

A scenic view of an Arizona desert landscape. In the foreground, several tall saguaro cacti are visible. The middle ground shows a valley with green desert vegetation. In the background, there are rugged, rocky mountains under a clear blue sky. The text "ARIZONA SWIMMING" is overlaid in the center, flanked by two thick black horizontal bars.

# **ARIZONA SWIMMING**

**House of Delegates**

**April 16, 2025**



**Arizona Swimming Inc.**  
**HOUSE OF DELEGATES MEETING**  
**AGENDA**  
**April 16, 2025**

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|---|--|
| <ul style="list-style-type: none"><li>• <b>Call to Order</b></li></ul>  | <b>Joe Zemaitis, General Chair</b>   |
| <ul style="list-style-type: none"><li>• <b>Roll Call</b></li></ul>  | <b>Alex Farlow, Secretary</b>  |
| <ul style="list-style-type: none"><li>• <b>Conflict of Interest Acknowledgements</b></li></ul>  | <b>Joe Zemaitis, General Chair</b>   |
| <ul style="list-style-type: none"><li>• <b>Announcements</b><ul style="list-style-type: none"><li>• 2025 Age Group &amp; Senior Coach of the Year Recipients</li><li>• 2025 Scholarship Recipients</li><li>• Coach Representative</li><li>• Athlete Board Representative</li></ul></li></ul>  | <b>Joe Zemaitis, General Chair</b>   |
| <ul style="list-style-type: none"><li>• <b>Minutes</b><ul style="list-style-type: none"><li>• April 2024 HOD Minutes for approval</li></ul></li></ul>   | <b>Alex Farlow, Secretary</b>  |
| <ul style="list-style-type: none"><li>• <b>Treasurer Report</b></li></ul>   | <b>Sean Husmoe, Finance Vice-Chair</b>   |
| <ul style="list-style-type: none"><li>• <b>Committee/Coordinator Reports</b><ul style="list-style-type: none"><li>• Membership</li></ul></li></ul>  | <b>Tiara Holmes, Registration Chair</b>  |
| <ul style="list-style-type: none"><li>• <b>Old Business</b></li></ul>   |  |
| <ul style="list-style-type: none"><li>• <b>New Business</b><ul style="list-style-type: none"><li>• <b>Elections-</b><ul style="list-style-type: none"><li>• Finance Vice-Chair</li><li>• Age Group Chair</li><li>• Senior Chair</li><li>• Volunteer of the Year</li></ul></li><li>• Motion to approve updates to AZSI ByLaws</li><li>• Motion to approve 25FY and 26FY Budgets</li><li>• Motion to approve Surcharge increase</li></ul></li></ul> | <b>Joe Zemaitis, General Chair</b><br><br><b>Joe Zemaitis, General Chair</b><br><b>Sean Husmoe, Finance Vice Chair</b><br><b>Sean Husmoe, Finance Vice Chair</b> |
| <ul style="list-style-type: none"><li>• <b>For the Good of the Order</b></li></ul>  | <b>Joe Zemaitis, General Chair</b>   |
| <ul style="list-style-type: none"><li>• <b>Meeting Schedule</b><ul style="list-style-type: none"><li>• Board of Directors --AZSI Office/ZOOM</li><li>• HOD – Phoenix Airport Hilton</li></ul></li></ul>   | <b>Wed., May 21, 2025</b><br><b>April 2026 - TBA</b>   |



## MOTION BEFORE THE HOUSE OF DELEGATES ARIZONA SWIMMING, INC.

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**To:** BOARD OF DIRECTORS  
**From:** Alex Farlow, Secretary  
**Re:** Approval of April 2024 House of Delegates Minutes  
**Dated:** April 2025

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The following proposal is put forth to the House of Delegates Meeting to be held April 16, 2025 regarding the approval of the April 2024 House of Delegates minutes

**Motion: BE IT RESOLVED THAT**

*The House of Delegates meeting minutes from April 2024 be approved*

**Amendment to By-Laws Require:**

None

**Rationalization for Motion:**

To approve the April 2024 House of Delegates meeting minutes

**Technical Support:**

By-Laws of Arizona Swimming allow Board of Directors to act for the House of Delegates during the intervals between meetings. The minutes are recommended for approval by the Board of Directors.

**Attachments:**

April 2024 HOD Minutes

**Conclusion:**

The Arizona Swimming House of Delegates has the authority to approve

**Effective:**

Upon passage by the House of Delegates



# ARIZONA SWIMMING INC.

Minutes of the  
House of Delegates Meeting  
April 10, 2024

**DRAFT**

**CALL TO ORDER:** 7:06 pm, April 10, 2024, by Joe Zemaitis, General Chair.

**ATTENDANCE:**

**BOARD OF DIRECTORS** - Joe Zemaitis, Alexandra Farlow, Meg Zajdzinski, Carla Morelli

**DELEGATES & AT-LARGE** – Kelly Logan, Paul Root, Janine Simioni, Kristine Huffman, Alex Shultz, Maggie Dana, Helen Zemaitis, Megan Hatfield, Sandy Lee, Scott Goodrich, Laurel Hill, Josie Smeets, Ewan Cain

**ALSO IN ATTENDANCE** - Heather Zick, Tiara Holmes, Ken Maczuga

**CONFLICT OF INTEREST:** none

**ANNOUNCEMENTS:**

Joe Zemaitis, General Chair

- **Age Group Coach of the Year:** Justin Slade
- **Senior Coach of the Year:** Mike Maczuga
- **Scholarship Recipients:** Isabella Hineman, Julia Beskind.

**MINUTES:**

Alexandra Farlow, Secretary  
M/S

- The minutes of the April 2023 HOD Minutes were presented for approval.
  - Motion: Approval of the minutes from the April 2023 HOD meeting
  - Discussion: None
  - Vote: Approved Unanimously

**TREASURER REPORT**

Connie Hargreaves, Treasurer

**COMMITTEE REPORTS**

- Membership Heather Zick/Tiara Homes, Registration Chair

**OLD BUSINESS:**

None

**ELECTIONS:**

- Elections presided by Kelly Logan, Governance committee chair
  - General Chair: Nominees: Joe Zemaitis  
Nominations from the floor-None  
Vote: Approved
  - Admin Vice Chair: Nominees: Carla Morelli  
Nominations from the floor-None  
Vote: Approved



# ARIZONA SWIMMING INC.

## Minutes of the House of Delegates Meeting April 10, 2024

- Secretary: Nominees: Alex Farlow  
Nominations from the floor-None  
Vote: Approved
- Administrative Review Board: Nominees: Paul Root, Josie Smeet,  
Maggie Dunn, Kelly Logan, Ellie Horning  
Vote: Approved
- Volunteer of the Year: Nominees: John Rajadas, Sean Husmoe  
Nominations from the floor-None  
Vote: John Rajadas, Sean Husmoe

### NEW BUSINESS:

The following motion unanimously approved as a consent motion:

The following motions were presented:

- Motion to approve updates to AZSI Bylaws Joe Zemaitis  
General Chair  
M/S  
  
Discussion: In the future, having a virtual and in-person option for the House of Delegates meeting.  
Vote: Approved Unanimously
- Motion to approve the 2024 Fiscal Budget Joe Zemaitis  
General Chair  
M/S  
  
Discussion: None  
Vote: Approved Unanimously
- Motion to approve the Para Time Standards Joe Zemaitis  
General Chair  
M/S  
  
Discussion: There is no classification for Para athletes at the Age Group level. At the National or International level, there is a system in place to classify athletes.  
Vote: Approved Unanimously



# ARIZONA SWIMMING INC.

Minutes of the  
House of Delegates Meeting  
April 10, 2024

**DRAFT**

## **GOOD OF THE ORDER:**

Laurel Hill said an e-mail had been distributed that Arizona Swimming would be sending 3 athlete representatives and two non-athletes to the D&I camp during Olympic Trials.

- **Motion to Adjourn-** Meeting adjourned at 7:30PM.

Discussion: None

Vote: Approved Unanimously

## **NEXT MEETING:**

**Board of Directors: May 16, 2024**

Submitted by Alexandra Farlow, AZSI Secretary

\_\_\_\_\_ Date: April 18, 2024

Alexandra Farlow, Secretary

# Arizona Swimming Membership

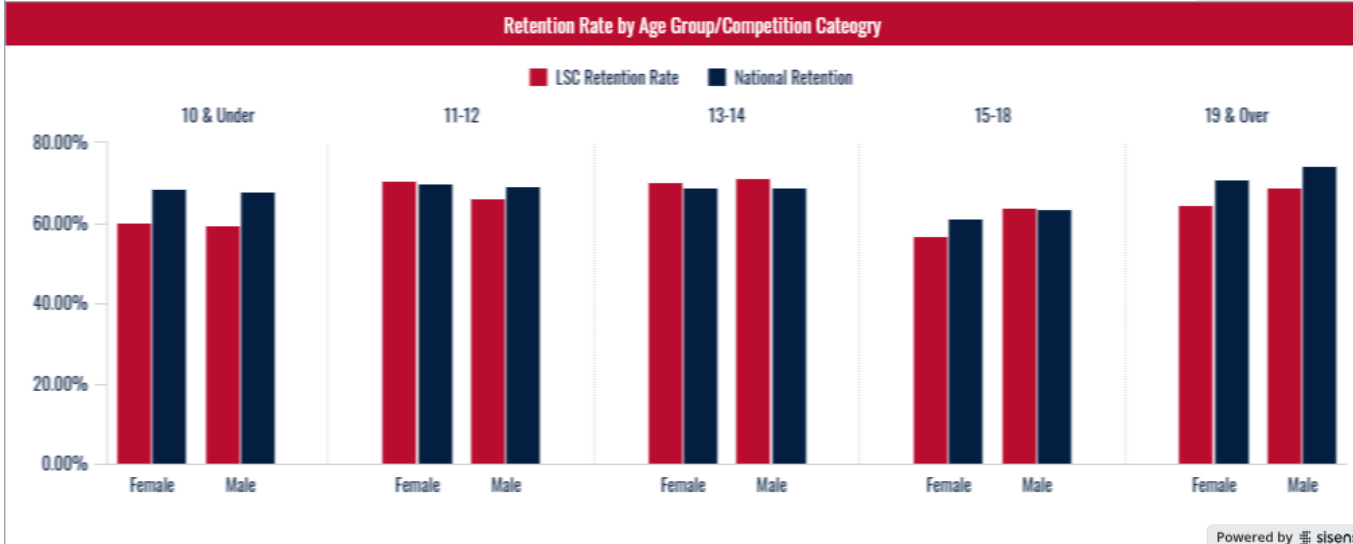
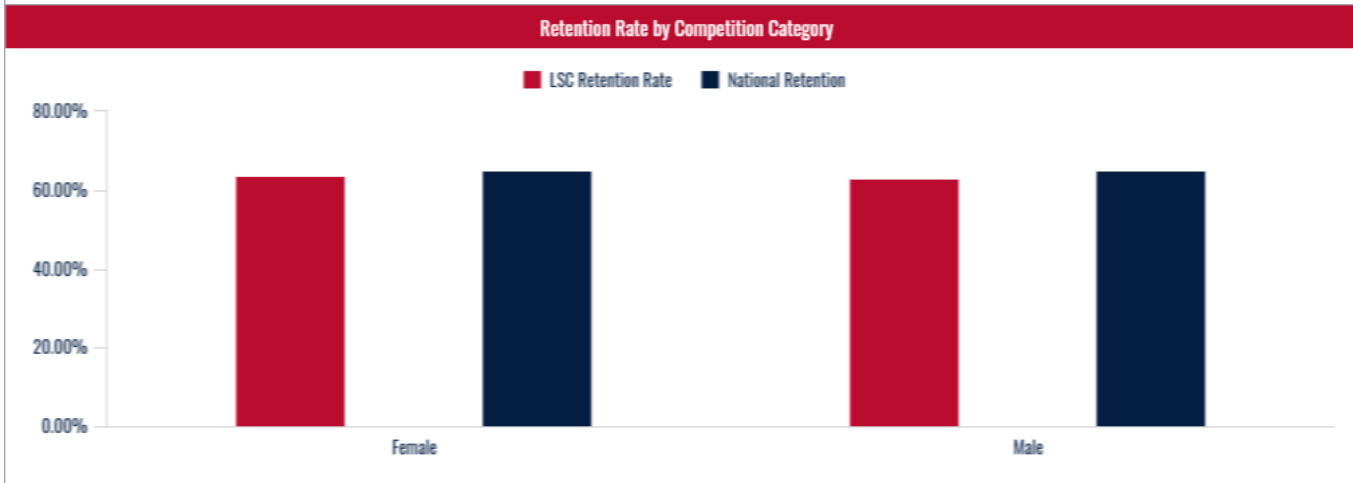
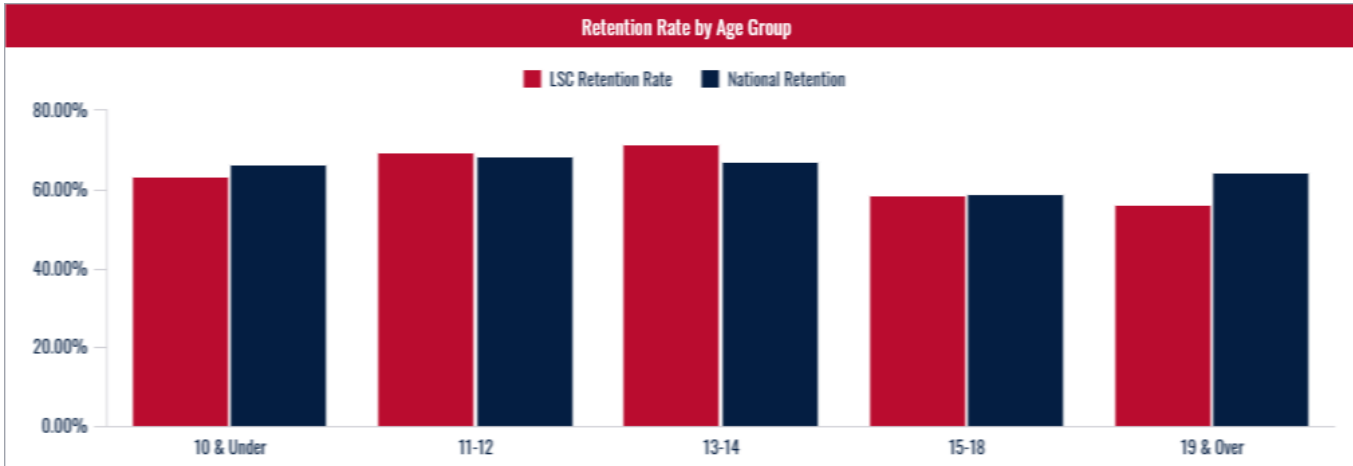
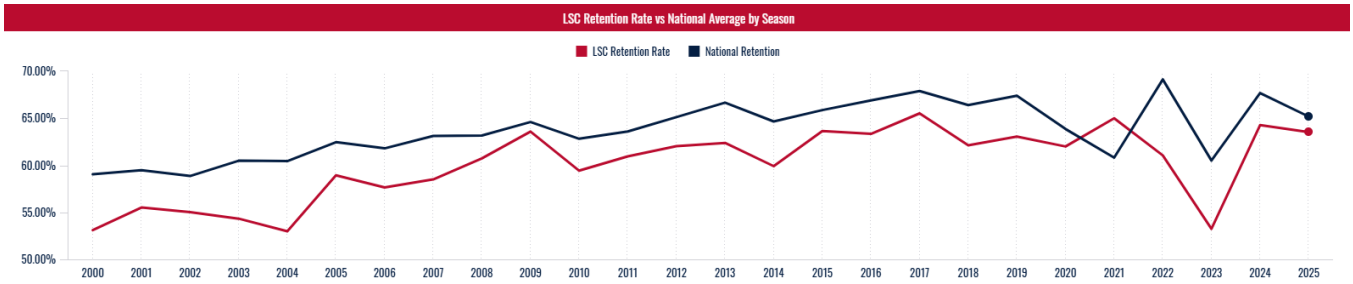
as of 4/9/2025

Category	Detail	April 2024	April 2025
Athlete	Flex	421	406
	Outreach	26	25
	Premium/Year-Round	3681	3500
	Seasonal Athlete	1	2
	<b>Athlete Total:</b>	<b>4129</b>	<b>3933</b>

Category	Detail	April 2024	April 2025
Non-Athlete	Administrator	20	19
	Coach	279	279
	Jr Coach	17	4
	Official	198	188
	Other	63	74
	Provisional Coach	-	2
	<b>Non-Athlete Total:</b>	<b>577</b>	<b>566</b>

Category	Detail	April 2024	April 2025
Club	Year-Round	47	46
	<b>Club Total:</b>	<b>47</b>	<b>46</b>

# LSC Retention Rate VS National Average







## MOTION BEFORE THE HOUSE OF DELEGATES ARIZONA SWIMMING, INC.

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**To:** HOUSE OF DELEGATES  
**From:** Joe Zemaitis, General Chair  
**Re:** Approval of ByLaws  
**Dated:** April 2025

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The following proposal is put forth to the House of Delegates Meeting to be held April 16, 2025 regarding the approval of the Bylaws of Arizona Swimming which reflect the recent legislation updates required by USA Swimming.

**Motion: BE IT RESOLVED THAT**

The Bylaws of Arizona Swimming have been updated to reflect the recent legislation updates as required by USA Swimming. USA Swimming has mandated certain sections and provisions of the Bylaws that were not present in the current AZSI approved version.

**Amendment to By-Laws Require:**

Must be approved by the AZSI House of Delegates

**Rationalization for Motion:**

The Bylaws must be updated per USA Swimming mandated requirements

**Technical Support:**

Changes to the Bylaws, mandated by USA Swimming, may be approved by the House of Delegates

**Attachments:**

AZSI Bylaws, with USAS revisions

**Conclusion:**

The revisions were mandated by USA Swimming and the Bylaws must be revised. The Arizona Swimming Board of Directors has approved with a DO PASS recommendation

**Effective:**

Immediately

**AMENDED AND RESTATED  
BYLAWS OF ARIZONA  
SWIMMING, INC.**



Approved by the Board of Directors on  
October 18, 2023

To the extent these bylaws conflict with applicable law, applicable law prevails.

ARTICLE 1  
NAME, OBJECTIVES, TERRITORY AND JURISDICTION

- 1.1 NAME - The name of the corporation shall be Arizona Swimming, Inc. (AZ), hereinafter referenced as AZSI
- 1.2 OBJECTIVES - The objectives and primary purpose of AZSI shall be the education, instruction and training of individuals to develop and improve their capabilities in the sport of swimming. AZSI shall promote swimming for the benefit of swimmers of all ages and abilities, in accordance with the standards, rules, regulations, policies and procedures of World Aquatics, USA Swimming, and AZSI and its Articles of Incorporation.
- 1.3 GEOGRAPHIC TERRITORY - The geographic territory of AZSI is as set forth in Article 603 of the USA Swimming Rules and Regulations.
- 1.4 JURISDICTION - AZSI shall have jurisdiction over the sport of swimming as delegated to it as a Local Swimming Committee by USA Swimming to conduct swimming programs consistent with AZSI's objectives and those of USA Swimming and to sanction, approve, observe and oversee competitive swimming events within the Territory and to conduct competitive swimming events within the Territory, its Region and its Zone (as those terms are defined in Part Six of the USA Swimming Rules and Regulations). AZSI shall discharge faithfully its duties and obligations as a Local Swimming Committee of USA Swimming in accordance with these Bylaws, the USA Swimming Rules and Regulations and all applicable policies and procedures.
- 1.5 COMPLIANCE WITH USA SWIMMING AGREEMENTS - AZSI SI shall comply with all agreements between AZSI and USA Swimming.

ARTICLE 2  
MEMBERSHIP

- 2.1 MEMBERS - The membership of AZSI shall consist of the clubs, organizations and individuals who have registered with AZSI in good standing as set forth in the USA Swimming Corporate Bylaws, including the optional categories of seasonal athlete membership, seasonal club membership, flex membership, and single event open water athlete membership and have paid the fees established by USA Swimming and AZSI pursuant to Article 3.
  - .1 MEMBERS - A Member's status is subject to the Member's continued satisfaction of the criteria for membership and compliance with the Member's responsibilities under these Bylaws, the USA Swimming Corporate Bylaws, the rules, regulations, policies, procedures and code of conduct of AZSI and USA Swimming.
  - .2 MEMBERSHIP A PRIVILEGE NOT A RIGHT - Membership in AZSI and USA Swimming is a privilege and shall not be interpreted as a right. Membership may be terminated by the National Board of Review or the U.S. Center for SafeSport in accordance with the National Board of Review procedures, pursuant to Policy 26.0 of the USA Swimming Operating Policy Manual.
- 2.2 MEMBERS' RESPONSIBILITIES
  - .1 COMPLIANCE - Each Group and Individual Member shall abide by the codes of conduct and ethics, policies, procedures, rules and regulations adopted by USA Swimming and AZSI, including its obligations and responsibilities set forth in these Bylaws.
  - .2 RESPONSIBILITY FOR INFRACTIONS - A Group Member or Individual Member, as defined in USA Swimming Corporate Bylaws, may be held responsible for infractions of the policies, procedures, rules, regulations or codes of conduct or ethics adopted by USA Swimming or AZSI, including its responsibilities as set forth in these Bylaws.

ARTICLE 3  
DUES AND FEES

- 3.1 MEMBERSHIP FEES - Membership fees shall be as established in the USA Swimming Corporate Bylaws. Local fees and/or surcharges, as permitted, shall be as established by the AZSI House of Delegates
- 3.2 SANCTION, APPROVAL AND OTHER FEES
  - .1 SANCTION AND APPROVAL FEES - The AZSI House of Delegates shall establish reasonable fees, procedures, and documentation required of an applicant for a sanction or approval for, or observation of, a swimming competition to be conducted within the Territory.

- .2 SERVICE CHARGES - In addition to, or in place of, a sanction or approval fee, the AZSI House of Delegates may establish a reasonable service charge consistent with the nature of the event.
  - .3 PAYMENT - Each applicant for a sanction, approval or observation shall submit with its application the fees and any service charges specified by AZSI. If any of the sanction or approval fees or service charges are due at a time following the submission for sanction or approval, the applicant shall promptly pay those fees or service charges to AZSI when due in accordance with AZSI's fee schedule.
  - .4 FINES - The AZSI House of Delegates may establish fines for noncompliance with policies adopted by the AZSI House of Delegates and/or the Board of Directors.
- 3.3 FAILURE TO PAY - Membership rights may be suspended in accordance with the USA Swimming Corporate Bylaws (Delinquent Dues and Fees).

ARTICLE 4  
HOUSE OF DELEGATES

- 4.1 MEMBERS - The House of Delegates of AZSI shall consist of the Group Member Representatives, the Board of Director Members, the Non-Athlete At-Large House Members, and Athlete At-Large House Members as elected or appointed in accordance with these Bylaws.
- .1 GROUP MEMBER REPRESENTATIVES - Each Group Member, other than Organizational or Seasonal Group Members, in good standing shall appoint from its membership three (3) Group Member Representatives, at least one of which must be an athlete member, and one (1) or more alternates for each. The appointment shall be in writing, addressed to the Secretary of AZSI and duly certified by the chief executive officer or secretary of the appointing Group Member. The appointing Group Member may withdraw one (1) or more of Group Member Representatives or one (1) or more of its alternates and substitute new Group Member Representatives or new alternates by written notice, addressed to the Secretary of AZSI and signed by the chief executive officer or secretary of the appointing Group Member. Each Athlete Group Member Representative must be an Athlete Member actively participating in swimming competition and meet the following eligibility requirements for Athlete Group Member Representative: (1) shall be affiliated with the Group Member they will be representing; and (2) shall be a minimum of 14 years of age or 9<sup>th</sup> grade by September 1 of the year of appointment. The other representatives of any Group Member are required to be individual members of USA Swimming. Organizational and Seasonal Membership Group Members may only appoint one (1) Group Member Representative and one (1) Athlete Group Member Representative from their membership.
  - .2 BOARD OF DIRECTORS - Board of Director Members as designated in Section 5.
  - .3 NON-ATHLETE AT-LARGE HOUSE MEMBERS - Up to ten (10) non-athlete members of the House of Delegates may be appointed as At-Large House Members by the General Chair with the advice and consent of the Board of Directors. At-Large House Members shall hold office from the date of appointment through the conclusion of the next meeting of the House of Delegates following such appointment, other date established by the General Chair, or until their successors are appointed to the House of Delegates.
  - .4 ATHLETE AT-LARGE HOUSE MEMBERS - A sufficient number of athletes to ensure that Athlete Representatives constitute at least 20% of the voting membership of the House of Delegates shall be appointed by the General Chair with advice and consent of the Board of Directors. The minimum age to serve as an Athlete At-Large House Member shall be 14 years of age or 9<sup>th</sup> grade by September 1 of the year of appointment.
  - .5 OTHER MEMBERS - No persons or groups other than those established in these bylaws shall serve as members of the AZSI House of Delegates.
- 4.2 ELIGIBILITY - AZSI Individual Members in good standing shall be eligible to be elected or appointed as members of the House of Delegates. Non-athlete non members may be appointed as Group Member Representatives.
- 4.3 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in House of Delegates meetings may only have one vote regardless of the number of positions held by such member.
- 4.4 VOICE AND VOTING RIGHTS OF MEMBERS - The voice and voting rights of members of the House of Delegates and of individuals shall be as follows:

- .1 GROUP MEMBER REPRESENTATIVES, BOARD MEMBERS, AT-LARGE HOUSE MEMBERS - Each of the Group Member Representatives, the Board Members, the At-Large House Members (non-athlete and athlete) shall have both voice and vote in meetings of the House of Delegates.
- .2 INDIVIDUALS – Individuals who are not members of the House of Delegates may attend open meetings of the House of Delegates and its committees and be heard at the discretion of the presiding officer.
- 4.5 DUTIES AND POWERS - The House of Delegates shall oversee the establishment of policies, procedures and programs. In addition to the duties and powers prescribed in the USA Swimming Rules and Regulations, USA Swimming Corporate Bylaws, or elsewhere in these Bylaws, the House of Delegates shall:
  - .1 Elect the officers, members of the Administrative Review Board, and the committee chairs/coordinators as listed in Articles 6 and 7;
  - .2 Review, modify and adopt the annual budget of AZSI recommended by the Board of Directors;
  - .3 Call regular and special meetings of the House of Delegates;
  - .4 Ratify or prospectively modify or rescind policy and programs established by the Board of Directors, except any action or authorization by the Board of Directors with respect to contracts or upon which any person may have relied shall not be modified or rescinded;
  - .5 Establish joint administrative committees, or undertake joint activities with other sports organizations where deemed helpful or necessary by AZSI;
  - .6 Amend the Bylaws of AZSI in accordance with Section 9.3; and
  - .7 Remove from office any persons elected by the House of Delegates (Board Members, members of the Administrative Review Board, or committee chairs or coordinators) who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the National Board of Review for any of the reasons set forth in Article 404 of USA Swimming Rules and Regulations. However, no such individual may be removed without receiving thirty (30) days' written notice by the Secretary or other officer designated by the House of Delegates specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reason and an opportunity to respond in writing within twenty (20) days to such allegations.
- 4.6 ANNUAL AND REGULAR MEETINGS - The annual meeting of the House of Delegates of AZSI shall be held in the spring. Regular meetings of the House of Delegates may be held in accordance with a schedule adopted by the House of Delegates or the Board of Directors.
- 4.7 SPECIAL MEETINGS - Special meetings of the House of Delegates may be called by the Board of Directors or the General Chair. Should the Board of Directors or the General Chair fail to call the annual or scheduled regular meetings or should a special meeting be appropriate or helpful, a meeting of the House of Delegates may be called by a petition signed by at least ten (10) Group Members of the House of Delegates.
- 4.8 MEETING LOCATION AND TIME - Meetings of the House of Delegates may be held at any date, time, and place, including via telecommunication (unless prohibited by state or local laws), as may be fixed in the notice of such meeting. All in-person meetings of the House of Delegates shall take place at a site within the Territory. The House of Delegates or the Board of Directors shall determine the location and time of all meetings of the House of Delegates. All meetings conducted via telecommunications shall include means by which all persons participating in the meeting can hear each other at the same time and which ensures all votes duly cast by voting members are officially recorded.
- 4.9 OPEN MEETINGS/CLOSED SESSIONS - House of Delegates meetings shall be open to all members of AZSI. Issues pertaining to personnel, disciplinary action, legal, tax or similar affairs of AZSI shall be deliberated and decided in a closed session which only House of Delegates members may attend. By a majority vote, the House of Delegates may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the House of Delegates.
- 4.10 QUORUM - A quorum of the House of Delegates shall consist of those members present and voting.
- 4.11 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before the House of Delegates shall be determined by a majority vote.
- 4.12 PROXY VOTE - Voting by proxy in any meeting of the House of Delegates shall not be permitted.

#### 4.13 NOTICES

- .1 TIME - Not less than twenty calendar (20) days' written notice shall be given to each member of the House of Delegates for any annual, regular or special meeting of the House of Delegates. See Section 14.1.3 for the various permitted means of notice.
- .2 INFORMATION - The notice of a meeting shall contain the time, date and site, a summary of any Board of Directors overrides, and other information required by these Bylaws. For special meetings of the House of Delegates, the expected purpose (which may be general) of the meeting shall be stated. If an expected purpose is the amendment of the Bylaws, a copy of the proposed amendment shall be included in the notice. Failure to have included in the notice any germane Bylaws amendments subsequently adopted by the House of Delegates at the noticed meeting shall not be the basis for any claim that the amendments as so adopted are invalid. Any proposal that has not been evaluated and voted upon by the Board of Directors must also be listed with details of the proposal at the time of notice for the meeting.

### ARTICLE 5 BOARD OF DIRECTORS

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

- .1 General Chair
- .2 Administrative Vice-Chair
- .3 Finance Vice-Chair
- .4 Coach Representative
- .5 Athlete Board Representatives (2)
- .6 Secretary
- .7 Treasurer (Voice but no Vote – Staff Level Position)
- .8 Senior Vice-Chair
- .9 Age Group Vice-Chair
- .10 Safe Sport Chair
- .11 Diversity Equity and Inclusion (DEI)

5.2 AT-LARGE BOARD MEMBERS – A sufficient number of athlete Representatives shall be elected by the House of Delegates as At-Large Board Members 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 Board Representatives). The Athlete At-Large Board Members shall meet the same requirements as the Athlete Board Representatives set forth in Section 6.2.1. All At-Large Board Members shall hold office from the date of their election through the conclusion of the second annual meeting of the House of Delegates following such election, or until their successors are elected.

5.3 EX-OFFICIO MEMBERS - [Reserved for future use].

5.4 LIMITATIONS -

- .1 No more than two (2) Members of any Group Member shall serve as voting members on the Board of Directors at any time. This limitation shall be applied separately as to Athlete Representatives and Non-Athlete Members.
- .2 No employee or subcontractor of AZSI may serve as a voting member of the Board of Directors.

5.5 VOICE AND VOTING RIGHTS OF BOARD MEMBERS - The voice and voting rights of Board Members and individuals shall be as follows:

- .1 BOARD MEMBERS - Each Board Member (other than the Treasurer) shall have both voice and vote in meetings of the Board of Directors and its committees.
- .2 GENERAL - Anyone may attend open meetings of the Board of Directors and its committees and be heard at the discretion of the presiding officer.

5.6 DUTIES AND POWERS- The Board of Directors shall act for AZSI and the House of Delegates during the intervals between meetings of the House of Delegates, except that it shall not remove a Board Member or other person not appointed by the Board of Directors or amend these Bylaws. Any actions taken are subject to the exercise by the House of Delegates of its powers of ratification or prospective modification or rescission. In addition to the powers and duties prescribed in the USA Swimming Rules and Regulations or elsewhere in these Bylaws, the Board of Directors shall have the power and it shall be its duty to:

- .1 Establish and direct policies, procedures and programs for AZSI;
  - .2 Oversee the conduct by the officers and staff of AZSI of the day-to-day management of the affairs of AZSI;
  - .3 Provide advice and consent to appointments proposed by the General Chair as required under these Bylaws or the AZSI Policies and Procedures;
  - .4 Cause the preparation and presentation to the House of Delegates of the annual budget of AZSI and make a recommendation to the House of Delegates concerning the approval or disapproval thereof;
  - .5 Approve the annual review/audit;
  - .6 Call regular or special meetings of the Board of Directors or the House of Delegates;
  - .7 Retain such independent contractors and employ such persons as the Board shall determine are necessary or appropriate to conduct the affairs of AZSI;
  - .8 Override policy or program established by the House of Delegates with a vote that reflects a two-thirds or greater majority of the entire Board of Director voting membership.
  - .9 Appoint other officers, agents, or committees or coordinators, to hold office for the terms specified. These appointees shall have the authority and perform the duties as provided in these Bylaws, the AZSI Policies and Procedures or as may be provided in the resolutions appointing them, including any powers of the Board of Directors as may be specified, except as may be inconsistent with any other provision of these Bylaws. To the extent not provided elsewhere in these Bylaws, the Board of Directors may delegate to any officer, agent, or committee or coordinator the power to appoint any such subordinate officers, agents, or committees or coordinators and to prescribe their respective terms of office, authorities and duties; and
  - .10 Remove from office any Board Members, committee chairs, or committee members or coordinators of AZSI who were appointed/elected by the Board and who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the National Board of Review for any of the reasons set forth in the National Board of Review procedures, pursuant to Policy 26.0 of the USA Swimming Operating Policy Manual. However, no At-Large Board Member, or committee chair or coordinator may be removed without receiving the thirty (30) days' written notice specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reasons and an opportunity to respond in writing within twenty (20) days to such allegations.
- 5.7 MEETINGS - Board of Directors meetings shall be open. Matters relating to personnel, disciplinary action, legal, taxation or similar affairs shall be deliberated and decided in a closed session which only Board Members are entitled to attend. By a majority vote on a motion of a question of privilege, the Board of Directors may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the Board of Directors.
  - 5.8 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT - Members of the Board of Directors may participate in meetings of the Board of Directors through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by such means shall constitute presence at a meeting.
  - 5.9 REGULAR MEETINGS - Regular meetings of the Board of Directors shall be held in accordance with a schedule adopted by the Board of Directors.
  - 5.10 SPECIAL MEETINGS - Special meetings of the Board of Directors may be called by the General Chair. Should the Board of Directors or the General Chair fail to call regular meetings or should a special meeting be appropriate or helpful, a meeting of the Board of Directors shall be called at the written request of any three (3) Board Members.
  - 5.11 QUORUM - A quorum of the Board of Directors shall consist of a majority of the voting members.
  - 5.12 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before the Board of Directors shall be determined by a majority vote. A motion, order or other proposal the effect of which is to override policy or program established by the House of Delegates shall be determined by a minimum two-thirds vote of all Board of Director voting members after at least six (6) calendar days' written notice of said override to each Board of Directors voting member with verified receipt of the written notice.
  - 5.13 PROXY VOTE - Voting by proxy in any meeting of the Board of Directors shall not be permitted.

- 5.14 ACTION BY WRITTEN CONSENT - Any action required or permitted to be taken at any meeting of the Board of Directors may be taken without a meeting if all the Board Members entitled to vote consent to the action in writing and the written consents are filed with the records of the respective meetings. These consents shall be treated for all purposes as votes taken at a meeting.
- 5.15 MAIL/EMAIL VOTE - Any action which may be taken at any regular or special meeting of the Board of Directors, except elections, or removals of appointed Board members, committee chairs and members, may be taken without a meeting. If an action is to be taken without a meeting, the Secretary, by first class mail, postage prepaid, or email, shall distribute a ballot to every Board Member entitled to vote on the matter and there must acknowledgement of receipt by all eligible voters to be considered valid. The ballot shall set forth the proposed action, provide an opportunity to specify approval or disapproval, and provide a reasonable time (but in no event less than the period specified in Section 5.16) within which to return the ballot to the Secretary. Action by ballot shall be valid only when the number of votes cast in favor of the proposed action within the time period specified constitutes a majority of the votes entitled to be cast.
- 5.16 NOTICES -
- .1 TIME - Not less than six (6) days' written notice shall be given to each Board Member for any annual or regular meeting, of the Board of Directors. Not less than six (6) days' written notice shall be verified to have been received by each Board Member for any Special Meeting, of the Board of Directors. (See Section 14.1.3 for the permitted means of notice.)
  - .2 INFORMATION - The notice of a meeting shall contain the time, date and site and in the case of special meetings, the expected purpose.

## ARTICLE 6 OFFICERS AND DIRECTORS

- 6.1 OFFICERS - The officers shall be as listed herein and shall be elected by the House of Delegates at its annual meeting.
- .1 General Chair (even)
  - .2 Administrative Vice-Chair (even)
  - .3 Finance Vice-Chair (odd)
  - .4 Senior Vice-Chair (odd)
  - .5 Age Group Vice-Chair (odd)
  - .6 Secretary (even)
  - .7 Treasurer (staff, not elected)
- 6.2 OTHER DIRECTORS
- .1 ATHLETE BOARD REPRESENTATIVES - Two (2) Athlete Board Representatives shall be elected by the Athlete Committee to the Board of Directors, each for a two-year term or until their respective successors are elected. At the time of election, an Athlete Board Representative must (a) be an Athlete Member, in good standing; (b) be at least sixteen (16) years of age or a sophomore in high school by September 1 after election; (c) be currently competing, or have competed during the two (2) immediately preceding years, in a USA Swimming sanctioned event conducted by AZSI or another LSC; and (d) have ~~his or her~~their 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 voting and balloting shall take place at a meeting called for that purpose by the Athlete Committee prior to the Spring House of Delegates meeting (Annual Meeting), or failing that, at a time and in a manner designated by the Board of Directors or General Chair. One (1) Athlete Board Representative shall be elected each year and shall be determined by the highest vote tallies from the AZSI Athlete Committee Members in good standing present and voting at the meeting. The Athlete with the longest tenure as Athlete Board Representative will be designated the Senior Athlete Board Representative and Chair of the Athlete Committee with the other being the Vice Chair.
  - .2 COACH REPRESENTATIVE - One (1) Coach Representative shall be elected every odd year for a two-year term, or until the successor is elected. The election of the Coach Representative shall be conducted during AZSI's short course swimming championships, under the supervision of the Administrative Vice Chair or, failing that, at a time and place and in a manner designated by the Board of Directors. Voting may be in person or by absentee ballot, and the election shall be determined by a majority of the ballots cast by AZSI Coach Members in good standing.
  - .3 SAFE SPORT CHAIR - The Safe Sport Chair shall be appointed by the General Chair each year for a one-year term, or until the respective successor is appointed.



- .4 ATHLETE-AT-LARGE: Athlete-at-Large Board Members shall be appointed by the General Chair with advice and consent of the Board of Directors in the case that athletes do not make up at least 20% of the Board of Directors.
- .5 DIVERSITY EQUITY AND INCLUSION (DEI) CHAIR: The DEI chair shall be appointed by the General Chair each year for a one-year term, or until the respective successor is appointed.
- 6.3 ELIGIBILITY - Only Individual Members of USA Swimming in good standing with AZSI and USA Swimming shall be eligible to hold office and must maintain their eligibility throughout their term of office.
- 6.4 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in Board of Directors meetings may only have one vote, regardless of the number of positions held by such Member.
- 6.5 OFFICES SPLIT OR COMBINED -
  - .1 OFFICE HELD BY TWO PERSONS - Any office other than General Chair, Finance Vice-Chair and Treasurer, may be held jointly by two Individual Members. Two individuals who are sharing an office shall share one vote.
  - .2 OFFICES COMBINED - Any office other than General Chair may be combined with any other office except that the offices of Finance Vice-Chair and Treasurer may not be combined.
- 6.6 TERMS OF OFFICE -
  - .1 TERM OF OFFICE - Except as otherwise stated in these Bylaws, the terms of office of all members of the Board of Directors shall be two (2) years. Appointed members of the Board of Directors shall serve period of one (1) year terms.
  - .2 COMMENCEMENT OF TERM - Each person elected or appointed to a position shall assume office upon the start of the next Fiscal Year and shall serve until a successor is chosen.
  - .3 CONSECUTIVE TERMS LIMITATION - Except for the Secretary and Treasurer, no elected Individual Member who has served two successive terms shall be eligible for re-election or appointment to the same position until a lapse of one term. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of this successive terms limitation.
- 6.7 DUTIES - The duties of the officers and other Board Members shall be to attend and participate in all meetings of the House of Delegates and the Board of Directors and as defined in these Bylaws, the AZSI Policies and Procedures, and applicable state laws.
- 6.8 RESIGNATIONS - Any officer may resign by submitting a written resignation to the General Chair or the Board of Directors specifying an effective date of the resignation. In the absence of a specified effective date, any such resignation shall take effect upon the appointment or election of a successor.
- 6.9 VACANCIES AND INCAPACITIES -
  - .1 OFFICE OF GENERAL CHAIR - In the event of a vacancy in the office of General Chair, or of the General Chair's temporary or permanent incapacity, the Administrative Vice-Chair shall become the acting General Chair until an election can be held at the next meeting of the House of Delegates to fill the remaining term, if any, of the former General Chair, or until the General Chair ceases to suffer from any temporary incapacity. While serving as acting General Chair, the Administrative Vice-Chair shall vacate the office of Administrative Vice-Chair, except in the case of the General Chair's temporary incapacity. If the General Chair is to be absent from the Territory, the General Chair may, but is not obligated to, designate the Administrative Vice-Chair as acting General Chair for the duration of the absence.
  - .2 OFFICES OF ATHLETE BOARD REPRESENTATIVES OR COACH REPRESENTATIVES OR ANY POSITION ELECTED - In the event of a vacancy or of the permanent incapacity of a person holding the office of Athlete Board Representative or Coach Representative, or person who has been elected, if the vacancy occurs after elections but prior to September 1, the person elected to the position may immediately transition to the Board position unless otherwise restricted in these Bylaws. Otherwise, the General Chair may appoint, with the advice and consent of the Board of Directors, an eligible member to serve the remainder of the term of office or until the respective body shall elect a successor.
  - .3 DETERMINATION OF VACANCY OR INCAPACITY - The determination of when an office becomes vacant or an officer becomes incapacitated shall be within the discretion of the Board of Directors, or the House of Delegates with the advice and consent of the electing body. The determination as to when the General Chair is temporarily incapacitated shall be made, where the circumstances permit, by the General

Chair and otherwise shall be within the discretion of the Board of Directors, subject to any subsequent action by the House of Delegates.

6.10 REMOVAL OF DIRECTORS - Directors may be removed in accordance with 4.5.7 and 5.6.10 of these Bylaws.

6.11 OFFICERS' POWERS GENERALLY -

- .1 AUTHORITY TO EXECUTE CONTRACTS, ETC. - The General Chair, Administrative Vice-Chair and Finance Vice-Chair each may sign and execute in the name of AZSI deeds, mortgages, bonds, contracts, agreements or other instruments duly authorized by the AZSI Policies and Procedures, the Board of Directors or the House of Delegates, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors to another officer or agent, expressly requires two or more signatures or is required by law to be otherwise executed. Additional signing authority may be provided by standing resolutions of the Board of Directors or the House of Delegates.
- .2 ADDITIONAL POWERS AND DUTIES - Each officer shall have other powers and perform other duties as prescribed in the AZSI Policies and Procedures or by the House of Delegates, the Board of Directors, the General Chair, the respective division chair, the delegating officer, or these Bylaws.
- .3 DELEGATION - Except for voting rights, officers of AZSI may delegate any portion of their powers or duties to another Member committee or , with approval from the General Chair, Staff, except that neither the Finance Vice-Chair nor the Treasurer may delegate duties to any other officer without the consent of the Board of Directors. In addition, the authority to sign checks, drafts, orders of withdrawal or wire transfers shall not be delegated other than by the Board of Directors. A delegation of powers or duties shall not relieve the delegating officer of the ultimate responsibility to see that these duties and obligations are properly executed or fulfilled.

6.12 DEPOSITORIES AND BANKING AUTHORITY -

- .1 DEPOSITORIES, ETC. - All receipts, income, charges and fees of AZSI shall be deposited to its credit in the banks, trust companies, other depositories or custodians, investment companies or investment management companies as the Board of Directors determines.
- .2 SIGNATURE AUTHORITY - All checks, drafts or other orders for the payment or transfer of money, and all notes or other evidences of indebtedness issued in the name of AZSI shall be signed by the General Chair, Admin Vice-Chair, or the Finance Vice-Chair, and in the manner, as shall be determined by the Finance Vice-Chair, the Finance Committee or the Board of Directors.

## ARTICLE 7

### DIVISIONS, COMMITTEES AND COORDINATORS

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

- .1 ADMINISTRATIVE DIVISION - Administrative Vice-Chair
- .2 AGE GROUP DIVISION - Age Group Vice-Chair
- .3 SENIOR DIVISION - Senior Vice-Chair
- .4 FINANCE DIVISION - Finance Vice-Chair
- .5 ATHLETES DIVISION - Senior Athlete Representative
- .6 COACHES DIVISION - Coach Representative

7.2 ELECTED, EX OFFICIO AND APPOINTED CHAIRS AND COORDINATORS

- .1 ELECTED CHAIRS AND COORDINATORS - Committee chairs and coordinators who are not Board members but are elected by the House of Delegates, a committee or division, are as follows: [reserved for future use]
- .2 EX-OFFICIO CHAIR - Certain other committee chairs are designated ex-officio by virtue of an office currently held.
- .3 APPOINTED CHAIRS AND COORDINATORS - The chairs of all other committees and all other coordinators shall be appointed by the General Chair with the advice and consent of the Board of Directors and the respective division chair. The appointed committee chair or coordinator shall assume office upon

appointment or the date designated by the General Chair and shall serve until a successor is appointed and assumes office.

7.3 COMMITTEES - In addition to the standing committees listed herein, the Board of Directors and the House of Delegates are each authorized to establish additional committees to meet programming needs. Except as otherwise provided in these Bylaws or the AZSI Policies and Procedures, members of each committee shall be appointed by the General Chair with the advice and consent of the respective division chair and the chair of the committee. Athlete Representatives of each committee shall be appointed by the General Chair with the advice of the Senior Athlete Board Representative. Athlete membership shall constitute at least twenty percent (20%) of the voting membership of every committee. Unless the division chair is already established as the committee chair, the division chair shall be an ex-officio member, with voice and vote, of each committee within the respective division.

#### 7.4 STANDING COMMITTEES & COORDINATORS

##### .1 ATHLETES COMMITTEE

- A. CHAIR - The Senior Athlete Board Representative or his/her/their designee shall be the chair of the committee.
- B. MEMBERS - The Athletes Committee shall consist of the Senior Athlete Board Representative, the Athlete Vice Chair, the Athlete Group Member Representatives, and any Athlete At-Large members. All members of the Athletes Committee shall be a minimum of fourteen (14) years of age or a high school freshman as of September 1 of the year of appointment or election.
- C. DUTIES - The Athletes Committee shall have general charge of the business and affairs of the Athletes of AZSI, and shall 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, AZSI, USA Swimming and the sport of swimming.

##### .2 AGE GROUP COMMITTEE

- A. CHAIR - The Age Group Vice-Chair shall be the chair of the committee.
- B. MEMBERS - The Age Group Committee shall consist of the Age Group Vice-Chair and such additional members as may be determined by the Age Group Vice-Chair and a sufficient number of Athlete Representatives appointed so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
- C. DUTIES - The Age Group Committee shall have general charge of the business and affairs of the Age Group program of AZSI, and shall 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 Age Group Members, AZSI, USA Swimming and the sport of swimming.

##### .3 BUDGET COMMITTEE

- A. CHAIR - The Finance Vice-Chair shall be the chair of the committee.
- B. MEMBERS - The Budget Committee shall consist of the Finance Vice-Chair who will serve as the Chair, the General Chair, the Admin Vice-Chair, the Coach Representative, the Age Group Vice Chair, the Senior Vice Chair and such additional members as may be determined by the Finance Vice-Chair and a sufficient number of Athlete Representatives appointed so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
- C. DUTIES - The Budget Committee shall have general charge of the business and affairs of preparing the presenting the annual budget for AZSI, and shall 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 AZSI, USA Swimming and the sport of swimming.

##### .4 COACHES COMMITTEE

- A. CHAIR - The Coach Representative shall be the chair of the committee.
- B. MEMBERS - The Coaches Committee shall consist of the Coach Representatives and such additional Coach members as may be determined by the Coach Representative and a sufficient number of Athlete

Representatives appointed so as to constitute at least twenty percent (20%) of the voting membership of the Committee.

- C. DUTIES - The Coaches Committee shall have general charge of the business and affairs of the Coaches program for AZSI, and shall 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 Coach Members, AZSI, USA Swimming and the sport of swimming.

.5 EXECUTIVE COMMITTEE

- A. AUTHORITY AND POWER - The Executive Committee shall have the authority and power to act for the Board of Directors and AZSI between meetings of the Board and the House of Delegates. Limitations to the authority and power of the Executive Committee shall be determined by the Board of Directors and included in the AZSI Policies and Procedures.
- B. MEMBERS - The members of the Executive Committee shall be the
  - (1) General Chair, who shall act as chair,
  - (2) Administrative Vice-Chair,
  - (3) Senior Vice-Chair
  - (4) Age Group Vice-Chair
  - (5) Secretary,
  - (6) Finance Vice-Chair,
  - (7) Coach Representative,
  - (8) Senior Athlete Board Representative, and
  - (9) Junior Athlete Board Representative.
- C. MEETINGS AND NOTICE - Meetings of the Executive Committee shall be held at any time or place within the Territory when called by the General Chair or any three (3) members of the Committee with a minimum of five (5) calendar days' notice required.
- D. QUORUM - A quorum of the Executive Committee shall consist of a majority of the members of the Committee.
- E. REPORT OF ACTION TO BOARD OF DIRECTORS - At the next regular or special meeting of the Board of Directors, the Executive Committee shall make a report of its activities since the last Board of Director's meeting for ratification or prospective modification or rescission, provided, however, that any action of the Executive Committee upon which a third party may have relied (*e.g.*, by signing, or authorizing the signing of a contract) may not be modified or rescinded by the Board of Directors or the House of Delegates.

.6 FINANCE COMMITTEE

- A. CHAIR - The chair shall be the Finance Vice-Chair.
- B. MEMBERS - The members of the Finance Committee shall be the Finance Vice-Chair, the Treasurer, the General Chair, and Admin Vice Chair and a sufficient number of athlete representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
- C. DUTIES -
  - (1) To develop, establish where so authorized, or recommend to the Board of Directors, and supervise the execution of policy regarding the investment of AZSI's working capital, funded reserves and endowment funds, within the guidelines, if any, established by the Board of Directors or the House of Delegates. The Finance Committee shall also regularly review AZSI's equipment needs (both operational and office) and the various methods available to finance the acquisition of any needed equipment and make a determination and recommendation of the best financing method.
  - (2) To conduct a review or audit or recommend an independent auditor to conduct the required annual review or audit of the books of AZSI. If conducted internally, a minimum of three (3) committee members with a sufficient number of Athlete Representatives to constitute at least 20% of the voting membership, must conduct the review or audit. The Treasurer cannot be a member of the group performing the audit, but can be present to provide clarification, information and answer questions.
  - (3) To submit the review or audit and other reports and make recommendations to the Board of Directors with regard thereto.

- (4) To complete and submit any state and local reports and filings.

## .7 GOVERNANCE COMMITTEE

- A. CHAIR - The chair shall be elected annually by the Governance Committee from among its own members.
- B. MEMBERS -  
The Governance Committee members shall be appointed by the General Chair with advice and consent of the Board of Directors. The Committee shall be comprised of three (3) members with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee. Each member shall serve a three-year term, staggered so that one (1) member is appointed each year. No more than one (1) of the Governance Committee members shall be a member of the AZSI Board of Directors at any given time. After completion of two (2) consecutive terms, members are not eligible for re-appointment to the Governance Committee until after a lapse of two years. A portion of any term served to fill a vacancy in the position shall not be considered in the computation of the successive term limitation. In no case shall the General Chair serve on the Governance Committee.
- C. QUORUM - A quorum for any meeting of the Governance Committee shall consist of a majority of its voting members.
- D. DUTIES
  - (1) To assist in periodic evaluation of the mission and vision statements and the Bylaws of AZSI;
  - (2) To aid in the development of operating policies regarding conflict of interest (Board and staff), document retention, ethics, whistle-blower, procurement, contract review, grievance and other employment-related practices, etc.;
  - (3) To aid in the development of personnel practices procedure including job descriptions and annual review of staff;
  - (4) To ensure that the Board's focus remains on the strategic plan;
  - (5) To aid in the development of expectations and processes for accountability of Board members;
  - (6) To develop criteria for the qualities and required characteristics of Board officers;
  - (7) To lead Board succession planning by assessing current and anticipated needs for Board composition and identifying and recruiting potential Board members;
  - (8) To nominate Board members, Administrative Review Board members, and other coordinator or chair positions to be elected by the House of Delegates, consistent with the matrix of skills, demographics, and talents needed;
  - (9) To publish the slate of candidates to the AZSI membership at least twenty (20) calendar days prior to the election. Additional nominations may be made by nomination of a member directly to the General Chair as long as the nomination is received by AZSI prior to thirty (30) calendar days before the HOD meeting, or from the floor of the House of Delegates by voting members of the House of Delegates with a minimum 2/3 confirmation vote of delegates present;
  - (10) To design and implement Board orientation and an ongoing program of Board education and development; and
  - (11) To lead periodic assessment of the Board's performance (as a whole and of individual members) and make recommendations to enhance Board effectiveness.

## .8 OFFICIALS COMMITTEE

- A. CHAIR - The chair shall be the Officials Committee Chair.
- B. MEMBERS - The Officials Committee shall be the Officials Committee Chair and at least three (3) members with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee. The Officials Chair shall be a referee certified by AZSI and each non-athlete member of the Officials Committee shall be a certified official of AZSI
- C. DUTIES - The duties shall be as outlined in the AZSI Policies and Procedures.

## .9 PERSONNEL COMMITTEE

- A. CHAIR - The chair shall be the General Chair.
- B. MEMBERS - The Personnel Committee shall consist of the General Chair who will be the Chair, the Administrative Vice-Chair, the Finance Vice-Chair and the Senior Athlete Representative.
- C. DUTIES - The duties shall be as outlined in the AZSI Policies and Procedures.

- .10 SAFE SPORT COMMITTEE
- A. CHAIR - The chair shall be the Safe Sport Chair.
  - B. MEMBERS - The Committee shall be comprised of the Safe Sport Chair and at least three (3) members with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
  - C. DUTIES - The duties shall be as outlined in the AZSI Policies and Procedures.
- .11 SENIOR COMMITTEE
- A. CHAIR - The chair shall be the Senior Vice-Chair.
  - B. MEMBERS - The Committee shall be comprised of the Senior Vice-Chair and at least three (3) members with a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
  - C. DUTIES - The duties shall be as outlined in the AZSI Policies and Procedures.
- .12 TECHNICAL PLANNING COMMITTEE
- A. CHAIR - The chair shall be the Technical Planning Committee Chair.
  - B. MEMBERS - The Technical Planning Committee shall be the Technical Planning Committee Chair, the Age Group Vice-Chair, the Coach Representative, the Senior Vice-Chair, the Senior Athlete Representative, up to an additional (3) three members appointed by the General Chair in consultation with the Technical Planning Chair, and a sufficient number of Athlete Representatives so to constitute at least twenty percent (20%) of the voting membership of the Committee.
  - C. DUTIES - The duties shall be as outlined in the AZSI Policies and Procedures.
- .13 OPERATIONAL RISK COORDINATOR - The duties shall be as outlined in the AZSI Policies and Procedures.
- 7.5 DUTIES OF CHAIRS AND COORDINATORS GENERALLY - The duties of the General Chair, the division chairs, committee chairs, and coordinators (in addition to those provided elsewhere in these Bylaws) shall be as follows:
- .1 Preside at all meetings of the respective division, committee or subcommittee;
  - .2 See that all duties and responsibilities of the respective division, committee or sub-committee in ~~his or her~~their charge are properly and promptly carried out;
  - .3 Appoint such committees or sub-committees as may be necessary to fulfill the duties and responsibilities of the division or committee, respectively;
  - .4 Communicate with the General Chair, respective division committee or subcommittee members and the staff to keep them fully informed;
  - .5 Appoint a member as secretary of the committee or subcommittee charged with taking minutes of each meeting and forward reports or minutes of all meetings to the staff]; and
  - .6 Perform the other specific duties listed in AZSI's Policies and Procedures or as may be delegated by the General Chair, the respective division chair or committee chair, the Board of Directors or the House of Delegates.
- 7.6 DUTIES OF COMMITTEES GENERALLY - Except as otherwise provided in these Bylaws, the duties of the committees shall be prescribed by the AZSI Policies and Procedures.
- 7.7 REGULAR AND SPECIAL MEETINGS - Regular and special meetings of committees or sub-committees of AZSI shall be held as determined by the respective Vice-chairs or committee or sub-committee chair.
- 7.8 OPEN MEETING/CLOSED SESSIONS - Meetings of committees and sub-committees, other than a Personnel Committee meeting, shall be open to all members of AZSI. Matters relating to personnel, disciplinary action, legal, taxation and similar affairs shall be deliberated and decided in a closed session which only the respective members are entitled to attend. By a majority vote, a committee or sub-committee may decide to go into closed session on any matter deserving of confidential treatment or of personal concern to any member of the committee or sub-committee.

- 7.9 VOICE AND VOTING RIGHTS OF COMMITTEE MEMBERS - Each Committee member shall have both voice and vote in their respective meetings.
- 7.10 ACTION BY WRITTEN CONSENT - Any action required or permitted to be taken at any meeting of a committee may be taken without a meeting if all the committee members entitled to vote consent to the action in writing and the written consents are filed with the records of the meetings. These consents shall be treated for all purposes as a vote taken at a meeting.
- 7.11 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT - Members of any committee may participate in a meeting of the committee or through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by such means shall constitute presence at a meeting.
- 7.12 QUORUM - Except as otherwise provided in these Bylaws or in the resolution or other action establishing a committee, a quorum of any committee shall consist of at least 50% of the members of said committee.
- 7.13 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and other propositions coming before a committee shall be determined by a majority vote.
- 7.14 PROXY VOTE - Voting by proxy in any meeting of a committee shall not be permitted.
- 7.15 NOTICES
- .1 TIME - Except as otherwise provided in these Bylaws or the resolution or other action establishing a committee, not less than six (6) calendar days written notice shall be given for any meeting of a committee.
  - .2 INFORMATION - The notice of a meeting shall contain the time, date, and site.
- 7.16 RESIGNATIONS - Any committee chair or member or coordinator may resign by submitting a written resignation to the General Chair or the Board of Directors specifying an effective date of the resignation. If such date is not specified, the resignation shall take effect upon the appointment of a successor.
- 7.17 VACANCIES - The determination of when the position of an appointed committee chair, committee member or a coordinator becomes vacant or the person becomes incapacitated, if not made by the person, shall be within the discretion of the Board of Directors. In the event of a vacancy or permanent incapacity, the General Chair, with the advice and consent of the Board of Directors and the respective division chair, shall appoint a successor to serve until the conclusion of the incumbent's term. A temporary incapacity may be left unfilled at the discretion of the General Chair or an appointment may be made for the duration of the temporary incapacity.
- 7.18 DELEGATION - Except for Finance, Governance and Personnel committees, and with the consent of the General Chair and the respective division chair, a committee chair or a coordinator may delegate a portion of their powers or duties to another officer of AZSI, or to another committee, subcommittee, or coordinator. Only with the consent of the General Chair, Chair or Coordinator duties may only be delegated to the paid staff of AZSI. Notwithstanding any delegation, the ultimate responsibility for the delegated duties and obligations shall remain with the delegator.
- 7.19 APPLICATION TO COMMITTEES AND ADMINISTRATIVE REVIEW BOARD - Sections 7.5 through 7.18 shall apply to all committees, unless otherwise provided in these Bylaws, in the resolution creating the committee or in the AZSI Policies and Procedures. These provisions shall also apply to Administrative Review Board meetings but shall not apply to its hearings or deliberations.

## ARTICLE 8 ANNUAL AUDIT, REPORTS AND REMITTANCES

AZSI shall submit any reports and remittances required by the USA Swimming Corporate Bylaws, by the USA Swimming Board of Directors, the President/CEO of USA Swimming or by any agreement between AZSI and USA Swimming. Reports required to be submitted to USA Swimming by AZSI include annual financial and federal tax reports and the annual audit or review.

ARTICLE 9  
ORGANIZATION, AMENDMENT OF BYLAWS AND DISSOLUTION

- 9.1 NON-PROFIT AND CHARITABLE PURPOSES - AZSI is organized exclusively for charitable and educational purposes and for the purpose of fostering national or international amateur sports competition within the meaning of section 501(c)(3) of the IRS Code. Notwithstanding any other provision of these Bylaws, AZSI shall not, except to an insubstantial degree, (1) engage in any activities or exercise any powers that are not in furtherance of the purposes and objectives of AZSI or (2) engage in any activities not permitted to be carried on by: (A) a corporation exempt from federal income tax under such section 501(c)(3) of the IRS Code or (B) a corporation to which contributions, gifts and bequests are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code.
- 9.2 DEDICATION OF ASSETS, ETC. - The revenues, properties and assets of AZSI are irrevocably dedicated to the purposes set forth in Sections 1.2 and 9.1 of these Bylaws. No part of the net earnings, properties or assets of AZSI shall inure to the benefit of any private person or any member, officer or director of AZSI.
- 9.3 AMENDMENTS - Any provision of these Bylaws not mandated by USA Swimming may be amended at any meeting of the AZSI House of Delegates by a two-thirds (2/3) vote of the members present and voting. Amendments so approved shall not take effect until reviewed and approved by the USA Swimming Rules and Regulations Committee. Changes to Required LSC Bylaws shall be effective on the date established in the amending USA Swimming legislation.
- 9.4 DISSOLUTION - AZSI may be dissolved only upon a two-thirds (2/3) vote of all the voting members of the House of Delegates. Upon dissolution, the net assets of AZSI shall not inure to the benefit of any private individual, unincorporated organization or corporation, including any member, officer or director of AZSI, but shall be distributed to USA Swimming, to be used exclusively for educational or charitable purposes. If USA Swimming, is not then in existence, or is not then a corporation which is exempt under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code, the net assets of AZSI shall be distributed to a corporation or other organization meeting those criteria and designated by the House of Delegates at the time of dissolution, to be used exclusively for educational or charitable purposes.

ARTICLE 10  
INDEMNIFICATION

- 10.1 INDEMNITY - AZSI shall indemnify, protect and defend, in the manner and to the full extent permitted by law, any Indemnified Person in respect of any threatened, pending or completed action, suit or proceeding, whether or not by or in the right of AZSI and whether civil, criminal, administrative, investigative or otherwise, by reason of the fact that the Indemnified Person bears or bore one or more of the relationships to AZSI specified in Section 10.3 and was acting or failing to act in one or more of those capacities or reasonably believed that to be the case. Where specifically required by law, this indemnification shall be made only as authorized in the specific case upon a determination, in the manner provided by law, that indemnification of the Indemnified Person is proper in the circumstances. AZSI may, to the full extent permitted by law, purchase additional insurance to that provided by USA Swimming or other vendor authorized by the Board of Directors, and maintain insurance on behalf of any Indemnified Person against any liability that could be asserted against the Indemnified Person.
- 10.2 EXCLUSION - The indemnification provided by this Article 10, shall not apply to any Indemnified Party whose otherwise indemnified conduct is finally determined to have been in bad faith, self-dealing, gross negligence, wanton and willful disregard of applicable laws, rules and regulations, of the USA Swimming Rules and Regulations, of the USA Swimming Code of Conduct or these Bylaws or who is convicted of a crime (including felony, misdemeanor and lesser crimes) involving sexual misconduct, child abuse, violation of a law specifically designed to protect minors or similar offenses, or who is found by the National Board of Review or the U.S. Center for SafeSport to have committed actions which would be the basis for such a conviction and, in each case, the otherwise indemnifiable conduct (or failure to act) was, or was directly related to, the predicate acts of the conviction or finding.
- 10.3 INDEMNIFIED PERSONS - As used in this Article 10, "Indemnified Person" shall mean any person who is or was a Board Member, Administrative Review Board member, Group Member Representative, officer, official, coach, committee chair or member, coordinator, volunteer, employee or agent of AZSI, or is or was serving at the direct request of AZSI as a director, officer, Group Member Representative, meet director, official, coach, committee chair or member, coordinator, volunteer, employee or agent of another person or entity involved with the sport of swimming.
- 10.4 EXTENT OF INDEMNITY - To the full extent permitted by law, the indemnification provided in this Article shall include expenses (including attorneys' fees, disbursements and expenses), judgments, fines, penalties and amounts paid in settlement, and, except as limited by applicable laws, these expenses shall be paid by AZSI in advance of the final



disposition of such action, suit or proceeding. If doubt exists as to the applicability of an exclusion to AZSI's obligation to indemnify, AZSI may require an undertaking from the Indemnified Person obliging ~~him~~ them to repay such sums if it is subsequently determined that an exclusion is applicable. In the case of any person engaged in the sport of swimming for compensation or other gain, if AZSI determines that there is reasonable doubt as to such person's ability to make any repayment, AZSI shall not be obligated to make any payments in advance of the final determination. This indemnification shall not be deemed to limit the right of AZSI to indemnify any other person for any such expenses to the full extent permitted by law, nor shall it be deemed exclusive of any other rights to which any Indemnified Person may be entitled under any agreement, vote of members or disinterested directors or otherwise, both as to action in an official capacity and as to action in another capacity while holding such office.

- 10.5 SUCCESSORS, ETC. - The indemnification provided by this Article shall continue as to an Indemnified Person who has died or been determined to be legally incompetent and shall apply for the benefit of the successors, guardians, conservators, heirs, executors, administrators and trustees of the Indemnified Person.

#### ARTICLE 11 PARLIAMENTARY AUTHORITY

ROBERT'S RULES - Robert's Rules of Order Newly Revised shall govern AZSI and any of its constituent or component parts, committees, etc., in the conduct of meetings in all cases to which they apply and in which they are not inconsistent with these Bylaws and any special rules of order AZSI, the House of Delegates, the Board of Directors or its divisions, committees, etc., may adopt.

#### ARTICLE 12 MISCELLANEOUS

- 12.1 EFFECT OF STATE LAW CHANGES (SEVERABILITY) - If any portion of these Bylaws shall be determined by a final judicial decision to be, or as a result of a change in the law of the State of Arizona become, illegal, invalid or unenforceable, the remainder of these Bylaws shall continue in full force and effect.
- 12.2 FISCAL YEAR - The fiscal year of AZSI shall end on the last day of August.
- 12.3 TAX STATUS; INTERPRETATION OF BYLAWS - It is intended that AZSI shall have and continue to have the status of an organization which is exempt from federal income taxation under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible for federal income, estate and gift tax purposes under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code, respectively. Similarly, it is intended that AZSI shall have that or similar status under the applicable state and local laws as will exempt it from taxation to the maximum extent possible to the extent not contrary to applicable federal requirements. These Bylaws shall be interpreted accordingly.

#### ARTICLE 13 ADMINISTRATIVE REVIEW BOARD

- 13.1 INTRODUCTION - USA Swimming was organized as the National Governing Body for the sport of swimming under the Amateur Sports Act of 1978, as amended by the Ted Stevens Olympic and Amateur Sports Act of 1998, both federal laws. These laws require USA Swimming to establish and maintain provisions for the swift and equitable resolution of all disputes involving any of its members. This Article, together with Section 2.2 and the National Board of Review procedures, pursuant to Policy 26.0 of the USA Swimming Operating Policy Manual, are intended to provide a mechanism for resolving in an orderly and fair way all manner and kinds of disputes that may arise among its members in connection with the sport of swimming. Accordingly, AZSI has established the Administrative Review Board to hear complaints and appeals regarding administrative matters within AZSI which do not rise to the level of Code of Conduct violations and are not appeals of sanction decisions. The Administrative Review Board shall have no jurisdiction to hear complaints regarding conduct that may violate the USA Swimming Code of Conduct or otherwise violate the policies, procedures, rules and regulations adopted by USA Swimming, or conduct that may bring USA Swimming, AZSI or the sport of swimming into disrepute. This Article, together with the National Board of Review procedures, pursuant to Policy 26.0 of the USA Swimming Operating Policy Manual, is intended to provide a fair hearing before a group of independent and impartial people. This Article and the National Board of Review procedures, pursuant to Policy 26.0 of the USA Swimming Operating Policy Manual shall be construed accordingly.
- 13.2 ADMINISTRATIVE REVIEW BOARD ORGANIZATION -
- .1 Establishment - The Administrative Review Board of AZSI shall be independent and impartial.

- .2 Members - The Administrative Review Board shall have at least three (3) regular members, with a sufficient number of Athlete Representatives to constitute at least 20% of the voting membership. At least three (3) members of the Administrative Review Board shall hear each case, with a sufficient number of Athlete Representatives to constitute at least twenty percent (20%) of its membership. No hearing shall proceed without the required athlete representation. The House of Delegates may increase the number of regular or alternate members by resolution but subsequent to the adoption of these Bylaws may only decrease the number of regular or alternate members upon the expiration of the term of office of any incumbent members.
- .3 Election; Term of Office; Eligibility -
  - A. Election - The House of Delegates shall biennially elect regular and alternate members of the Administrative Review Board:
  - B. Term of Office - The term of office shall be two (2) years. Each member and alternate member shall assume office starting the beginning of the next fiscal year and shall serve until a successor takes office.
  - C. Eligibility - Each regular and alternate member of the Administrative Review Board shall be an Individual Member of AZSI and USA Swimming. In no case shall members of the Board of Directors serve on the Administrative Review Board.
- .4 Chair Elected by Board; Other Officers - The Chair of the Administrative Review Board (the “Chair”) who must be a regular member, shall be elected biennially by a majority vote of the regular members of the Administrative Review Board. The Chair shall biennially appoint a Vice-Chair and a Secretary of the Administrative Review Board, each of whom must be regular members.
- .5 Meetings - The Administrative Review Board shall meet for administrative purposes as necessary, to elect the Chair, to adopt rules and procedures and to conduct other business as may be helpful or necessary to achieve the purposes of the Administrative Review Board and efficiently exercise its duties and powers. Other meetings may be called by the Chair or any two regular members. When meeting for administrative purposes, Section 7.19 shall apply to the Administrative Review Board.
- .6 Participation Through Communications Equipment - Members of the Administrative Review Board may participate in a meeting or hearing of the Administrative Review Board, and any hearing may be conducted, in whole or in part, through conference telephone or similar equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation by these means shall constitute presence in person at such a meeting or hearing. Participation through communications equipment for any hearing may only be conducted if the party under review accepts such participation method for the hearing.
- .7 Quorum - A quorum for any administrative meeting of the Administrative Review Board shall be fifty percent (50%) of its regular members.
- .8 Resignations - Any regular or alternate member of the Administrative Review Board may resign by submitting a written resignation to the Chair, the General Chair or the Board of Directors specifying an effective date of the resignation. In the absence of a specified effective date, any such resignation shall take effect upon the appointment or election of a successor.
- .9 Determination of Vacancy or Incapacity - The determination of when an office becomes vacant or an officer becomes incapacitated shall be in accordance with 6.9.
- .10 Substitutions for Member - In the event that a regular member of the Administrative Review Board is unable or unwilling to promptly act for any reason, recuses ~~herself or himself~~ themselves or is disqualified in any particular circumstance, the Chair (or, if the person so unable or unwilling to act or recused or disqualified is the Chair, the Vice-Chair; or failing that, the General Chair) shall appoint an alternate member to act in the regular member’s place in respect of that circumstance.

### 13.3 GENERAL -

- .1 Administrative Powers - The Administrative Review Board shall have the powers and the duty to:
  - A. administer and conduct the affairs and achieve the purposes of the Administrative Review Board,
  - B. establish policies, procedures and guidelines,
  - C. elect the Chair,
  - D. call regular or special meetings of the Administrative Review Board,

- E. retain attorneys, agents and independent contractors and employ those persons which the Administrative Review Board may determine are appropriate, necessary or helpful in the administration and conduct of its affairs, and
  - F. take such action as may otherwise be appropriate, necessary or helpful in the administration and conduct of its affairs, the achievement of its purposes and the efficient exercise of its duties and powers.
- .2 Rule Making Powers - The Administrative Review Board shall have the power and the duty to promulgate reasonable rules and procedures consistent with the corporation laws of AZSI I with respect to any matter within its jurisdiction or appropriate, necessary or helpful in the administration and conduct of its affairs. Such rules and procedures shall have the same force and effect as if they had been adopted as part of these Bylaws.
  - .3 Exercise of Powers and Decisions - Except for authority and power granted to the Chair, the exercise of the authority and powers of the Administrative Review Board and the decision of matters which are the subject of a hearing shall be decided by a majority vote of the Administrative Review Board. The views of any dissenters shall be included in the record of the proceeding if requested by the dissenters. The exercise of the Administrative Review Board's authority and power shall be solely in its discretion and the interests of justice and the sport of swimming.
  - .4 Timeliness of Petition - The Administrative Review Board need not exercise its jurisdiction with respect to a complaint the subject matter of which occurred, or concerns or is founded on events which occurred, more than ninety (90) days prior to the date the complaint is received. A determination not to exercise its jurisdiction as a result of the untimeliness of a complaint may be made by the Chair alone and may be the subject of a request for rehearing and, thereafter, appeal to the National Board of Review in accordance with the National Board of Review procedures, pursuant to Policy 26.0 of the USA Swimming Operating Policy Manual.

ARTICLE 14  
CONVENTIONS AND DEFINITIONS

14.1 CONVENTIONS -

- .1 TERMS GENERALLY - Whenever the context may require, any pronoun or official title shall include the corresponding masculine, feminine and neuter forms. The words "include", "includes" and "including" shall be deemed to be followed by the phrase "without limitation". The singular shall include the plural and the plural shall include the singular as the context may require. Where the context permits, the term "or" shall be interpreted as though it were "and/or". Captions have been used for convenience only and shall not be used in interpreting the Bylaws.
- .2 CAPITALIZED TITLES - Capitalized titles, such as Secretary or Treasurer, when appearing alone shall refer to AZSI positions and not to USA Swimming or another organization.
- .3 NOTICE DEEMED GIVEN; LAST KNOWN ADDRESS -
  - A. Notice by Mail - Notice given and other writings delivered by first class mail, postage prepaid, and addressed to the last known address shall be deemed given or delivered upon the postmark date for all purposes under these Bylaws.
  - B. Notice by Email - Notice given and writings delivered by electronic mail to the last known email address shall be deemed given or delivered for all purposes under these Bylaws. When a verified notification is required as part of these bylaws, verification shall be satisfied with a delivery receipt or read receipt from an email system.
  - C. Last Known Mail or Email Address - For all purposes under these Bylaws, the last known mail or email address of a member of AZSI shall be the mail or email address on file with AZSI or in SWIMS.
- .4 TIME PERIOD CONVENTION - In computing time periods established by these Bylaws, the initial time period (days or hours) shall not be included but the last period shall be included.
- .5 WAIVER OF NOTICE CONVENTION - Untimely or insufficient notice for any meeting held under the authority of these Bylaws shall be considered to have been waived if a member attends or participates in the meeting to which such notice referred or to which notice was lacking without, at the earliest opportunity, raising an objection of untimely or insufficient notice having been given for such meeting. If the member is a Group Member Representative, then the relevant Group Member shall be treated as having waived the untimely or insufficient notice to the same extent.

- 14.2 DEFINITIONS - When used in these Bylaws, the following terms shall have the meanings indicated in this Section, and the definitions of such terms are equally applicable both to the singular and plural forms. Other definitions are provided in AZSI policies and procedures and USAS rules. Where differing definitions exist between this section and AZSI policy, the below definitions take precedence for this document.
- .1 ARTICLE - a principal subdivision of these Bylaws.
  - .2 ARTICLES OF INCORPORATION - the document filed with the Arizona Secretary of State pursuant to which AZSI was formed.
  - .3 ATHLETE BOARD REPRESENTATIVE - an Athlete Member elected to represent athletes in the House of Delegates and on the Board of Directors.
  - .4 ATHLETE REPRESENTATIVE – Shall be (a) an athlete member in good standing; (b) currently competing, or have competed within the two (2) immediately preceding years, in a USA Swimming sanctioned event conducted by AZSI or another LSC; and (c) have ~~his or her~~their 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).
  - .5 BOARD MEMBER - a member of the Board of Directors, including the At-Large Board Members.
  - .6 BOARD OF DIRECTORS - the Board of Directors of AZSI.
  - .7 BYLAWS - these bylaws as adopted and amended from time to time by, and in effect for, AZSI.
  - .8 COACH REPRESENTATIVE - a Coach Member elected to represent the coaches in the House of Delegates and on the Board of Directors.
  - .9 WORLD AQUATICS - the ~~sole and exclusive world international~~ governing body for ~~the sport of swimming~~all aquatics.
  - .10 GROUP MEMBER – a group of individuals that is affiliated with a Club, Organization or other group of members that are registered and in good standing with AZSI and USA Swimming.
  - .11 GROUP MEMBER REPRESENTATIVE - an individual appointed to represent a Group Member in the House of Delegates.
  - .12 HOUSE OF DELEGATES - the House of Delegates of AZSI as established by Article 4 of these Bylaws.
  - .13 IMMEDIATE PAST GENERAL CHAIR - the individual who is the immediate past General Chair of AZSI.
  - .14 IRS CODE - the current United States Internal Revenue Code.
  - .15 LOCAL SWIMMING COMMITTEE / LSC - AZSI as defined by the USA Swimming Corporate Bylaws.
  - .16 MEMBER - a Group Member or an Individual Member.
  - .17 NATIONAL BOARD OF REVIEW - the National Board of Review of USA Swimming established in accordance with the National Board of Review procedures, pursuant to Policy 26.0 of the USA Swimming Operating Policy Manual. Where the context requires, a reference to the National Board of Review shall include a reference to the USA Swimming Board of Directors when that body is acting upon an appeal from the National Board of Review.
  - .18 POLICIES AND PROCEDURES - the principles, rules, and guidelines of AZSI, as amended and adopted by the Board of Directors or the House of Delegates.
  - .19 SECTION - a subdivision of the Articles of these Bylaws.
  - .20 TERRITORY - the geographic territory over which AZSI has jurisdiction as a Local Swimming Committee.
  - .21 USA SWIMMING - USA Swimming, Inc., a Colorado nonprofit corporation which is the national governing body for the United States for the sport of swimming.
  - .22 AZSI – the Arizona not-for-profit corporation to which these Bylaws pertain.



## MOTION BEFORE THE HOUSE OF DELEGATES ARIZONA SWIMMING, INC.

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**To:** BOARD OF DIRECTORS  
**From:** Sean Husmoe, Finance Vice Chair  
**Re:** Budget FY25 and FY26  
**Dated:** April 2025

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The following proposal is put forth to the House of Delegates Meeting to be held April 16, 2025 regarding the adoption of the budget for the current fiscal year beginning in September 1, 2024 and the upcoming fiscal year beginning September 1, 2025.

**Motion: BE IT RESOLVED THAT**

*The 2024-2025 and 2025-2026 budgets be adopted as presented*

**Amendment to By-Laws Require:**

None

**Rationalization for Motion:**

Budget for current and next fiscal year provides for expenditures and projected income

**Technical Support:**

By-Laws of Arizona Swimming provide for the Board to adopt an annual budget and present it to the House of Delegates for approval with a DO PASS recommendation.

**Attachments:**

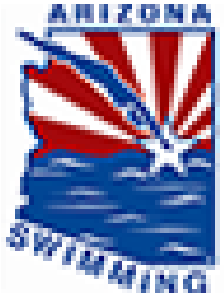
Fiscal 2025 and Fiscal 2026 Arizona Swimming Budgets

**Conclusion:**

The Arizona Swimming Board of Directors has approved the budgets with a DO PASS recommendation

**Effective:**

To take effect immediately upon passage of the House of Delegates, it will be effective immediately for fiscal year beginning September 1, 2024 and fiscal year beginning September 1, 2025.



# ARIZONA SWIMMING

## Finance Update

Sean Husmoe, AZSI Finance Vice Chair

### AGENDA:

FY24 Financial Review

FY25 Budget Proposal

FY26 Budget Proposal

# 2024 Financial Results

	FY24 Totals
<b>Total Revenue</b>	<b>\$290,358</b>
Wages, Payroll Taxes	\$108,084
Program Expenses	\$121,558
All Star & Western Zones	\$52,147
Rent Expense	\$22,120
Postage & Shipping Expense	\$20,965
Other Expenses	\$38,910
<b>Total Expenses</b>	<b>\$363,784</b>
<b>Interim Operating Deficit</b>	<b>(\$73,426)</b>



# FY25 & FY26 Proposed Budgets

	FY24 Totals	FY25 Budget	FY26 Budget
<b>Total Revenue</b>	<b>\$290,358</b>	<b>\$297,700</b>	<b>\$375,600</b>
Wages, Payroll Taxes, Etc	\$108,084	\$123,000	\$129,340
Program Expenses	\$121,558	\$126,700	\$129,600
All Star & Western Zones	\$52,147	\$53,000	\$53,000
Rent Expense	\$22,120	\$22,500	\$23,000
Postage & Shipping Expense	\$20,965	\$21,000	\$21,000
Other Expenses	\$38,910	\$39,277	\$40,457
<b>Total Expenses</b>	<b>\$363,784</b>	<b>\$385,477</b>	<b>\$396,397</b>
<b>Interim Operating Deficit</b>	<b>(\$73,426)</b>	<b>(\$87,777)</b>	<b>(\$20,797)</b>





# FY25 Proposed Budget by Department

	FY25 Budget
<b>Total Revenue</b>	<b>\$297,700</b>
Wages, Payroll Taxes, Etc	\$123,000
Program Expenses	\$126,700
All Star & Western Zones	\$53,000
Rent Expense	\$22,500
Postage & Shipping	\$21,000
Other Expenses	\$39,277
<b>Total Expenses</b>	<b>\$385,477</b>
<b>Interim Operating Deficit</b>	<b>(\$87,777)</b>

	FY25 Budget
<b>Program</b>	
Admin	\$216,027
Equipment	\$17,500
Officials	\$15,000
Age Group	\$116,000
Senior	\$9,850
Registration	\$10,600
Coaches	\$500
<b>Total Expenses</b>	<b>\$385,477</b>



# FY26 Proposed Budget: Revenue Increase

FY26 Budget includes a proposed increase in Surcharge Fees of \$2 per swimmer per meet

- This increase is necessary to help balance the budget
- Last increase was also \$2, done in Sept 2019, from \$6 to \$8
- Even with this increase we still have a small deficit – but reasonable, and we can evaluate enrollment and revenue to drive managing the budget down if necessary

# FY26 Proposed Budget by Department

	FY26 Budget
<b>Total Revenue</b>	<b>\$375,600</b>
Wages, Payroll Taxes, Etc	\$129,340
Program Expenses	\$129,600
All Star & Western Zones	\$53,000
Rent Expense	\$23,000
Postage & Shipping	\$21,000
Other Expenses	\$40,457
<b>Total Expenses</b>	<b>\$396,397</b>
<b>Interim Operating Deficit</b>	<b>(\$20,797)</b>

	FY26 Budget
<b>Program</b>	
Admin	\$224,097
Equipment	\$17,500
Officials	\$15,500
Age Group	\$118,000
Senior	\$10,000
Registration	\$10,700
Coaches	\$600
<b>Total Expenses</b>	<b>\$396,397</b>



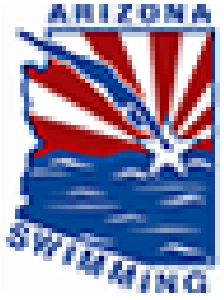
# Cash on Hand

	Cash Balance	Travel Fund	Total Cash	Days of Cash on Hand
FY24 – Aug 2024	\$410,314	\$269,671	\$679,985	418
FY25 – Aug 2025	\$328,144	\$291,671	\$619,815	315
FY26 – Aug 2026	\$312,954	\$313,671	\$626,625	292

The feedback we received from USA Swimming was to not stockpile cash, instead invest it into our programs to benefit the athletes in the programs. Instead of 15-18 months of cash on hand, the recommendation was 6-9 months.

So that is what we did in FY24, that is what we are doing in FY25, and by the end of FY26 we will be slightly less than 10 months of cash on hand.





# ARIZONA SWIMMING

## Finance Update

Sean Husmoe, AZSI Finance Vice Chair

Questions?



## MOTION BEFORE THE HOUSE OF DELEGATES ARIZONA SWIMMING, INC.

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**To:** BOARD OF DIRECTORS  
**From:** Sean Husmoe, Finance Vice-Chair  
**Re:** Approval of Surcharge Increase  
**Dated:** April 2025

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The following proposal is put forth to the House of Delegates Meeting to be held April 16, 2025 to approve the increase in the LSC Surcharge fee, effective September 1, 2025.

**Motion: BE IT RESOLVED THAT**

That the LSC meet surcharge fee be increased from \$8 to \$10. The last increase AZSI had was in 2018, going from \$6 to \$8. Another \$2 LSC meet surcharge fee increase is necessary at this time to help balance the budget and for Arizona Swimming to be able to continue the programs and staffing at the current level of operations. This change would take effect September 1, 2025.

**Amendment to By-Laws Require:**

None

**Rationalization for Motion:**

In order to help balance the budget and to maintain Arizona Swimming Inc needs at the current level of operations.

**Technical Support:**

The By-Laws of AZSI allow the Board of Directors to make recommendation to the House of Delegates.

**Conclusion:**

The House of Delegates has the authority to approve.

**Effective:**

September 1, 2025