

GA SWIMMING BOD MINUTES

December 14th, 2016

Conference Call Meeting began at 8:30 pm. Time was allowed for members to arrive on the call.

1) Attendance:

In attendance:	Absent:
Ceci Christy (Safe Sport Coordinator)	Nate Wright (Senior Athlete Representative)
Jessica Cooper (Executive Director)	Harrison Wayner (Junior Athlete Representative)
Jonathan Foggin (Technical Planning Committee Chair)	Rob Schreer (Officials Chair)
Stu Hixon (General Chair)	
Gary Theisen – joined call late (Treasurer)	
Lucas Ferreira (joined at 8:40 pm) (Age Group Committee Chair)	
Kim Seaman (Secretary)	
John Pepper – joined call late (Coaches Committee Chair)	
Beth Winkowski (Senior Committee Chair)	
Hanna Lee (Senior Athlete Representative)	

Meeting called to order at 8:35 by Stu Hixon, General Chair.

2) Approve October BOD Minutes:

(Presented by Stu Hixon)

Motion to approve by Beth.

Second by Hanna.

All passed. Motion to pass notes is carried unanimously.

3) Current Financials:

(Gary absent at the time this topic came up, but Stu points out that the current financials were sent out – Stu asks if there are any discussion points regarding them)

None. So we move on.

4) Committee Reports

a) Senior Committee:

(Presented by Beth)

i) Senior State Recap:

- 600 in the State Meet – Noted that even with competing with Juniors, we seemed to be the right size.

- Committee met on Sunday at the meet – They decided to leave the meet info and standards the same (no changes).

- Thought the meet format was good – only concern was that finals ran a little fast with short time between races. Beth was going to work with the meet referees and look at the timeline to make sure finals is at least 2 hours long – may need to incorporate walk out songs or clear the pool, announce the B finals, etc. – No one wants to take breaks but try to have a rhythm to the plan to stretch it out a little longer.

Steve commented that he was walking around as a spectator and heard that was exactly what he was hearing (response from parents and about 20 coaches with whom he spoke with). We just need to be able to have quality swims for our athletes.

Beth agrees – she says it is just a general consensus to plan something to lengthen the meet that is NOT breaks.

Jonathan asks a few questions looking forward to the summer Long Course State Meet. He notes that we have the addition of the 50s which may affect the timeline in the way we are looking for there. He asks a few clarification questions on how the Short Course meet is run. Beth explains and concludes that she does not feel we need to plan far in advance for the adjustment (just after we see the timeline and go from there).

Steve adds that he thinks this is exactly right – he does not want to formally legislate this – just comes down to moment by moment plan between the meet ref, meet director, and host team with the input of the coaches on how it can best be run.

Jessica said that she heard the same thing from the athletes.

Stu wraps it up by saying that a meet referee can sit down looking at a preliminary timeline and can estimate what is needed in order to get the time between races. It's not too hard to do.

B) Age Group Committee:

(Presented by Lucas)

i) Future of Age Group State:

He reports that the Age Group Committee has met twice since the last BOD meeting and talked about how we can better serve the LSC – in very broad terms – and on how to fit it with our mission and vision. The meetings have been a big exchange of ideas:

a) Need to better use facility for Age Group State:

One consensus from the discussions has been that we need to better use the facility we are renting to allow the morning session to grow a little and better use the 10 and under session. The committee is running through a lot of ideas right now (nothing set in stone).

Lucas mentions one of the big ideas that has been discussed is moving the 11 & 12 year olds into the afternoon session. Beth & Jonathan ask to clarify that the committee is actually considering moving the 11 & 12 year olds into the afternoon session as the best option. Lucas clarifies that it was not felt to be the best option but a better option than the other options at the moment.

Much discussion follows:

Jonathan asks if the committee felt that the single age finals was still the best approach for finals. Lucas says yes. Beth encourages Lucas and the committee to consider how data shows that retention works in our sport and how potential changes to the meet may affect that long-term, etc.

Lucas says they actually looked into the numbers and that 30% of the 10 and unders in the LSC make the State meet, and it is only 10% of 11 year olds making it. So that is a big drop. As such, the committee want to have that drop be less of a drastic one.

Jonathan asks about the sanctioning information as he had seen a lot of red on it. Lucas says that the red was to indicate changes from last year's meet info.

Lucas then shares a few other discussion points from the committee meetings:

b) Issue with the scoring of the State Meet based on team size.

He asks how the current sizing parameters for scoring came about and how it might formally need to be changed. Jonathan says he could help with that, and Technical Planning would need to address it with the Age Group and/or Senior Chair. Lucas understood and felt it was the smaller teams who were most concerned about it (less so the bigger teams).

Jessica adds that there is an issue with basing team size by a specific date because of how SWIMS is set up. Then, it is also very difficult for

Lora to check into it accurately based on how the system software works.

Lucas says that maybe Jonathan could help Technical Planning take the reigns on this. In response, Jonathan said that he would like to know how pressing the committee thought that the issue was. Lucas says that it might be part of the reason we are having issues and it was brought up as being worth looking into

Jonathan says that he will follow up with Beth and Lucas after the call via email to discuss.

ii) Select Camp Update:

Stu asks Lucas if there are any updates about the Select Camp planning?

Lucas says that yes we are looking at hosting an LSC select camp (idea is to use Emory and make it self funded). We would look at having 14 year olds only (invite more kids from that age group and go deeper into the age group).

There is no set proposal but that the committee would like the BOD to weigh in given the situation from the Zones Team (regarding staying in the dorms and coaching / chaperone, etc). They will want to understand what the BOD's appetite for risk management is for overnight events as they consider this select camp idea.

Stu says this will have to be tabled to another meeting after seeing what comes up in our discussions tonight regarding that later in the meeting today.

c) Coaches Committee:

(Presented by John)

i) Coaches Clinic / Speaker Update:

John reports that we lost Sergio as our speaker for the next LSC meeting due to a previous engagement he has that weekend. But, John is waiting to hear back from Tom Yetter on a stroke technique talk for the athletes (to be held at Marist). Details are still being ironed out.

Before we move on Stu asks if we have:

d) Other Committee Reports:

i) Gary is on the call now & brings up the Current Financials:

He gives an update that he was able to negotiate the buses to take the Open Water Zones team for free (other than for the bus driver's room) – Sydney can negotiate her own transportation moving forward. Gary says that he will get with Nick and whoever else to figure out location where they want to pick up and times etc. This guy wants to get back into our good graces with our business, and they are using new buses. So, Gary feels it is a good option.

Steve says he thinks that sounds fine, but we need to have a disaster recovery

plan. Gary says that it is already in the contract (it just didn't work out this past time). Steve wants to make sure that we don't have any more years where people are signing contracts in the future where the BOD hasn't looked at it.

Stu said he had looked at it, and Gary signed it so it is taken care of this time. But, Stu agrees that it will need to be looked at more carefully in the future with the appropriate parties for August. Gary says that it is just what is in the bylaws in order to legitimize the contract: it has to be the Executive Committee. Steve agrees that he wants to make sure we are having them talk to Stu and / or Gary before we get these things signed.

Gary concludes that he proposes that we let June happen, see how it all goes, and decide from there if we want to do business with this guy in the future or not.

Stu has anything else from the other committees?

ii) Gary remembers that he has an **update on the towels** – He passed along the information to Wes, and Wes is evaluating it all and is going to get back to us about it. He said Wes is very familiar with what info we gave him and noted the various differences in the towel material, etc.

iii) Ceci wants to let everyone know that **Safe Sport is going to be offering an incentive** for athletes to take the athlete protection course over the holiday break: Pizza Party to the athletes on the team who have the most take the course.

6) Old Business: Nothing

7) New Business:

a) Zone Team Task Force Update:

(Presented by Steve)

Steve summarizes what the task force (Jessica, Ceci, Lucas, Jonathan, Hanna, and Steve) accomplished:

They got together over the period of a month to month and a half – pulling together the info needed:

1) CHARTER: They first decided that their self-proclaimed charter was to:

(A) Protect our athletes & protect the staff from liability, etc.

(B) Keeping the trips in line with our budget (we can't come up with a plan we can't fund)

2) SUMMARY of BACKGROUND:

They put down all of the issues that came up from bus breakdown, bullying, curfew violations, breakdown of communication, problems

prior to the meet in understanding rules and ramifications, needing to set up expectations between athlete, coach, and parent, etc.

3) CONSIDERATION of Age Group Committee's recommendation:

There are many ways to improve, and they noted these recommendations.

4) LEGAL RESEARCH:

They spent some time looking through Legal Research. They know that putting together a plan like we are is critical. We absolutely have to do what we have to do to avoid liability for all of us. We have to make sure we are covered by insurance (can not have any gaps – and we don't have any so that is good). But, he notes that we have to be mindful that the insurance will come back to us if there is negligence – we have to have the right processes in place so that if there are individuals who are negligent, it doesn't come to the organization but just the individual. And, whoever has the authority needs to really understand their responsibility.

5) FEEDBACK from USA-S & SAFE SPORT:

They received the same feedback from both USAS & Safe Sport. They also noted that there is no travel trip without liability.

6) EXAMPLES of HOW OTHER TRIPS HAVE BEEN SUCCESSFULLY MANAGED:

Steve gave an example of how they managed a huge group of kids on a multi-city trip. They also looked at Indiana Swimming's Athlete Parent document that has to be signed before they make a travel trip. They also looked at the Gulf LSC's Agreement (which is a tri-agreement between a coach, parent, and an athlete). Steve thinks this 3-way agreement is the best one for us to consider as a starting point for everybody. So, when they get on the bus, everyone knows what they've signed up for.

7) Asks if there are any QUESTIONS?

There are none.

8) RECOMMENDATIONS:

The task force recommends that we:

(a) Continue the Zones trips per the age group team, but that we should add an assessment on the team management, disaster management plan, etc. so that we have a plan in place to protect our athletes and GA Swimming in any situation.

(b) Have a tri agreement between Coach-Athlete- Parent (based on

what Gulf Swimming is doing)

(c) Require parent chaperones (male and female) who are non-coach members (but they will have to complete Athlete Protection – which means we have to have advance meetings). They need to know they are “on duty” when we get home from night to morning: put tape on the door, check curfew, etc.

(d) Ceci gave some suggestions to make sure that everyone knows that if there is a deviation from our written policy, it has to be communicated to the parents (because they have signed a contract), etc.

9) ANY QUESTIONS / DISSENTION / DISCUSSION?

Steve asks if there is any sort of discussion or dissention? What are the BOD’s thoughts the recommendations of the task force?

(a) Gary says that he would recommend having a meeting (with Ceci preferably there) with the parents and kids that are selected for the zone teams to reinforce the importance of the contracts, what they say, and what those contracts mean. He wants the parents to be aware of what they are signing too and what their responsibility as a parent is should the contract be broken, etc.

Beth adds that the Senior Committee had discussed the idea of having the Zones Team get all together for a training camp Memorial Day weekend where a meeting like this might be possible too. Gary thinks that is a great idea. Steve says that he thinks that is a great idea and that they don’t have a dissenting view as a task force here.

(b) Beth wants to understand what change parents have to agree to. Steve says that has to be defined – it’s not defined yet, but it would be defined if a tri-agreement is accepted as the plan.

Steve adds from there that he thinks that the task force did what it was asked to do in providing recommendations on what should be done – He notes that the work now needs to be done to decide what actually is going to be done based on the recommendations. Someone needs to write the proper policy to put into place.

Gary says that we actually have legal money and suggests that Stu may want to talk to his contacts. Stu adds that his contact was very involved in youth sports for his kids so that could be a great starting point. Steve was real thorough with the task force so he thinks that the lawyer would be able to do this quickly for us without costing us too much. Stu said he would call.

Steve says that he wants to check for agreement today on the proposed timeline for action: What do we need to do and by when? We definitely need to start recruiting chaperones as soon as possible given the amount of preparation they will have to do prior to the trip.

Gary mentions that he think that each kid that gets selected to the Zones team, that they get a recommendation from their existing coach (to find out if a kid is a problematic kid long before they make the zone team). Much dissention and discussion on this suggestion follows, and the conclusion is that we cannot ask for this in writing at all nor would we ever disqualify a swimmer based on past behavior.

Stu wraps up by stating that he will reach out to Steve to get the contract formalized. Then, from there, we can move forward for the travel policy. Steve says he will work on that. They say that Stu and Steve can work on the contract. They summarize that the bus arrangements are ready for the Open Water Zones trip and that whoever is running that trip has probably started hotel searching by now. Gary asks Beth to talk to Nick and get him all the info that we talked about tonight (such as getting hotel info and chaperones etc.). Beth says she will do so.

Stu concludes that he thinks that the BOD is in agreement of the task force recommendations.

Motion made to accept by Gary.

Second by Beth.

No discussion. None Opposed. Motion passed unanimously.

No other New Business.

Next meeting is going to be in January – January 11th.

Motion to adjourn by Jonathan.

Second by Steve.

Meeting is Adjourned at 10:23 pm.

Minutes submitted for approval by GA LSC Secretary, Kim Seaman.