

MEETING OF THE LAKE ERIE SWIMMING HOUSE OF DELEGATES

Sunday September 22, 2019

Hathaway Brown School

19600 N. Park Blvd.

Shaker Heights, OH

10:00 am-11:00 am Safety Training for Swim Coaches – Branden Burns

10:00 am Meet Management Workshop – Lori Baylor/Nancy Veto

10:00 am New Referee Workshop (Appendix A) – Julie Bare

11:00 am – Registration Workshop – Pam Cook

11:30 am Coaches Meeting – Eileen Bringman/Allie Vitantonio

11:00 am Officials Meetings/Admin & Referee Meeting (Appendix C) – Bob Martens

11:30 am Athletes Meeting

Call to Order: The meeting was called to order at 1:15 pm

Roll Call

Present:

BOD: Bill Bare, Eileen Bringman, Branden Burns, Vince Colwell, Pam Cook, Erin Crabtree, Diane Finnerty, Diane Finnerty, Mark Krusinski, Chuck Kunsman, Bob Martens, Paige McCormick, Riley McNichols, Tom Stacy, Bill Stewart, Sarah Tobin, Zach Toothman,

Members At-Large: Julie Bare, Lori Baylor, Marilyn Duman, Nancy Veto

Team Representatives:

Chase Aruskevicius, Mary Bartek, Lindsay Aruskevicius (AAC), Brian Peresie, Hannah Mattar (AKRN), Cate Engles, Roderick Speed, Stacy Aroney (BBA), Karli Mertler (BBSC), Payton Timken, Mike Davidson, Sara Timken (CCS), John Edurese (CWW), Maddy Murphy, Carl Shallenberger, Sheila Ely-Sekerak (FAST), Keely Sneek, Matt Parrish Stella Parrish (GO), Anthony Ferrante, John Tieman, Dawn Ferrante (GLSS), Bev Poletta, Heather Peterson (GYB), Charlie Lownes (CEA), Evelyn Lewis, Ryan Miller, Vicki Altomare (CFYN), Wally Lutkus (CLSC), Rick Szczepinski (CLES), Nathan Phillips, John Collis, Katy Collis (CSI), Matt Davis (HEAT), Aaron Wirtz (KS), Sydney Bare, Tim Hable (LESD), Gabby Kariotakis (LRST), Maddy Kelly, Stacy Strickland (LSSC), Ally Davis (MRST), Jack Gardner (MAC), Kristen Reynolds, Melissa Bateman (PA), Kelly Blakeslee (PAC), River Flatley, CJ Moser (PS), Rachel Weber, Karla Whelan (RYD), Sam Grube, Eric Peterson, EJ McIlduff (SHSH), Alexis DiMatteo, David Perchinske, Kevin Harrod (STRS), Ryley Mayberry, Ryan Kmet, Abbey Kutahel (SWIM), Evan Bartel, Kirtis Huelsman, Laura Bartel (TCAT), Jeff Armstrong (VFYT), Charlie Clark, Randy Leherl, Jody Brown (VSC), Onat Tungac (WEST), Steve Lutko (WHAT), Michael Bleggi (YYN), Dan Lisy (RAZR)

Not Present: Lisa Downing, Marianne Russell, Allie Vitantonio, Tina McCauley, Madeline Dyer, Jordan Homoki

AKRN (1), BBSC (2), CWW (2), GYB (1), CEA (2), CLSC (2), CLES (2), CSI (1), HEAT (2), KS (2), LESD (1), LRST (2), LSSC (1), MRST (2), MAC (2), PA (1), PAC (2), PS (1), RYD (1), VFYT (2), WEST (2), WHAT (2), YYN (2)

Teams without representation: PCP, YWRC

Motion to add to Agenda – PASSED

- Approval of a new year round club from AM – Peninsula Wave Riders Swimming (PWRS)

Approval of minutes from HOD April 28, 2019 – PASSED as amended

- Motion to amend funding for relay only swimmers to only be available to athletes whose aggregate times qualify for the cut time of the meet. FAILED

Reports from Convention:

Tom Stacy (Sr Vice Chair)

- Futures are July 30 – Aug 2 at OSU
- 2020 USA Swimming Invite (Combined US Open & Juniors) – Aug 4 – 8 at Indianapolis, IN
 - 18 & Under 2019 Summer Jr National time standards
 - 2 bonus events permitted
 - 18 & Under bonus times standards is Winter Jr National cut
 - 19 & Over bonus time standards is Summer Jr National cut
 - 19 & over 2019 Summer National/US Open time standards
 - Finals, top 3 heats Open, 'D' heat 18 & under only
 - No time trials for Relay only swimmers
- World 100 - Qualifying through date moved to December 31st
- TYR Pro Series
 1. November 6-9, 2019...Greensboro, North Carolina...Winter Juniors Qualifying Standard
 2. January 16-19, 2020...Knoxville, Tennessee...Winter Juniors Qualifying Standard
 3. March 4-7, 2020...Des Moines, Iowa...Summer Juniors Qualifying Standard
 4. April 16-19, 2020...Mission Viejo, California...Summer Juniors Qualifying Standard
 5. May 6-9, 2020...Indianapolis, Indiana...Winter Juniors Qualifying Standard
- Attended a presentation by Russell Mark and will send the power point to Pam to post

Eileen Bringman (Sr Coaches Rep)

- Attended presentation by Russell Mark
- US is behind in men's distance events
- LE will attend the 2020 Zone meet in Oklahoma
- 2021 Zone Meet will be in Indianapolis or Illinois – both at new facilities
- Planning stages to have a Mega Zone meet in 2024

Erin Crabtree (Admin Vice Chair)

- Do a leadership summit locally – Summer, 2020 (does not have to be nationally)
- 2 LE coaches (Allie Vitantonio & Gabby Kariotakis) will attend the Mighty Mids workshop in early November

Zach Toothman (Jr Athlete Rep)

- Met a lot of athletes from around the country
- Would like to restructure the athletes committee
- Put together an "Athlete Survival Guide for Convention" – document in Appendix B

Pam Cook (Registration/Permanent Office)

- USA Swimming is restructuring the LEAP program and there will be only one level which is required for all LSC's
- The affiliation agreement should be looked at by a lawyer and Chuck is having it reviewed by an attorney

Mark Krusinski (Finance Chair)

- USA Swimming has 25% of their money in an investment account – this is best practice
- LESI has funds in different accounts but will look into putting 25% in an investment account

Minor Athlete Abuse Prevention Policy (MAAPP) Presentation (Erin Crabtree & Eileen Bringman)

- www.usaswimming.org | Safe Sport | MAAPP
- The MAAPP must be reviewed and agreed to in writing by all athletes, parents, coaches, and other non-athlete members of each club on an annual basis with written agreement retained by the club. Sample forms can be found on the MAAPP website.
- MAAPP in Appendix C

Announcements (Chuck Kunsman – General Chair)

1. Congratulation to all our athletes who have excelled in the series of LESI, Zone and National championship meets this summer
2. Congratulation to
 - a. Hunter Armstrong – Jr National Champion – 50 Meter Freestyle; 100 Meter Freestyle; 100 Meter Backstroke New Meet record
 - b. Felicia Pasadyn – Jr. National Champion – 200 meter Backstroke
 - c. Sylvia Stewart-Bates – 1st place – Pan Am Jr National 10K Open Water

Reports Requiring Action

Legislation (Bill Stewart)

The legislation below PASSED

Location: Bylaws **Section 6.2.1 – Other Directors/Athlete Representatives**
Section 7.4.1 – Athletes Committee

Proposed by: Julie Bare

Purpose: To revise the method of balloting of Athlete Representatives.

Rationale: To align the Bylaws with the current practice for the election of Athlete Representatives.

Recommendation: The Board of Directors has not yet reviewed this proposal.

Effective Date: January 1, 2020

6.2 OTHER DIRECTOR

- .1 ATHLETE REPRESENTATIVES - Two (2) Athlete Representatives shall be elected, one each year for a two-year term, or until their respective successors are elected. At the time of election, the Athlete Representative must (a) be an athlete member in good standing; (b) be at least a sophomore in high school or at least 16 years of age, (c) be currently competing, or have competed within the three (3) immediately preceding years, in the program of swimming conducted by LESI or another LSC; and (d) have his or her place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education). The balloting shall take place ~~via electronic vote and/or~~ at a meeting called for that purpose by the Senior Athlete Representative, or failing that, at a time and in a manner designated by the Board of Directors. At least twenty (20) days' written notice of the election shall be given to all clubs. The Athlete Representatives elected shall be determined by a majority of the athlete members ~~who are age eleven~~

~~(11) or older of the Athletes Committee present and voting.~~ In no case shall the Athlete Representatives be members of the same club.

7.1 ATHLETES COMMITTEE -

- A. CHAIR - The Senior Athlete Representative or his/her designee shall be the chair of the committee.
- B. MEMBERS - The Athletes Committee shall consist of the Athlete Representatives, the Athlete At-Large Board members, and each club member's athlete representative. The Administrative Vice Chair shall serve as the liaison to the Athletes Committee and ensure that their elections are held in accordance with the LESI Bylaws.
- C. DUTIES - The Athletes' Committee shall have general charge of the business and affairs of the Athletes of LESI, and shall elect the Athlete Representatives and undertake such activities (a) delegated to it by the Board of Directors or the General Chair or (b) undertaken by the Committee as being in the best interests of the Athlete Members, LESI, USA Swimming and the sport of swimming.

The below legislation PASSED

Location:	P&P	Section 5.7.4.D – Length of Warm-up
Proposed by:	Bill Bare	
Purpose:	To change what is required with respect to the conduct of warm-up sessions at meets.	
Rationale:	The current wording is too regimented and forces teams to unnecessarily go to a second warm-up session. These provisions would work better as guidelines rather than mandates.	
Recommendation:	The Board of Directors has not yet reviewed this proposal.	
Effective Date:	January 1, 2020	

D. Length of Warm-up

- (1) Where continuous warm-up is not available, a warm-up period of at least ten (10) minutes shall be provided prior to the swimming of individual events 400 yards/meters or longer, excepting those meets where only individual events 400 yards/meters or longer are offered.
- (2) Warm-up sessions of 60 (sixty) minutes of less for timed finals sessions or preliminary sessions should shall be split into two sessions if by team, age group, gender, or other means when the average number of swimmers per lane is scheduled to substantially exceed fifteen (15) swimmers per lane for Short Course and thirty (30) swimmers per lane for Long Course. The split shall be done at the discretion of the meet director and meet referee based on the meet and anticipated number of athletes for the session while ensuring ,into a minimum of two groups, in which case warm-up shall be a minimum of thirty (30) minutes per group for swimmers age 14 and under, or a minimum of forty (40) minutes per group for swimmers age 15 and over. The meet referee may begin competition before the scheduled conclusion of warm-up if athletes have completed their warm-up and all scheduled swimmers for the first heat are available. General warm-up may be conducted concurrent with the competition where a continuous warm-up is available.
- (3) Warm-up for any finals session shall be a minimum of thirty (30) minutes.

Zach Toothman (JR Athlete Rep) proposed the following:

Motion to redo the composition of the athletes committee to have the Senior Athlete Rep, Jr Athlete Rep, 2 at large athletes and 4 additional athletes, all of whom would have a two year term. **Motion FAILED**

Discussion

- Currently the athletes committee is made up of Sr Athlete Rep, Jr Athlete Rep, 1 at large Athlete on the Board, 2 at large athletes who receive a vote at HOD and one athlete from each team who receive a vote at HOD
- The athletes can choose to have an executive sub committee which would be comprised of the Sr Athlete Rep, Jr Athlete Rep, 2 at large athletes and 4 additional athletes. This should be added to the athletes' manual.

The below legislation **FAILED**

Proposed Amendment to Policy and Procedures
(needs 90% for passage)

No	Description	Location	Recommendation from Board
R – 3	Increase LSC fee for the following membership categories <ul style="list-style-type: none">• Year Round Athlete - \$5• Seasonal Athlete - \$2.50• Non Athlete - \$2 Add Central Zone Surcharge of \$0.25 to membership fee	P & P – Appendix A	Approval

R – 3 ACTION: Adopted **Defeated** Adopted/Amended Tabled Postponed Pulled

Location: P&P Section Appendix A

Proposed by: Finance and Budget Committee

Purpose: To be fiscally responsible

Rationale: LESI needs to continue its programming and operations in alignment with its Strategic Plan

Recommendation: Board voted to approve at their September 16, 2019 Board Meeting

Effective Date: September 1, 2019

APPENDIX A: LESI MEMBERSHIP FEE SCHEDULE
2020 Registration Year

Membership Type	Total
*Group Member	\$125
Seasonal Club (May 1 – August 31)	\$60
Athlete – Regular	<u>\$72.25</u>
Athlete – Seasonal	<u>\$35.00</u>
Athlete – Single Meet Open Water	\$10
Outreach Membership	\$5
Flex Membership	\$20
Non-Athlete – Individual (Official, Coach, Administrator, Other)	<u>\$72</u>
Life Membership	\$1010

\$125 New Club Member
\$100 Received by 11/30/19
\$125 Received by 12/31/19
\$150 Received after 12/31/19

Discussion:

- The above will be effective Sept 1, 2019
- Some teams have already registered swimmers and will need to be billed for the increase fee
- Need to increase revenue or decrease spending
- LESI will have a deficit of \$11,000.00 if we don't increase the fees

Motion: Increase the Seasonal Membership by \$20.00 (making seasonal memberships \$55). **Motion FAILED**

Discussion:

- LESI has about 100 seasonal athletes so this will only increase revenue by \$2000.00

Motion: Increase the year round athlete LSC fee by \$3.00 plus the \$0.25 Central Zone surcharge effective Sept 1, 2019.

Increase the other categories effective Sept 1, 2020. **Motion PASSED**

2020 - effective Sept. 1, 2019 - Year Round Athletes fee for 2020 - \$70.25

- \$3 increase in year round athlete LSC fee
- \$.25 Central Zone surcharge on year round athletes

2021 - effective Sept. 1, 2020

- \$2 increase in year round athlete LSC fee - Year Round Athletes fee for 2021 - \$74.25 (this include the USA \$2 fee as well as the LE LSC increase fee of \$2)
- \$2.50 increase in seasonal athletes LSC fee - Seasonal Athletes fee for 2021 - \$35
- \$2 increase in non athlete LSC fee - Non Athlete fee for 2021 - \$74 (this includes the USA \$2 USA fee as well as the LE LSC increase fee of \$2).

2020 LC SR Championship Meet Format – Tom Stacy

2020 LC SR Champs Meet Format in Appendix D

Amendment to add Girls 200 Free Relay, Girls 200 Medley Relay, Boys 200 Free Relay, Boys 200 Medley Relay, Mixed 200 Free Relay, Mixed 200 Medley Relay

Format PASSED with added relays.

2020 LC Age Group Championship Meet Format – Bill Bare

2020 Age Group Champ Meet Format in Appendix E **Format PASSED**

The below LC Meet Schedule was **PASSED**

2020 LC LESI Meet Schedule				
Dave	Name	Host	Location	Format
May 2	TYR First Splash	SHSH	University of Akron	TF
May 3	May Madness (12 & Unders) SC	LESD	Hawken Upper School	TF
May 8 – 10	Open			
May 15 – 17	Robert F Busbey Invite	LESD	SPIRE Institute	P/F
May 22 – 24	Open			
May 29 – 31	Open			
June 5 – 7	Open			
June 11 – 14	Holtrey Summer Classic	LESD	SPIRE Institute	P/F
June 20 – 21	Solon Stars Summer Swimfest	STRS	Solon Municipal Pool	TF
June 21 – 28	Olympic Trials		Omaha	
June 26 – 28	52 nd Annual Freedlander Swim Meet	YWRC	Freedlander Pool	TF
July 11 – 12	Avon Classic	LSSC	Avon Outdoor Pool	TF
July 16 – 19	Central Zone Sectional 2 Champs		Ohio State University	P/F
July 24 – 26	LESI Age Group Championships	LESI		P/F
July 28 – Aug 1	NCSA Summer Championships		IUPUI	P/F
July 30 – Aug 2	Futures		Ohio State University	P/F
July 31 – Aug 2	LESI Sr Championships	LESI		
Aug 4 – 8	USA Swimming Invitational		IUPUI	P/F
Aug 6 – 9	Central Zone 14 U Championships		Oklahoma	P/F

Accounting Review (Appendix F) – **PASSED**

2020 Budget (Appendix G) – **PASSED**

Approval of Peninsula Wave Riders Swimming (PWRS) to join LESI from Allegheny Mountain (AM) – **PASSED**

- Head Coach Gregg Sarbak
- PWRS is based in Erie, PA
- PWRS is the furthest team in Western PA and is very close to LESI

Reports Requiring No Action:

1. Admin Vice Chair – Erin Crabtree
2. Senior Vice Chair – Tom Stacy
3. Age Group Chair – Bill Bare
4. Coach Reps – Eileen Bringman & Allie Vitantonio
 - a. Senior Coach of the Year – Mike Davidson
 - b. Age Group Coach of the Year – Matt Parish
5. Athlete Reps – Paige McCormick (Sr), Zach Toothman (Jr), Riley McNichols (at large)
 - a. Athletes only had 16 athletes at their meeting today. We have 37 teams. Athlete reps would like more athlete involvement from the teams.
6. Technical Planning – Vince Colwell
7. Zone Chair – Lisa Downing

8. Treasurer – Diane Finnerty
9. Finance – Mark Krusinski
10. Legislation – Bill Stewart
11. Operational Risk – Branden Burns
 - a. Make sure your swimmers are safe start certified.
12. Officials – Bob Martens
 - a. Email non scheduled sanctioned meet info to Bob Martens so he can put them in OTS
13. Secretary – Sarah Tobin
14. Membership/Registration – Pam Cook
 - a. Two new year round teams – Colonel Crawford Swim Team (CCST) and Rec 2 Razors (RAZR)
15. Safe Sport Coordination – Marianne Russell

Old Business

New Business

Next meeting of HOD: Sunday, April 26 at St Noel

Meeting was adjourned at 3:05 p.m.

Respectfully Submitted,

Sarah Tobin
LESI Secretary

REFEREE TRAINING CLINIC

September 22, 2019

Hathaway-Brown School

Attendance:

Trainees: Lori Baylor, Jen Butler, Dave Brown, Jim Finnerty, RJ Van Almen, Jim Starrett, Karla Whelan

Referees: Julie Bare, Bob Martens, Marilyn Duman, Al Kominek, Chuck Kunsman, Mike Sokolich

The following topics were reviewed with questions answered as they occurred and wisdom from current referees periodically thrown in.

1. Requirements were reviewed.
2. Swim-offs were discussed – procedures, rules, options
3. Scratches and no-shows at finals or in distance events were discussed – scratch rule, penalties
4. Combining heats of events was discussed
5. Safety concerns were discussed – facility, warm-up, locker rooms, photos
6. Everyone had a good grasp of the different responsibilities of various meet management positions.
7. Set up and conduct of time trials was reviewed
8. Working with the Meet Director was stressed – pre-meet as well as at the meet.
9. Pre-meet and post-meet responsibilities were reviewed – meet announcement, timelines, warm-up, officials, rotation, equipment, forms, OTS
10. Compliance with the 4 hour rule was discussed

Julie Bare

Group Leader



Lake Erie Athlete Survival Guide for the USAS Convention

Be sure to read this document in its entirety; it contains information that will be critical to your experience at the United States Aquatic Sports Convention.

Welcome to the USAS Convention

Thank you for representing Lake Erie at this year's USAS Convention! We appreciate you taking time out of your busy schedule to attend the USAS Convention and represent Lake Erie! As ambassadors of the sport, and representatives of your peers, you hold an enviable position, one with an opportunity to create great change. Your voice as an athlete does matter! Use this event to share your insight and ideas and to think outside the box. This is your opportunity to help institute positive change in the sport of swimming.

Sincerely,
LE Board of Directors

Before You Leave Home

Be sure to pack (this is not an exhaustive list, please pack responsibly) ...

- Professional Attire for Daytime Meetings (see "What to Wear" section)
- Casual Attire for Evening Activities (see "What to Wear" section)
- Cell Phone & Cell Phone Charger
- Money (Cash at minimum \$20 for social events and a Visa Card for food, souvenirs, etc.)
- Swimsuit, Cap, Goggles (structured practice is offered in the mornings)
- Medications (if necessary, must pack in carry-on)
- ****Optional**** Medical Insurance Card/Information (for emergency use only)
 - Please be aware that no medications – over the counter or prescribed – will be administered by USA Swimming Staff or volunteers at the 2019 USAS Convention.

USA Swimming normally provides....

- Towels (Must be returned to the hotel each day)

If you have any questions prior to your departure, or if you are wondering whether you should pack certain items, please ask one of the LE Board of Directors or previous attendees.

Communication:

There is usually a Remind code that is sent out in the USA Swimming Survival Guide prior to

Convention. Make sure you download the app and sign-up for the group once the code becomes available. This is critical for you to get important updates throughout the event.

Reimbursement:

Lake Erie provides reimbursement for all travel to and from the Convention and a per diem for food and other purchases you make throughout the Convention. Email Diane Finnerty a copy of your airfare confirmation at dfswim5@gmail.com.

Forms:

You must submit the required documentation and forms to USA Swimming prior to arriving at the convention. If you have not yet completed these forms, you should have received an email from USA Swimming instructing you on how to do so. If you didn't receive this email, you are all set.

Legislation:

Download and review the proposed legislation that will be considered at the House of Delegates meeting. You can find the legislation packet on the USA Swimming website. A link will be provided to you by USA Swimming in your USA Swimming Athlete Guide. This is very important for your understanding at the House of Delegates meeting. You are advised to **print off** the legislation.

At the Convention, there will be elections for the AEC and other various positions in USA Swimming. You are **required** to be familiar with the nominees for the various positions to be elected. These candidates and bios can be found on the USA Swimming website. A specific link will be provided to you in your Athlete Survival Guide.

When You Arrive at the Airport

When your flight lands and you have disembarked the aircraft, proceed to the baggage claim area, if necessary.

Once you have collected your baggage, you are responsible for getting to the hotel. You should check with the Lake Erie chaperone to determine if they have a predetermined method of transportation for you to get from the Airport to the hotel.

When You Arrive at the Hotel

Hotel Check-in

Check-in is on a hotel top hotel basis. You may be asked to place a credit card for incidentals.

United States Aquatic Sports (USAS) Convention Registration Check-in

Go to the USAS Registration Desk to check-in, pick up your name badge, and Convention program. Pick-up your ticket for the United States Aquatic Sports Banquet if you plan to attend and get your bag of convention items. Check with your LSC about the seating assignment for the banquet.

USA Swimming Check-in

Go to the USA Swimming table for your “delegate” voting credential if you are a voting delegate. If your name is not on the list and you believe that it should be, please contact the LE General Chair or your LE chaperone.

USA Swimming Foundation Shirt Pick-Up

After you have checked in with Registration and USA Swimming head to the USA Swimming Foundation Table to pick up your shirt. The earlier the better because they may run out or not have your size if you arrive later in the week.

What to Wear

This is a professional event, so please dress appropriately.

For athlete meetings and committee meetings the dress code is **business casual**.

Business casual typically includes:

- Dress Pants or Khaki Shorts depending on weather
- Dress shirt or blouse (***Optional*** tie or seasonal sport coat)
- Open-collar or polo shirt
- For Ladies: A dress or skirt at knee-length or below

If LE decides to attend the United States Aquatic Sports Banquet, dress is **cocktail attire**. (***Ask your Lake Erie chaperone prior to departure if you will be attending***)

- Cocktail attire generally includes a cocktail dress, dress slacks/skirt and top, and a suit or slacks and a sport coat and tie.

For Saturday's House of Delegates, please wear your **USA Swimming Foundation T-Shirt**.

For the athlete's social and evening activities in the Athlete Hospitality suite, dress is **casual** (but ensure outfits remain appropriate).

The dress code will be enforced at convention. If you anticipate issues complying with the dress code, please do not hesitate to reach out to a LE Board of Directors or a member of the AEC.

Practice and Dryland

Swim Practice and Dryland will be provided throughout your time at Convention. Attending the swim practices and dryland sessions aren't mandatory, but they are recommended. At these sessions, you will have the chance to interact with coaches from throughout the country and pick up new tips and techniques to improve your strokes. They are also a great way to interact with other athletes!

Specific times and locations of where these sessions will be taking place will be indicated in your USA Swimming Athlete Survival Guide.

The hotel will provide towels for practice as you depart the hotel in the mornings. Please return these towels in the provided bins promptly upon arriving back at the hotel from practice. Do not take the towels from your hotel room! The group will gather at the bus entrance each morning to load the busses.

For swim practice, please bring your **swimsuit**, and for dryland please bring workout clothes.

General Information

Athlete Hospitality Lounge: USA Swimming provides all USA Swimming athlete delegates with a hospitality lounge daily, hours vary depending on the day of the week (will be posted at the convention). We will have games, water to refill your water bottles, light snacks, and beverages. Come join your fellow athlete representatives in the lounge each evening and between meetings!

Meetings: Athletes are expected to attend all athlete meetings unless excused by the USA Swimming Athletes' Chair or his designee. See your USA Athlete Survival Guide for your schedule and locations.

We strongly encourage you to attend other meetings when you are not in athlete meetings. It is important to have athlete representation and voice at these meetings. If you are interested in a committee meeting that conflicts with an athlete meeting, please discuss this with a member of the AEC; He or she will be able to tell you which meeting to attend.

All athletes are required to attend the keynote speaker, their respective zone meetings, and the USA Swimming House of Delegates meeting. There will be no excused absences from any of these events except in extenuating circumstances as approved by the USA Swimming Athletes' Chair or his designee.

The complete USA Swimming convention schedule can be found online at the USA Swimming website. This schedule will be updated in real-time with any last-minute changes and all meeting room assignments.

Social Activities

USA Swimming offers a variety of social activities for you throughout the week. There will usually, but not always, be a community service event, an athlete social, an athlete send-off, and the USAS Banquet. Please refer to your USA Swimming Athlete Survival Guide for specific information regarding these events.

Eating: Breakfast will be served in the Athlete Hospitality Lounge before the first athlete meeting of each day. Athletes should arrive at breakfast approximately one half-hour prior to the first athlete meeting to get food and walk to the Athlete Meeting Room.

You are responsible for all other meals. Go out with the other athletes to various local restaurants and eateries to socialize and taste the food of the convention city!*

Lake Erie will normally have at least one (1) LSC lunch or dinner throughout the convention. Please inquire to your LE chaperone about the date, time, and location.

The Athlete Hospitality Lounge will have light snacks and beverages throughout the day.

*****If leaving the hotel, please go in groups and tell your LE chaperone where you

are going!*****

Schedules

Please refer to the convention schedule on the USA Swimming website for times and locations of all meetings.

For all meetings and activities pertinent to the athletes refer to the schedule in your USA Swimming Athlete Survival Guide.

Expectations

Your signed Travel Policy and Honor Code apply at all times, from the moment you depart from your home airport until the moment you return to your home airport. You are responsible for familiarizing yourself with all the paperwork that you completed prior to arriving at the convention. You are representing Lake Erie and USA Swimming on this trip.

You are required to attend all mandatory athlete meetings and events of the convention unless excused by the Athletes' Chair of USA Swimming or his designee. Failure to attend all mandatory athlete meetings (without an approved excuse) will result in disciplinary action by the USA Swimming Athletes' Executive Committee.

All USA Swimming Safe Sport policies apply and will be enforced. You are responsible for familiarizing yourself with USA Swimming's Safe Sport policies.

You are responsible for being aware of, and abide by, any and all additional travel or honor code policies that Lake Erie may have in place. If you have questions about whether such policies exist, please contact the General Chair.

Important Definitions and Abbreviations:

AEC- Athlete's Executive Committee; The national athlete committee of USA Swimming

BOD- Board of Directors

Bylaws- The rules that govern USA Swimming and must be followed by all LSCs

House of Delegates (HOD)- The meeting where you vote on legislation that will affect the athletes and non-athletes of USA Swimming

LE- Lake Erie

LSC- Local Swimming Chapter

National Committees- The committees of USA swimming that help USA Swimming function.

Per diem- The amount of money Lake Erie provides to you throughout the trip









M.A.A.P.P







Minor Athlete Abuse Prevention Policy



Applicable Adults

-  Non-Athlete members
-  18+-year old athlete members
-  Participating non-members: Meet workers-timers, lane marshals, computer operator
-  LSC & Club Staff/Board Members
-  Any other adult with regular access to minor athletes: i.e. Chaperones
-  Not all Applicable Adults have to take the APT or have a background check




APT Requirement for Adult Athletes

-  18+ year old athletes must take every year
 - If don't, aren't eligible to compete in meets or at practice
-  Must complete all 3 course AND the survey
-  NOT the same as Free Safe Sport Training for Minor Athletes
-  Will populate in SWIMS and athletes can see completion & expiration date on DeckPass App
 - Also show up on Meet Recon Report each meet
 - Clubs can view status on Club Portal






When Does MAAPP NOT Apply?

-  NCAA Recruiting or NCAA Season
 -  OHSA Season at non-USA activities
- BUT...is highly recommended to always follow these guidelines for the protection of the athletes

One-on-One Interactions

-  2 Adults must be present in a meeting with 1 athlete
- AND
-  In a location easily observable & interruptible
 - Can be a lifeguard, but their main role is to the pool
 - Phone calls included: speaker phone w/parent is best option
 - Private Lessons: Allowed, but observable & interruptible w/guardian being allowed to observe
-  Does not apply in emergency situations

Social Media/Electronic Communication

-  Observable & Interruptible
-  Must include minor's legal guardian
-  Take place during reasonable hours (8am-8pm), excludes emergencies or competition travel
-  Coaches cannot have social media connections with minors on personal pages
-  Another adult must be copied on group electronic exchanges- this doesn't have to be a parent, could be another coach or board member
-  Emergency circumstances do not apply: i.e. Morning Practice is cancelled due to weather
-  18yo Athletes may still remain on social media and communicate with minor teammates as long as they are not applicable adults

The MAAPP must be reviewed and agreed to in writing by all athletes, parents, coaches and other non-athlete members of each club on an annual basis with written agreement retained by the club.

Sample Form can be found on MAAPP website







M.A.A.P.P








Minor Athlete Abuse Prevention Policy





Travel

-  Legal Guardian must consent, in writing, in advance (form on MAAPP website) for every instance minor travels alone with AA
 - Includes car travel
-  Teams can no longer rent houses during travel
-  Room checks must be 2 adults
-  Adult athletes can share hotel room with minor athletes with written consent from guardian

Locker Rooms




-  Adult athletes & minor athletes can share locker rooms
-  Only AAs must adhere to MAAPP, not the public when it comes to using locker rooms
-  Any devices-including cell phones are prohibited in locker rooms
-  If a facility only has one locker room, separate usage times for AAs and minors must be designated
-  Guardians are discouraged from entering locker rooms

Possible ways to monitor locker rooms:





-  Conduct a sweep BEFORE athletes arrive
-  Post staff directly outside during use
-  Leave doors open when possible
-  Occasional sweeps

If an athlete goes in and does not reappear in a timely fashion, it is permissible to check on the athlete's whereabouts






Massages, Rubdowns, Athletic Training Modalities

-  Must be conducted in observable, interruptible by non-coach licensed professional
-  Includes stretching, physical manipulation, injury rehab, stim, dry needling, cupping etc.
 - Ex: A coach CANNOT rub out a knot or help stretch
-  Guardians can give permission for a massage therapist to work on a minor athlete @ practice/meet with advance written consent to the therapist & club

Hands-on Stroke Technique Guidance

-  Coach should ask for athlete's permission
-  Coach should explain what they are doing and why as they show movement
-  Educate parents that this may occur with an opt-out option
-  Done in observable & interruptible distance from another adult

Resources Available

-  Customizable Policy for Club for website
 - Need this for Club Recognition
-  Sample Forms to adapt to your Club's Needs
 - Acknowledgement of Policy
-  Webinars
-  Letter to Membership/Language for Meets
-  FAQ & Answers

www.USA Swimming.org→SafeSport→ MAAPP

<https://www.usaswimming.org/utility/landing-pages/minor-athlete-abuse-prevention-policy>

2020 Summer Championship Format - Senior Champs

Proposed by Senior Committee

Dates...July 31-August 2

Location...Spire

Timed Finals...9:00-10:50am Warmup, 11:00am meet start

Time Standards...

NAG B 15-16. 14&unders may participate if they have achieved the 13-14 'AAA' or completed their Freshmen year in High School. Time standards may be achieved in SC or LC.

Events...

Open: 50/100/200/400/800/1500 free, 50/100/200 back, 50/100/200 breast, 50/100/200 fly, 200/400IM

Relays: Girls 200/400/800 Free Relay, Girls 200/400 Medley Relay, Boys 200/400/800 Free Relay, Boys 200/400 Medley Relay, Mixed 200 Free Relay, Mixed 200 Medley Relay

Scoring...Top 20

Time Trials...will be held after Timed Final Sessions on Saturday and Sunday

Team Awards...will be given to top 2 girls teams/boys teams/combined teams

2020 Age Group Championships Format

Date: July 24 – 26, 2020

Location:

P/F Friday, Saturday, Sunday

Time standards. NAG B 10&U, NAG BB 11-12, 13-14

2 relays per team can score, unlimited entries of relays per team.

2 relay only per gender per age group

A/B Finals for 11-12, 13-14 age groups; A final for 10U age group.

Warm up procedure: 11-14 receive at least 45 minute warm up 10U at least 30 min warm up. Finals warm up will not begin before 445pm.

Time Trials after prelims at the discretion of the meet director and meet referee, relay only swimmers are eligible for time trials on the day of the relay they are swimming, time trial events count for total events per day. Limit of 1 time trial per day.

There will be a ready room and parade for the A final of all finals events unless the timeline is projected past 9pm.

Awards will be given for top 10 individuals and top 3 relays of all events.

Score top 20 individual and relay finishers, Award top 3 combined places, High Point and Runner-up individual swimmers per age group and gender.

Events:

10U: 50/100/200/400 free, 50/100 back, 50/100 breast, 50/100 fly, 200IM, 200 Free Relay, 200 Medley Relay

11-12: 50/100/200/400/800/1500 free, 50/100/200 back, 50/100/200 breast, 50/100/200 fly, 200/400IM, 200 Medley Relay, 200 Free Relay, 400 Free Relay, 400 medley relay

13-14: 50/100/200/400/800/1500 free, 100/200 back, 100/200 breast, 100/200 fly, 200/400IM, 200 Medley Relay, 200 Free Relay, 400 Free Relay, 400 Medley Relay

LAKE ERIE SWIMMING, INC.

STATEMENT OF ASSETS, LIABILITIES, AND NET ASSETS – MODIFIED
CASH BASIS

STATEMENT OF REVENUES, EXPENSES AND OTHER CHANGES IN NET
ASSETS – MODIFIED CASH BASIS

STATEMENT OF CASH FLOWS

STATEMENT OF FUNCTIONAL EXPENSES – MODIFIED CASH BASIS

Year Ended December 31, 2018

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PETKOWITZ & KETNER, INC.

CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Trustees
Lake Erie Swimming, Inc.
Mark Krusinski, Finance Chairperson
One Eagle Valley Court, Suite #201
Broadview Heights, OH 44147

We have reviewed the accompanying financial statements of Lake Erie Swimming, Inc. (a nonprofit organization), which comprise the statement of assets, liabilities, and net assets – modified cash basis as of December 31, 2018, the related statements of revenues, expenses, and other changes in net assets – modified cash basis, and the statement of cash flows for the year then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis of accounting; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with the modified cash basis of accounting. We believe that the results of our procedures provide a reasonable basis for our conclusion.



Accountants' Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with the modified cash basis of accounting.

Basis of Accounting

We draw attention to Note A of the financial statements, which describes the basis of accounting. The financial statements are prepared in accordance with the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our conclusion is not modified with respect to this matter.

Supplementary Information

The supplementary information included in the schedule of functional expenses is presented for purpose of additional analysis and is not a required part of the basic financial statements. The information is the representation of management. We have reviewed the information and, based on our review, we are not aware of any material modifications that should be made to the information in order for it to be in accordance with the modified cash basis of accounting. We have not audited the information and, accordingly, do not express an opinion on such information.

Pattkuty & Kettner, Inc.

May 17, 2019

LAKE ERIE SWIMMING, INC.
A Local Swimming Committee of USA Swimming, Inc.
Statement of Assets, Liabilities and Net Assets - Modified Cash Basis
December 31, 2018

Assets

Current Assets	
Cash - Operating Account	\$ 32,507
Cash - Money Market	15,247
Certificate of Deposit	50,454
Fidelity Investments	91,773
Total Current Assets	<u>189,981</u>
Other Assets	
Medals and Portfolios	4,096
Property and Equipment	
Computer Equipment	11,300
Less Accumulated Depreciation	<u>(10,204)</u>
Net Property and Equipment	1,096
	<u> </u>
Total Assets	<u><u>\$ 195,173</u></u>

Liabilities and Net Assets

Liabilities	
Payroll Liabilities	\$ -
Net Assets	
Unrestricted Net Assets	<u>195,173</u>
Total Liabilities and Net Assets	<u><u>\$ 195,173</u></u>

See Accountants' Review Report.
The Accompanying Notes are an Integral Part of These Financial Statements.

LAKE ERIE SWIMMING, INC.
A Local Swimming Committee of USA Swimming, Inc.
Statement of Revenues, Expenses and Other Changes
in Net Assets - Modified Cash Basis
For the Year Ended December 31, 2018

Public Support and Revenue

Public Support

Swim Meet Admissions	\$ 8,397
Swimmer Entry Fees	41,459
Participant Fees	33,935
Swimposium	4,606
Sponsorship	500
Total Public Support	<u>88,897</u>

Revenue

Membership Dues and Assessments (Note 2)	125,586
LSC Evaluation and Achievement Program	6,071
Vendor Sales Fees	3,705
Awards and Recognitions Program	2,857
Investment Income	1,486
Total Revenue	<u>139,705</u>

Total Public Support and Revenue	228,602
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Functional Expenses

Program Services	235,554
Management and General	26,150
Total Functional Expenses	<u>261,704</u>

Change in Net Assets	(33,102)
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Net Assets at the Beginning of the Year	<u>228,275</u>
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Net Assets at the End of the Year	<u><u>\$ 195,173</u></u>
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See Accountants' Review Report.
The Accompanying Notes are an Integral Part of These Financial Statements.

LAKE ERIE SWIMMING, INC.
A Local Swimming Committee of USA Swimming, Inc.
Statement of Cash Flows
For the Year Ended December 31, 2018

Operating Activities	
Change in Net Assets	\$ (33,102)
Adjustments to reconcile change in net assets to net cash (used for) operating activities	
Custom Medals	2,417
Payroll Tax Withholding and Liability	(219)
Net cash used for Operating Activities	<u>(30,904)</u>
Investing Activities	
Depreciation	<u>193</u>
Net cash provided by Investing Activities	<u>193</u>
Financing Activities	
Net Assets	<u>(1,289)</u>
Net cash provided by Financing Activities	<u>(1,289)</u>
Net change in Cash and Cash Equivalents	(32,000)
Cash and Cash Equivalents at Beginning of Year	<u>221,981</u>
Cash and Cash Equivalents at End of Year	<u><u>\$ 189,981</u></u>

See Accountants' Review Report.
The Accompanying Notes are an Integral Part of These Financial Statements.

LAKE ERIE SWIMMING, INC.
A Local Swimming Committee of USA Swimming, Inc.
Notes to Accompany the Financial Statements
For the Year Ended December 31, 2018

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization

Lake Erie Swimming, Inc. is a Not-for-Profit corporation exempt from federal income tax under Section 501c (3) of the Internal Revenue Code. The Organization's purpose is to sponsor swim teams and meets giving participants the opportunity to compete in amateur swimming events. The Organization also provides education, training and safety classes as well as functions to recognize superior achievement by participants.

Basis of Accounting

The Organization's policy is to prepare its financial statements on the modified cash basis of accounting; consequently, contributions and other revenues are recognized when received rather than when promised or earned, and certain expenses are recognized when cash is disbursed rather than when the obligation is incurred.

Customized awards medals and portfolios are ordered in large quantities to last multiple years. As such, the purchase is recorded as an asset and expensed each year, as the medals are awarded. Fixed assets are capitalized and depreciated.

Revenue Recognition

All donations and bequests are considered available for unrestricted use, unless received with donor stipulations that limit the use of the assets. A donor restriction expires, for example, when a stipulated time restriction ends or a purpose restriction is accomplished. Temporarily restricted net assets are then reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. Gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained; the Organization reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service. However, if a restriction is fulfilled in the same time period in which the contribution is received, the Organization reports it as unrestricted.

Accounting Estimates

Management uses estimates and assumptions in preparing financial statements in accordance with modified cash basis of accounting. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenue and expenses. Actual results could vary from the estimates that were used.

Depreciation

Depreciation of property and equipment is provided by use of the Straight Line Method over the estimated useful lives of the assets.

Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated between program services and management and general.

NOTE 2 –MEMBERSHIP DUES AND ASSESSMENTS

USA Swimming Registration Income	\$ 271,296
USA Swimming Registration Expense	(251,856)
Fines	1,128
Sanction Fees	71,549
Surcharge Fees	<u>33,469</u>
Total Membership Dues and Assessments	<u>\$ 125,586</u>

NOTE 3 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through May 18, 2019, the date on which the financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

LAKE ERIE SWIMMING, INC.
A Local Swimming Committee of USA Swimming, Inc.
Statement of Functional Expenses - Modified Cash Basis
For the Year Ended December 31, 2018

	Program Services	Management & General
FUNCTIONAL EXPENSES		
Short Course Championships - 14 & Under	\$ 17,519	\$ -
Long Course Championships - 14 & Under	19,823	-
Long Course Championships - Senior	13,986	-
Championships - 8 and Under	500	-
Mid-states All Star Expenses	9,453	-
Central Zone - 14 & Under	51,592	-
Central Zone Open Water Expense	326	-
Central Zone Diversity Camp Expenses	1,890	-
Locally Hosted Sectional Meets	4,000	-
Swimposium Expenses	7,162	-
Awards and Recognition	22,376	-
Athlete Travel Reimbursements	73,976	-
Clinics, Meetings, and Travel	12,851	-
Business Manager Salary	-	14,400
Payroll Tax	-	1,299
Supplies	-	1,486
Financial Review	-	3,315
Ohio Charitable Registration Fees	-	125
Meetings and Food	-	919
Officials Training, Supplies, Background Checks	-	2,611
Bank Charges and Payroll Service Fees	-	109
Payroll Service Fees	-	259
Depreciation	-	193
Postage	-	208
Printing	-	186
Website	-	328
Central Zone Dues	100	-
Miscellaneous	-	712
TOTAL FUNCTIONAL EXPENSES	<u>\$ 235,554</u>	<u>\$ 26,150</u>

See Accountants' Review Report.
The Accompanying Notes are an Integral Part of These Financial Statements.

Lake Erie Swimming Inc.
Budget - PASSED BY HOD 9/22/2019
2020

	Income	Expense	Net
Operating Income			
Swimmer Surcharge	48,550.00	-	48,550.00
Sanction Fees	75,800.00	-	75,800.00
USA Registration	280,381.25	238,865.00	33,516.25
Subtotal			<u>\$ 157,866.25</u>
LE Hosted Meets			
8 and Under Champs Awards	-	500.00	(500.00)
Open Water Champs	-	450.00	(450.00)
14 and Under Short Course Champs	16,600.00	16,600.00	-
14 and Under Long Course Champs	23,200.00	23,200.00	-
LESI Long Course Senior Champs	13,900.00	13,900.00	-
Subtotal			<u>\$ (950.00)</u>
Miscellaneous Income			
Fines	900.00	-	900.00
Interest	650.00	-	650.00
LEAP Status Award	-	-	-
Misc. Cash Back Rewards	800.00		800.00
Subtotal			<u>\$ 2,350.00</u>
LE Sponsored Activities			
Mid States All Star Meet	10,400.00	10,400.00	-
14 and under Zone Meet	57,500.00	80,300.00	(22,800.00)
Open Water Zone Meet	-	360.00	(360.00)
Diversity Meets	-	400.00	(400.00)
Central Zone Diversity Camp	-	2,400.00	(2,400.00)
Catch the Spirit and Age Group Camps	-	-	-
Swimposium (every 3 years)	-	-	-
Meet Management Workshop	-	-	-
Officials Workshop - Training & Recruitment		500.00	(500.00)
Subtotal			<u>\$ (26,460.00)</u>
Awards and Recognition			
IMX	-	2,000.00	(2,000.00)
Club Incentive	-	-	-
Elaine Miller Scholarship	-	8,000.00	(8,000.00)
Out Reach Club Support	-	-	-
Coach of the Year	-	800.00	(800.00)
LE Club Service Awards	-	1,375.00	(1,375.00)
Volunteer recognition	-	1,200.00	(1,200.00)
USAS Lifetime Memberships	-	1,000.00	(1,000.00)
Awards Program Athlete's Meal	-	2,000.00	(2,000.00)
Awards Program	-	2,800.00	(2,800.00)
All Stars		315.00	(315.00)
Subtotal			<u>\$ (19,490.00)</u>

Athlete Travel Reimbursement

Sectional/Pro Series - Spring	-	7,000.00	(7,000.00)
Sectional/Pro Series - Summer	-	16,000.00	(16,000.00)
NCSA - Spring	-	8,400.00	(8,400.00)
NCSA - Summer	-	800.00	(800.00)
Futures		5,000.00	(5,000.00)
Winter Junior Nationals	-	14,000.00	(14,000.00)
Summer Junior Nationals	-	7,500.00	(7,500.00)
Winter Senior Nationals	-	1,600.00	(1,600.00)
Summer Senior National	-	-	-
US Open	-	2,100.00	(2,100.00)
Open Water Nationals	-	1,050.00	(1,050.00)
Paralympics Champs - Winter	-	-	-
Paralympics Champs - Spring	-	-	-
Olympic Trials	-	10,400.00	(10,400.00)
Subtotal			<u>\$ (73,850.00)</u>

Clinics/Meetings/Travel

ASCA and other Coaches Clinic	-	1,000.00	(1,000.00)
Observation - HS Sectional & District meets	-	200.00	(200.00)
National Qualifying Meet Evaluators	-	800.00	(800.00)
Officials National Workshops	-	400.00	(400.00)
Officials Travel to National Level Meets		800.00	(800.00)
National Workshops	-	1,000.00	(1,000.00)
Zone Workshops	-	1,000.00	(1,000.00)
Safe Sport Workshop	-	600.00	(600.00)
USAS Convention	-	8,640.00	(8,640.00)
Subtotal			<u>\$ (14,440.00)</u>

Board Committees and Officers

Bank Charges - PNC Checking	-	264.00	(264.00)
Central Zone Dues	-	831.25	(831.25)
HOD - meeting and food	-	750.00	(750.00)
Financial Review	-	3,500.00	(3,500.00)
Supplies	-	1,800.00	(1,800.00)
Officials Supplies		500.00	(500.00)
Postage	-	480.00	(480.00)
Filing fees	-	300.00	(300.00)
Website	-	300.00	(300.00)
Accounting Software	-	-	-
Other	-	146.00	(146.00)
Computer Purchase	-	-	-
Payroll taxes		1,320.00	(1,320.00)
Permanent Office	-	15,600.00	(15,600.00)
Subtotal			<u>\$ (25,791.25)</u>

Budgeted Net Income (Deficit)

\$ (765.00)