939.03	\$15,500.00	\$13,366.77	\$12,500.00
405	Camps	\$33,601.88	\$35,000.00	\$42,566.61	\$32,000.00	\$40,958.79	\$26,000.00	\$31,294.63	\$19,500.00
410	Web Page		\$3,000.00	\$357.88	\$3,000.00	\$2,572.80	\$3,000.00	\$2,775.70	\$1,000.00
415	Coaches' Education		\$3,500.00	\$250.00	\$3,500.00	\$934.35	\$3,500.00	\$500.00	\$3,500.00
425	Contingency*		\$15,000.00	\$3,300.00	\$15,000.00	\$28,295.65	\$15,000.00	\$12,968.18	\$7,500.00
430	Convention/LSC Meetings	\$7,811.31	\$26,000.00	\$47,049.84	\$25,000.00	\$24,288.82	\$25,500.00	\$17,357.23	\$20,500.00
438	Office Expenses	\$653.63	\$4,500.00	\$4,416.91	\$4,000.00	\$3,506.58	\$2,500.00	\$4,229.91	\$2,000.00
444	Officials' Expenses	\$3,867.07	\$16,500.00	\$14,304.89	\$15,000.00	\$13,295.02	\$12,000.00	\$9,038.94	\$13,500.00
449	Select Camp		\$27,040.00	\$24,704.61	\$26,000.00	\$22,271.61	\$25,600.00	\$22,643.45	\$19,000.00
453	Zones	\$4,150.00	\$72,800.00	\$69,016.34	\$70,000.00	\$67,963.04	\$44,000.00	\$72,900.73	\$42,000.00
460	Club Support	\$4,590.58	\$15,000.00	\$9,704.27	\$13,500.00	\$13,063.87	\$13,500.00	\$13,167.25	\$13,500.00
470	USA Swimming Registration	\$490,311.00	\$595,000.00	\$628,206.00	\$590,000.00	\$569,013.00	\$528,836.00	\$587,153.00	\$530,000.00
473	Registration/Administration	\$35,894.64	\$90,000.00	\$80,560.88	\$82,000.00	\$74,191.05	\$80,675.00	\$65,985.84	\$76,833.00
495	Miscellaneous		\$10,000.00		\$10,000.00	\$5,800.00	\$1,500.00	\$3,348.46	\$5,000.00
	Team Incentives	\$13,986.00	\$26,000.00	\$11,250.00	\$25,000.00	\$7,078.00	\$10,000.00	\$4,814.00	\$10,000.00
	Diversity Workshops		\$3,120.00		\$3,000.00	\$900.00	\$3,050.00		\$1,550.00
	Training		\$520.00		\$500.00		\$360.00		\$360.00
	Safety		\$520.00		\$500.00		\$500.00	\$1,225.96	\$1,300.00
	Coaches' Travel			\$5,250.00	\$6,000.00				
	TOTAL EXPENSES	\$605,877.22	\$959,620.00	\$950,698.84	\$939,500.00	\$894,071.61	\$811,021.00	\$862,770.05	\$779,543.00
	Travel Fund								
389	Travel (Meet Income)	\$69,896.00	\$115,360.00	\$112,592.00	\$112,000.00	\$102,823.00		\$111,788.00	\$102,624.00
489A	Travel (Athlete Funding)	\$44,105.00	\$82,400.00	\$102,117.50	\$80,000.00	\$140,578.55		\$80,054.91	\$85,000.00
489B	Travel (Coach Funding)	\$8,000.00	\$7,500.00						

USA Swimming, Inc.

Code	Club Name	City, State Zip	Reg Tran Type
ACCH	Aquatic Club of Chapel Hill	Chapel Hill, NC 27514-5440	Renew
AQTC	AquaTechs	Millers Creek, NC 28651-9614	Renew
AQUA	Aquaventure Riptides	Winterville, NC 28590-7924	New
ASC	Asheville Swim Club	Asheville, NC 28804-3616	Renew
ASTF	Fayetteville Aquatics Swim Team	Raeford, NC 28376-6623	Renew
ATOM	Aquatic Team Of Mecklenburg	Charlotte, NC 28205-1940	Renew
BAC	Brunswick Aquatic Club	Shallotte, NC 28470-4009	Renew
BAD	Badfish Aquatics	Charlotte, NC 28216-2174	Renew
BBS	Beaufort Bluefins Swimming	Newport, NC 28570-6275	Renew
BHRC	Brevard Health and Racquet Club	Brevard, NC 28712-4594	Renew
BRSL	Blue Ridge Swim League	Hickory, NC 28601-1868	Renew
CAT	Carolina Aquatic Team	Durham, NC 27702-0927	Renew
CFAC	Cape Fear Aquatic Club	Wilmington, NC 28406-0467	Renew
CKS	Club Kick Start	Chapel Hill, NC 27517-3432	Renew
CPDD	Cherry Point Devil Dolphins	Cherry Point, NC 28533-8000	Renew
CVAC	Catawba Valley Aquatic Club	Hickory, NC 28601-1898	Renew
DUKE	Duke University	Durham, NC 27708-0001	Renew
EAC	Enfinity Aquatic Club	Winston Salem, NC 27101-1104	Renew
ECA	East Carolina Aquatics	Washington, NC 27889-8742	Renew
FAST	Fin Aquatic Swim Team	Franklinville, NC 27248-8130	Renew
FISH	Fort Bragg Fighting Fish	Fort Bragg, NC 28307-0059	Renew
GAC	Greensboro Aquatic Center	Greensboro, NC 27403-2614	Renew
GCY	Greensboro Community YMCA	Greensboro, NC 27401-2207	Renew
GFSC	Granite Falls Swim Club Makos	Rolesville, NC 27571-9725	Renew
GG	Gaston Gators	Gastonia, NC 28055-0011	Renew
GOLD	Goldsboro Family YMCA Sharks	Goldsboro, NC 27534-3447	Renew
GWA	Gardner-Webb Univ. Aquatics	Boiling Springs, NC 28017-9797	Renew
HAC	Hillsborough Aquatic Club	Hillsborough, NC 27278-8500	Renew
HCAC	Harnett County Aquatic Club	Buies Creek, NC 27506-0322	Renew
HPSC	High Point Swim Club	High Point, NC 27262-5815	Renew
LENR	Swim Lenoir	Hudson, NC 28638-9703	Renew
LOY	Lowes YMCA Lightning Swim Team	Mooreville, NC 28117-8124	Renew
LTNC	Lifetime Swim Team North Carolina	Cary, NC 27518-8533	Renew
MAC	SwimMAC Carolina	Charlotte, NC 28277-0202	Renew
MHAC	Mars Hill Aquatic Club	Weaverville, NC 28787-5522	Renew
MOR	Marlins of Raleigh	Raleigh, NC 27606-2466	Renew
MSA	Mecklenburg Swim Association	Waxhaw, NC 28173-5300	Renew
MSC	Morganton Swim Club	Morganton, NC 28655-7421	Renew
NCAC	North Carolina Aquatic Club	Carrboro, NC 27517-3138	Renew
NCS	NC State University	Raleigh, NC 27695-0001	Renew
NMA	Nomad Aquatics	Huntersville, NC 28078-7633	Renew
NSS	New South Swimming	Charlotte, NC 28232-2001	Renew
OCR	Oak City Rays	Raleigh, NC 27604-5892	New
PAC	N. Piedmont Aquatic Club	Mount Airy, NC 27030-5288	Renew

USA Swimming, Inc.

Code	Club Name	City, State Zip	Reg Tran Type
PAST	Pinehurst Area Swim Team	West End, NC 27376-0534	Renew
QCD	Queen City Dolphins	Charlotte, NC 28213-9261	Renew
QU	Queens University	Charlotte, NC 28274-0001	Renew
RACY	Rowan Aquatic Club - YMCA	Salisbury, NC 28147-1220	Renew
RCST	Rutherford County Swim Team	Rutherfordton, NC 28139-7383	Renew
RMY	Rocky Mount Family YMCA	Rocky Mount, NC 27804-1903	Renew
RSA	Raleigh Swimming Association	Raleigh, NC 27606-3308	Renew
SAC	Sharks Aquatic Club	Charlotte, NC 28210	Renew
SAIL	Sailfish Aquatics	Concord, NC 28025-2403	Renew
SASC	St. Andrews Swim Club	Southern Pines, NC 28387-4825	Renew
SFSC	Swim Fanatics Swim Club	Greensboro, NC 27455-2767	Renew
SGSA	Swim GSA	Greensboro, NC 27455-2484	Renew
SMAC	Smoky Mountain Aquatic Club	Asheville, NC 28806-4612	Renew
SSS	Sandhills Sand Sharks	Southern Pines, NC 28388-0657	Renew
STAR	Star Aquatics	High Point, NC 27261-6311	Renew
TAC	TAC Titans	Cary, NC 27511-4257	Renew
TE	Team Elite	Davidson, NC 28036-9318	Renew
TEAM	Team Charlotte Swimming	Charlotte, NC 28231-1094	Renew
TRY	Twin Rivers YMCA RipTide	New Bern, NC 28560-5400	Renew
TYDE	YMCA of Northwest North Carolina Riptyde	Winston Salem, NC 27101-2421	Renew
UNC	University Of North Carolina	Chapel Hill, NC 27515-2126	Renew
VACB	Vance Aquatics Club	Henderson, NC 27536-2051	Renew
WA	Wingate Aquatics Aqua-Dogs	Wingate, NC 28174-9644	Renew
WAVE	New Wave Swim Team	Raleigh, NC 27619-8012	Renew
WBST	Wilson Barracuda Swim Team	Wilson, NC 27896-9131	Renew
WCSA	Western Carolina Swim Assoc	Hudson, NC 28638-9703	Renew
WNCY	YMCA of Western North Carolina	Asheville, NC 28801-3291	Renew
WOLF	Wolfpack Elite	Raleigh, NC 27607	Renew
WOW	Waves Of Wilmington, Inc.	Wilmington, NC 28411-7769	Renew
WST	Watauga County Swim Team	Boone, NC 28607-1303	Renew
XA	Xcell Aquatics	Valdese, NC 28690-2647	Renew
YBAC	Alamance County Community Y/BAC	Burlington, NC 27215-5604	Renew
YOTA	YMCA of the Triangle Area Swim Team	Raleigh, NC 27607-5243	Renew
YOTS	YMCA of the Sandhills Aquatic Club	Fayetteville, NC 28303-4720	Renew
YSST	Hickory Foundation YMCA Seahorse Swim Team	Hickory, NC 28601-3762	Renew

Total Count For Report: 79

USA Swimming, Inc.

<i>Club</i>	<i>Athletes</i>	<i>Season 1</i>	<i>Season 2</i>	<i>Individual Season</i>	<i>Single Meet</i>	<i>Other NA</i>	<i>Coaches</i>	<i>Officials</i>	<i>Total</i>
ACCH	73	0	0	0	0	0	3	0	76
AQTC	18	0	0	0	0	1	1	0	20
AQUA	56	0	0	0	0	1	2	0	59
ASC	35	0	0	0	0	0	3	4	42
ASTF	78	0	0	1	0	0	4	0	83
ATOM	166	0	0	1	0	0	8	6	181
BAC	80	0	0	0	0	0	3	9	92
BAD	20	0	0	0	0	0	1	0	21
BBS	56	0	0	0	0	1	3	0	60
BHRC	20	0	0	1	0	0	2	0	23
CAST	4	0	0	0	0	0	0	0	4
CAT	207	0	0	0	0	3	11	13	232
CFAC	95	0	0	0	0	0	2	2	99
CKS	19	0	0	0	0	0	1	0	20
CPDD	48	0	0	3	0	0	1	0	52
CVAC	96	0	0	0	0	0	4	5	105
DUKE	0	0	0	0	0	0	4	0	4
EAC	173	0	0	0	0	0	8	6	187
ECA	432	0	0	0	0	5	25	17	478
FAST	8	0	0	0	0	0	3	0	11
FISH	24	0	0	0	0	0	3	0	27
GCY	184	0	0	0	0	1	16	19	219
GFSC	152	0	0	0	0	0	10	5	167
GG	109	0	0	0	0	0	3	3	115
GOLD	76	0	0	0	0	0	4	7	87
GWA	0	0	0	1	0	0	3	0	4
HAC	105	0	0	0	0	0	3	0	108
HCAC	54	0	0	0	0	0	4	0	58
HPSC	92	0	0	2	0	0	8	8	110
LENR	35	0	0	0	0	0	1	2	38
LOY	73	0	0	0	0	0	5	0	78
LTNC	76	0	0	0	0	0	8	0	84
MAC	733	0	0	0	0	26	38	47	842
MHAC	22	0	0	0	0	0	1	0	23
MOR	616	0	0	0	0	2	27	14	658
MSA	737	0	0	0	0	1	8	11	756
MSC	40	0	0	0	0	0	1	0	41
NCAC	224	0	0	0	0	0	8	9	241

USA Swimming, Inc.

<i>Club</i>	<i>Athletes</i>	<i>Season 1</i>	<i>Season 2</i>	<i>Individual Season</i>	<i>Single Meet</i>	<i>Other NA</i>	<i>Coaches</i>	<i>Officials</i>	<i>Total</i>
NCS	56	0	0	0	0	1	5	0	62
NMA	160	0	0	0	0	0	6	4	170
NSS	52	0	0	0	0	1	3	1	57
OCR	18	0	0	0	0	0	1	0	19
PAC	47	0	0	24	0	0	4	2	75
PAST	25	0	0	0	0	0	3	0	28
QCD	48	0	0	0	0	0	4	2	54
QU	0	0	0	0	0	0	5	0	5
RACY	57	0	0	0	0	0	3	10	69
RCST	32	0	0	0	0	0	2	4	37
RMY	69	0	0	0	0	1	4	6	77
RSA	342	0	0	0	0	13	13	18	383
SAC	40	0	0	0	0	2	1	4	46
SAIL	282	0	0	0	0	0	11	9	301
SASC	13	0	0	0	0	0	4	0	17
SFSC	110	0	0	0	0	0	7	2	119
SGSA	107	0	0	7	0	1	10	11	135
SMAC	65	0	0	0	0	0	2	8	74
SSS	73	0	0	0	0	5	2	1	79
STAR	209	0	0	0	0	2	12	14	234
TAC	721	0	0	2	0	1	21	62	806
TE	9	0	0	0	0	0	3	0	12
TEAM	275	0	0	0	0	0	11	17	303
TRY	20	0	0	0	0	0	1	3	24
TWA	12	0	0	0	0	0	0	0	12
TYDE	203	0	0	0	0	0	16	10	227
UN	114	0	0	1	11	12	26	43	201
UNC	42	0	0	0	0	0	5	0	47
VACB	20	0	0	3	0	1	2	0	26
WA	34	0	0	2	0	0	4	5	45
WAVE	323	0	0	0	0	0	12	10	345
WBST	29	0	0	0	0	0	2	1	32
WNCY	104	0	0	0	0	0	9	0	113
WOLF	3	0	0	0	0	0	1	0	4
WOW	168	0	0	0	0	0	8	21	197
WST	44	0	0	0	0	0	4	0	48
XA	28	0	0	0	0	0	1	0	29
YBAC	44	0	0	0	0	0	3	5	52

USA Swimming, Inc.

<i>Club</i>	<i>Athletes</i>	<i>Season 1</i>	<i>Season 2</i>	<i>Individual Season</i>	<i>Single Meet</i>	<i>Other NA</i>	<i>Coaches</i>	<i>Officials</i>	<i>Total</i>
YOTA	642	0	0	0	0	0	35	51	728
YOTS	0	0	0	0	0	0	1	0	1
YSST	83	0	0	0	0	1	5	8	94
Total	9759	0	0	48	11	82	512	519	10892



Leading the Nation in Achievement, Development, Diversity, and Citizenship

Promoting Excellence by Providing Resources to Support and Empower the North Carolina Swimming Community

Our Why:

So that our community supports our athletes

Vital Few Objectives Board Summary

<u>Committees</u>	Lisa Olack & Wayne Shulby
Estimated Completion Date:	Unknown
Current Completion Status	Milestone 1 is in process, Milestones /Tasks need owners. Milestones 2 & 3 need tasks to build to milestone
Next Steps	accomplishment

<u>Communications</u>	Emile Charles & Carl Labonge
Estimated Completion Date:	8/31/2018
Current Completion Status	Not Started
Next Steps	Milestones/Tasks need owners for accountability.

<u>Community Education</u>	Sarah Hollman, Rodney Sellars & Morgan Dodson
Estimated Completion Date:	No report
Current Completion Status	
Next Steps	

VFO Improvement Plan Tracking



NORTH
CAROLINA
SWIMMING

Problem Statement	Project Scope		Root Cause	
Committees are not productive	Improve committee structure, Board delegation, member			
5 Why?	???			
Current Metric	NA			
Goal Metric	NA	Expected Outcome		
Board Champion	Lisa Olack			
Board Champion	Wayne Shulby			
Committee Assigned	NA			
Task Force Members	Lisa Olack/Wayne Shulby			
	David Rigsbee			
	Scott Olsen			
	Emile Charles			

Start Date		Board Meetings							
1/10/2018									
Action Items	Est Completion Date	Milestone/Task Owner	January	March	May	July	September	November	Completion Date
Committee Structure	8/30/2018	Lisa Olack							
Collect Data on existing committees	1/25/2018	Lisa Olack	C						
Get Input from existing committees	6/30/2018	Taskforce	NS	IP					
Get input from BOD	6/30/2018	Taskforce	NS	IP					
Analyze data	7/30/2018	Taskforce	NS	IP					
Develop Recommendations	8/30/2018	Taskforce	NS	IP					
Board delegation									
Task									
Task									
Task									
Task									
Member expectations and athlete involvement									
Task									
Task									
Task									
Task									
Milestone									
Task									
Task									
Task									
Task									
Key	NS	IP	S	C					
	Not Started	In Process	Stalled	Completed					

Governance Committee Resource

[Dwight Dickerman](#)

704 236 1658

Communications



Problem Statement		Project Scope				Root Cause	
Communication is not effective		platforms, allocation of committee members, and					
5 Why?		There are too many ineffective committees	Members involved are spread across committees	Platforms are not fitting to community	Communications are not accessible to all	Misunderstanding of communication received	Inactiveness and lack of communication between committees, unrecieved and misunderstood messages by NCS
Current Metric							
Goal Metric		Expected Outcome					
Board Champion		Carl LaBonge					
Board Champion		Emile Charles					
Committee Assigned							
Task Force Members							

Start Date 1/10/2018

Board Meetings

Action Items	Est Completion Date	Milestone/Task Owner	January	March	May	July	September	November	Completion Date
Establish Social Media Platforms	7/31/2018		NS						
Create Instagram, Facebook, Twitter, Snapchat (larger meets)	6/31/18		NS						
Find and contact media company communications	4/31/2018		NS						
Create plan for extent of social media (events publicized, platform utilized most, etc.)	6/31/18		NS						
Establish athlete access vs company access to platforms	7/31/2018		NS						
Reduce over involved members	8/31/2018		NS						
Disband uneffective committees	8/31/2018		NS						
Limit committee members to few committess	8/31/2018		NS						
Consider allownace for change of committee leadership	8/31/2018		NS						
Establish standard system of task distribution within committees	8/31/2018		NS						
Increase Communication between Committees	8/31/2018		NS						
Establish time of sharing between committees	7/31/2018		NS						
Allocate task of synthesising committee progress to one person	8/31/2018		NS						
Establish system of publication for committee progress and tasks	7/3/2018		NS						
Establish requirement for committee meetings (ex. 1/mo)	6/31/18		NS						
Increase NCS communication to community	7/31/2018		NS						
Create public schedule for outreach swimming clinics	7/31/2018		NS						
Publicize club events to a greater scale	7/31/2018		NS						
Creation of club/swimmer/coach/volunteer-input form	7/31/2018		NS						
Greater publication system for BOD members, ongoing events of BOD, changes made to LSC	7/31/2018		NS						
Key		NS	IP	S	C				
		Not Started	In Process	Stalled	Completed				

Governance Committee Resource

[Dwight Dickerman](#)

704 236 1658

North Carolina Swimming Safe Sport Training Incentive Program

Purpose

The program is designed to increase athlete awareness of USA Swimming's on-line video - Safe Sport Training for Athletes. May 2018 is North Carolina Swimming's Safe Sport Training Month. North Carolina Swimming will track and incentivize each participating team's athlete, ages 13 to 18, that completes the online USA Swimming Safe Sport training.

Results

Program participation will be monitored via the SWIMS database and only "completed" training sessions will be counted.

Budget

The program budget is \$5,000

Program Period

May 1st through May 31st, 2018

Promotion

An announcement of the incentive program will be posted on the NCS website which will include a link to the training. Also, an email will be sent to all club contacts, club athlete representative and coaches. A scoreboard will be added to the NCS website to track participation during the month.

Awards

The incentive awards will be as follows:

- Club has 25% of its 13 to 18 year old athletes complete the training - \$100
- Club has 50% of its 13 to 18 year old athletes complete the training - \$250
- Club has 75% of its 13 to 18 year old athletes complete the training - \$500