

Meeting by Zoom

Attendees: Caycee Buscaglia, Rebecca Latimer, Nancy Speer, Jim Miller, Chris Stevenson, Heather Stevenson, Dave Holland, George Sushkoff, Angela Howsmon, LaTonya Moyer, Carl Ingebretsen, Ed Acevedo, Barbara Boslego

- I. Welcome from Chair Caycee Buscaglia and introduction of visiting members: Ed Acevedo, Carl Ingebretsen, Barbara Boslego

- II. Reports of Officers

- A. Chair: [Chair Report 2024.docx](#)

Caycee's two year term as Chair is ending and she thanked the Board and Committee Members for their service with the LMSC while she has been Chair. Caycee then asked Angela Howsmon if she has received anything from Club Tribe in regards to a meet they will be hosting in March, and Angela confirmed that she has.

- B. Vice Chair (Kenneth Gardner): No report

- C. Secretary (Nancy Speer): No report

- D. Treasurer (Rebecca Latimer): [FY2024 Virginia LMSC Financial Report Overview](#); [2025 Budget DRAFT 1.xlsx](#)

Becca did a helpful overview of this past year's finances. Our fiscal year is Nov. 1 to October 31. Becca said that the final numbers on the budget are up to October 31. Our net worth totals \$64,010.68. Becca said she will be meeting with her LMSC Treasurer peer group to brainstorm ways to give back to our LMSC since we have a surplus of money. She asked the Board to be thinking of ideas as well. Becca stated that some non profit groups that have a budget over \$50,000, invest it. She asked if we should think about this option and she would be happy to look into it. Right now, our LMSC money is contained in money markets.

Becca reported that we had few expenses this year. She expressed that it could be helpful to communicate again to our LMSC members that there is money allocated for social events. A member can be reimbursed up to \$150.00 to help cover expenses for a team social event. For 2025, the proposed budget for this is \$900.00.

There was a discussion about the \$3000.00 budgeted to help meet directors with the expenses of putting on a meet. Becca expressed that it may be helpful to send a reminder communication several times a year to our members that the LMSC does have money budgeted for this purpose. This could perhaps encourage more people to take on the role of meet director.

There was some discussion on the budgeted expense amount of \$75.00 per club/workout group and if swimmers need more than a few people to register to become a team.

- III. Reports from Committee Chairs

- A. Sanctions (Angela Howsmon): [Sanctions report 2024](#)

- B. Long Distance/Open Water (Dave Holland): [open water LD chair REVISED report 2024.pdf](#)

Dave reported that two open water events already have a date scheduled for 2025: The Chris Greene Lake Swim will be held on May 31 and the Lake Moomaw swim will be held on August 2nd. Jim added that the National office has contacted him about the possibility of having the Chris Greene Lake Swim as the 1 and 2 mile Cable Open Water National Championships for 2025

Reporting on RELAY Convention (Dave Holland): Dave reported that the time in Houston at RELAY was well spent. He connected with fellow swimmers that he had not seen in a while and enjoyed their conversations. Dave reported that two of the highlights of his time in Houston were the Adult Learn to Swim (ALTS) session and hearing more about the Grown Up Swimming program with USMS. In the ALTS session, Dave and the other attendees heard from an inspiring ALTS Coach

and two of her swimmers. One thing the Coach said she does to increase participation by the swimmers in her class is to provide a social time afterwards, with snacks and beverages, which the swimmers really enjoy.

Dave also presented details from RELAY on the “Grown Up Swimming” initiative with USMS. He said it is a less intimidating, fun based swimming program for Adult swimmers that first started in Atlanta. Dave stated that USMS would like to have a Grown Up Swimming program in the Richmond area and they are interested in hiring someone to start the program there. If anyone is interested, or wants to hear more about this opportunity, contact Dave for more information. The program is growing, with an “All Star” Grown Up Swimming meet in Fort Lauderdale on Nov. 9th of this year.

Dave also reported that he attended a session at RELAY dedicated to social media usage among LMSC’s and some of them are replacing newsletters with a focus on social media.

- C. Officials (Vacant)
- D. Fitness (Alice Phillips): No report
- E. Coaches (Alice Phillips): No report

Reporting on National Coaches Clinic (Dr. Jim Miller): Jim reported that the National Coaches Clinic was held in Houston in conjunction with RELAY. Jim stated that one of the sessions for Coaches was stroke instruction and the second session was “in water” instruction. For this session, the Coaches were in the water while the instructors were on deck, teaching drills for swimming. Jim asked if it was possible to have a Zoom meeting in the near future, or host another LMSC Coaches Clinic, in order to get the information disseminated to Coaches in our LMSC. Caycee affirmed this suggestion and said Alice Phillips, the Coaches Committee Chair, will need to be a part of this discussion. Caycee thought this could be a discussion for early 2025. Jim said that having a Coaches Clinic would need some advance planning, to make sure the pool we would like to use for the Clinic wasn’t undergoing annual maintenance, or any other hindrance that would prohibit the use of the pool. A date would need to be coordinated with the facility. Caycee responded that in Sept. 2023 when the last Coaches Clinic was held, planning occurred in the Spring, so she concurred that planning needs to be done well in advance. Caycee stated that the Quest pool could be a possibility for a clinic.

#### IV. Additional Board Members

- A. Membership Coordinator (Chris Stevenson): [MembershipReport 2024](#)  
Chris reported that the membership is up very slightly from last year, but it is still not back to pre-Covid numbers. Heather had a question about an email she received from USMS, stating that yearly memberships would end on October 31st for next year, which is earlier than usual. Chris did not think the ending date had changed, but will look into it.
- B. Records and Top Ten (Chris Stevenson):
- C. Website (George Sushkoff): [2024 Webmaster Report.docx](#)  
George reported that the views on the website are trending down. He said that he sees a correlation between viewership and swim events. Because there have been very few Virginia events, the viewership on the website is down. George stated that there have been some emails sent. The most common question is asking why there aren’t more meets on the calendar.
- D. Social Media (George Sushkoff): [2024 Social Media Report.docx](#)
- E. Newsletter (Vacant)
- F. Safety (Dr. Jim Miller)
- G. Review (Heather Stevenson): Heather reported that there have been no grievances filed for 2024.
- H. Diversity, Equity, and Inclusion (LaTonya Moyer): [Diversity and Inclusion Report 2024.docx](#)  
Latonya reported that she is looking for a Coach for the “Adult Learn to Swim” (ALTS) program for the East End of Richmond. She commented that the Grown Up Swimming program with USMS may help get people more interested in participating in ALTS, but the biggest issue is getting coaches. Jim added that this is a problem he has seen as well. A swim program will hire and train

coaches, and then they leave. Jim stated that the problem LaTonya is having is unfortunately, a common problem.

V. Reports from any Club Representatives present

Barbara Boslego, president of Virginia Masters Swim Team (VMST), commented that she has noticed that the NOVA team is now its own team. She also asked about Teams/Workout Groups that have 5 or fewer swimmers. Barbara said that she has talked to a group that had just 2 swimmers and she mentioned to them that they could join VMST. This would allow them to be part of a bigger team and participate in relays at meets. Chris commented that you can go to the membership database to see the smaller teams with just a few people. There was a discussion regarding the need for Work out groups vs. having only registered teams. Chris commented that a reason for having work out groups is for swimmers who just like to swim for fitness, but not compete. They can find that group to swim with.

Barbara reported that there are swimmers who swim on their own at a facility and they have contacted Barbara, asking where they can swim with a Coach. She has tried to guide them. She also mentioned the group that swims in Va. Beach at the Recreation Center is called the "Adult Swim Workout" rather than a Masters swim group because there are people in that group that don't compete or do not belong to USMS.

VI. Elections and Committee Appointments

A. Proposed slate of LMSC Officers:

Chair: Carl Ingebretsen: Carl introduced himself, mentioned his swimming background and details of his career, and stated he was interested in this position to be able to give back to the swimming community.

Vice Chair: Open

Ex Officio: Caycee Buscaglia

Secretary: Nancy Speer

Treasurer: Rebecca Latimer

B. Approval of slate of LMSC Officers: Heather made a motion to approve the slate of officers for 2025; Nancy Speer seconded the motion

C. Voting of Officers: Jim Miller moved to vote; Angela Howsmon seconded; Voting took place and all members present voted affirmatively.

D. Current Committee Chairs remaining in place for 2025

VII. New Business

A. Events

Caycee opened the discussion on the challenge to get more meets on the calendar for 2025. Carl mentioned that Maryland hosted a 6 event meet schedule this past year and discussion followed on why the Virginia LMSC has had challenges. Becca stated that she has heard from swimmers in the Charlottesville area that the pool facilities are difficult to organize a time to host a meet. Caycee continued the discussion saying there is a problem with getting officials and referees to commit to a Masters meet. Caycee said she will try to speak to some officials and find out why this occurs. Barbara Boslego said that a Virginia ref had committed last April to working the VMST meet that was supposed to be held in Va. Beach on Nov. 9th this year, but the ref did not respond when she tried to contact her again this past August. A discussion was held about the possibility of paying the ref and officials for working a Masters meet and if this would get more response. There is money in our LMSC budget to be given to a meet director to use at their discretion, which could be used to help pay the officials for the work they do at the meet.

B. Officials: Discussion was held for the need for an Officials Chair to help with finding volunteers for events.

C. Communication: Newsletter/Website: George recommends moving to a new host provider for our webpage. He feels this will be a better value and also less challenges moving forward.

Caycee agreed. George mentioned that there could possibly be a problem with moving our domain name, but he would look into that issue. George said he will start shopping around for the new host

provider and will keep the Board updated. Caycee asked George to add Carl's name to our Google group so that he can start receiving communications and George said he will do that.

D. Approval of LMSC Budget for 2025: Becca is waiting on a few items from USMS and she will send out the final budget before the end of the year for Board approval.

Caycee moved to end the meeting. Angela seconded this motion.

The meeting was adjourned at 6:55 p.m.

Respectfully submitted,  
Nancy Speer, Secretary