

GA SWIMMING BOD MINUTES
FEBRUARY 8th, 2017
BOD Conference Call Meeting

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

1) Roll Call Attendance:

In attendance:	Absent:
Ceci Christy (Safe Sport Coordinator)	
Jessica Cooper (Executive Director)	
Lucus Ferreira (Age Group Committee Chair)	
Jonathan Foggin (Technical Planning Committee Chair)	
Stu Hixon (General Chair)	
Hanna Lee (Senior Athlete Representative)	
John Pepper (Coaches Committee Chair)	
Steve Potter (Administrative Vice President)	
Kim Seaman (Secretary)	
Rob Schreer (Officials Chair)	
Gary Theisen (Treasurer)	
Harrison Wayner (Junior Athlete Representative)	
Beth Winkowski (Senior Committee Chair)	
Nate Wright – joined the call at 9:35 pm (Senior Athlete Representative)	

Meeting called to order at 8:33 by Stu Hixon, General Chair.

2) Approve December BOD Minutes:
(Presented by Stu Hixon)

Motion to approve by Steve.

Second by Beth.

No Discussion. All passed. Motion to pass notes is carried unanimously.

3) Current Financials:

(Presented by Gary)

2 Main Items:

1) REGISTRATIONS ARE UP: The 1st 4 months of the year (1/3rd) are looking fabulous – Registration income is up 15% from last year. We do tend to see a post Olympic year bump but from Oct. – Jan. we are 15% above already which is great.

2) GENERAL FINANCE UPDATE: Everything else is right on line – 33% through the fiscal year – Gary and Stu have talked about some potential changes related to the move from the money market into the stocks – it is nothing critical but we are just going to be looking at that. We also have exceeded in the 1st 3rd of the year in terms of the outreach of swimmers for the year from last year – that is great – but we also want to make sure we are vetting that out right. Those are the only 2 items he passed onto Stu.

Discussion follows:

Stu adds that, in regard to the money market update, we are just watching to make sure that we are seeing the returns that were expected on the portfolio – so we are analyzing returns to just see how they are doing.

Gary then explains that the checks and balances for the financial area that GA Swimming has implemented is that Stu gets an electronic email receipt for every check that Gary writes to anybody and, at the LSC meetings, Gary brings a copy of all the statements, reconciliations, etc. to Steve Potter who goes through those 6 months at a time. In summary, that is how we're handling checks and balances on our account.

He adds that is among the best systems used in the country. He doesn't know how other LSCs claim they're doing it, but this is best practice and sound. Steve agrees – a good synopsis. Steve says that Gary will say that he (Steve) is kind of a pain about it, because he asks a lot of questions about how things balance out. Steve says Gary does a very good job of explaining how things worked out and are balancing. Steve also agrees that we do more here than they did in Michigan LSC when he was there as the Treasurer.

Stu adds that we do have an outside CPA that does our Form 990 every year for us. He will be reaching out to him to see how it is going soon. The CPA got our information in mid October so he should be pretty close to done. He is very reasonable and does a good job for us.

Any other questions? None.

4) Executive Reports:

A) Admin Vice Chair - Presented by Steve

i) ALL-STAR TOWEL UPDATE:

It is another record year in terms of the order we've received. We are working on getting the order out to Wes for this year. But, after that, we will then have a conversation with him about what he can we do to lessen the burden on the LSC and improve what we've got going on for our towels.

Steve asks Jessica to further explain this situation – Jessica says there are ways to meet the athletes' desires for a better towel for cheaper. As such, we will talk to Wes to see if we can get closer to that offer we've received from the other provider as we have another company that might be able to meet our needs cheaper.

Discussion Follows:

Stu adds that Wes wants to get going on a number of towels now so he can get started making the towels. Gary said he did give him a number. Then, in a couple weeks, he needs the names so he will get that to him.

The only other thing is that Wes can in fact match the other company's bids. It is a lesser quality towel in his (Wes') opinion (terry towel – beach towel vs. the 100% cotton we had been doing - but the athletes have been concerned about the towel not drying over a multi-day swim meet so he understands the trade off).

The plan is to further discuss all of this with Wes (hopefully at the LSC meeting since he will be there) so that they can see what can be done. The distribution he has offered is an incredible thing to us.

Steve asks the question – is there a possibility for him to come into the athletes' meeting at the LSC Meeting with towel options so that the athletes can compare samples. Steve agrees that would make sense.

Gary said that Jessica was able to pass around a sample to the athletes already – but the difference between the two materials is really what the changes are going to be overtime for both.

Steve asks Jessica if she is satisfied with where we are with the athletes and understanding what they want – Gary says that the athletes would not like to pay so much for the towel, but the embroidery they all like costs a lot of money. Any extra cost from the embroideries has been coming back on us / LSC. So, Wes can do all of this, and Steve would like to see Wes be invited to present what he can offer and discuss options. The LSC meeting in April is suggested as a good time to do that since he will be at the meeting already.

ii) ZONE TASK FORCE UPDATE / FOLLOW UP:

Steve says the Task Force is looking for a 3-way agreement required between the coach, the parent, and the athlete prior to going on the Zones Trips.

He says that he believes USA Swimming would say that we are doing the right things. We are protecting GA Swimming, USA Swimming, and setting the stage that, most

importantly, protect the athletes.

He wants to open this up for discussion because we will open this up to the LSC and will get feedback almost immediately. As such, we want to be on the same page and also have our discussions about it now.

Discussion Follows:

Lucus says that he had a few questions / suggestions –

1) He asks for clarification on Chaperones - Steve clarifies that we need parent chaperones at night and coaches are on during the day – that's it.

Lucus wants to specifically clarify about coaches who have a child on the trip – that coach may want to only be a chaperone (not have coaching duties for a specific trip). Steve understands and says that is more of a management decision rather than a legislative decision that is done on a case by case basis. Lucus agrees and suggests that, in this case, we may need to change the way the document's first sentence is worded to accommodate for that possibility by saying "non-athlete".

Ceci says she will make specific notes on the document and agree we should re-word rather than strike it out. Steve says we will look at Ceci's notes on the document for what we will use moving forward.

Steve moves on saying that he thinks we will have a problem if we do not offer an option where parents can stay with their child apart from the team as there are concerned parents right now who have already expressed that they will not allow their child on the trip if they (the child) cannot stay with them (the parents) overnight. As such, Steve says we probably need to have a second document where the parent takes responsibility for their child from the end of finals to the beginning of warm ups the next day. They will also have to sign that they have a responsibility for their child not bullying other kids. We need to have an opportunity for these swimmers to participate in the meet even if their parents will not sign the 3-way agreement. This second document would be available upon request to allow those athletes that alternative to participation. Steve wants to open the floor to discuss this potential addition now:

Lucus says that we could run into an issue if there are a large number of kids who want to do that – but Jonathan says that we can probably come up with a way that we can keep the team atmosphere even still. There may be other reasons that this second document would be needed anyways too (such as for medical reasons where a parent wants to keep their child with them for that reason for example).

The other concern that came up is regarding this option and the travel trip fees. Jonathan says that he feels there should be no discount offered from what everyone else pays. It would be the same price no matter what so if a parent wants to have this option, they will know ahead of time there is simply no

difference in price. Everyone agrees with this.

Steve asks Ceci if she has a concern with a Document A or Document B – She says no. She adds that they will be basically the same but the one where the Parents have responsibility of the child from the end of finals and until when they drop them off for warm ups in the next morning.

John explains that we often have a team meeting in the evening so perhaps the wording should accommodate that – Ceci says we can make it even more general (“when the child is released from the coaches”).

This is Lucas’ hesitation with having it open – there might be a few families who are respectful of the team meetings and dinners- but you’re opening it up to parents who don’t want to have the kids participate with dinners / meetings etc. Stu says in the past it has not been allowed for kids to miss those team activities.

Steve says at the end of the day, Ceci and him are looking for what do we want to put into the 2 documents so that we do not preclude athletes from going on the trip because their parents do not want them to stay in the hotel with the team.

Stu asks the athletes on what their opinion is for this – They say they do not have a strong opinion one way or the other but that the team activities and environment are something they value as unique. Staying with parents may take that element away.

Stu says that what he is hearing from the athletes is that the team aspect is an important thing which is what he is hearing from the AG committee and at least for the time being – so we should not preclude a potential problem that may or may not exist.

John says that this is the only time (from 5 Zones trips he has been on) that a bullying issue has come up. Beth says that she is a coach and a parent of an athlete - she says that if a parent says they are going to take their kid for a Dynamo team trip meet – they allow it – it is their child. The few times that has happened, it has never been an issue. Gary says his daughter swam for Dynamo – those trips are separate meets than where the LSC is responsible – But Beth says that she thinks team trips are team trips no matter what they are so the same thought process can apply.

Ceci says that it is probably the parent (not the child) saying they want the kid to stay with them – so it would be a shame to punish the child by not allowing them to participate because their parent does not want to have the kid stay with the team.

She recommends that we have a conversation about whether or not the second document option is reasonable to offer to a family on a case-by-case basis.

Steve says that Ceci’s comments are in line with where we need to be thinking about this 2nd document – he would just ask that, unless there is more discussion, let’s develop that 2nd document.

Stu asks if Steve would put forth a motion for what he wants.

Steve moves to accept the document as is – with the friendly amendment that includes the rewording and updates that Jessica / Ceci have been keeping track of – this will include the option that, if there is an objection to signing the 3 way document, there will be a 2nd document allowed to be signed – and we will look at it each year.

Stu says that the motion that he is hearing is: **we accept the document as is and accept the creation of a document for any parents who want to take their child for the evenings / overnight.**

SECOND by Beth.

Discussion: Lucus asks if we are going to accept this that it goes against what the AG committee had said, and that the BOD is recommending something different now after the task force recommendations.

Steve says that he understands what Lucus is saying but we have parents right now saying that they will not take their swimmers if they are not allowed to keep them with them overnight. Lucus is concerned that it goes against what the AG Committee wanted.

Rob says that there is a great deal of experience on this BOD and that the times have changed and we need to have athlete protection. The past years have moved to the present where we have to be aware of bullying and issues that can come up - we have reason to believe that we have a lot of parents who will not allow their swimmer on the trip if we don't offer something like this so we need to accommodate our good swimmers.

Stu says he has to take a vote by proclamation:

Hanna – 2 documents YES

Beth – 2 documents YES

Ceci – 2 documents YES

Jonathan – 2 documents YES

Steve – 2 documents YES

Kim – 2 documents YES

Harrison – 2 documents YES

Lucus – NO

John – NO

Majority vote already - The motion carries to have 2 documents.

Ceci will help to develop the 2 documents.

Lucus asks to clarify – Any parent who requests this document will be able to have it made available.

Stu says that the parents will have to go ask for this. It is still planned to be a team trip – but if parents (as we have reason to believe they will) say their swimmer cannot go on the trip without staying overnight with them, the option for the 2nd document would be up for discussion once requested. Who would determine if that 2nd document will be offered is a good question that we will talk about at the NEXT BOD meeting – think about who this decision would be left up to.

It is more or less available to be used on a case by case basis – Jonathan says it makes sense to have a back up option – Steve says that he thinks Jonathan is right and that there are likely not a lot people who will actually take this option – but to have it as an option makes sense in order to keep our best swimmers on the team for the meet.

B) Executive Director - Presented by Jessica

i) PEACH STATE SWIMMING SHIRTS – 105 shirts ordered – 6 give aways – The projected revenues of \$800 – The shirts in production right now. It was exciting to see how many ordered them.

ii) LEAP 3 STATUS UPDATE – we are only 3 required items away from qualifying. They are:

(a) Club Incentives Plan – Steve volunteers to plan with her for this one.

(b) Financial Assistance to Clinics – Assistance to National Clinics is something that we don't have right now – Jessica asks Gary if we have anything in place? He says no.

Jessica gives an example – Pacific Swimming splits up their incentives by year on a quadrennial plan:

- (Year 1) Facility meet grants
- (Year 2) Athlete grants
- (Year 3) Coaches Education Grant
- (Year 4) Olympic Trials Grant

Jessica would love to see us do something similar to this to where we have an available to do one year at a time – we would need to have planning in place for this

Steve asks what is the requirement – what dollar amount is required – We can't likely give \$1 to do that so what is a realistic dollar commitment. There seems to be no real standard for that.

Stu asks the coaches are these clinics that you just decide to go to or are you invited, etc.

Beth says that we do provide funding to the coach of the year so she wonders if that is different or if it would apply for the LEAP 3 requirement. Jessica says that she will ask Jane about that and, when she has an answer, she will let us know if we need to do more.

(c) Structured Coach Mentoring Opportunities within the LSC – we have created a draft on ideas for this, and we are continuing to come up with the terms of this program and what is acceptable and what is not acceptable, etc. She thinks that by the March meeting we may have it all completed.

lii) SPONSORS UPDATE – we have gotten an in kind sponsorship from Mayfield Dairy Farms 400 ½ pints of chocolate milk for this coming AG State meet – our athletes will likely be very excited about it – and there was a request for this from an LSC Meeting.

We also have a bottle water donation for Senior State in Athens this week.

\$1500 sponsorship for AG State next week coming in next weekend.

Side Note is that = Megan Kingsley is going to be writing “Teaching Tuesday posts” – They will be about overall health and wellness.

5) COMMITTEE REPORTS:

A) TECHNICAL PLANNING - Presented by Jonathan

i) DIVISIONAL ASSIGNMENTS: There was a consensus that came out of their meeting last week – the main problem is with teams that choose to not participate – so Jonathan is trying to have some things ironed out with that. Kim asks about the Metro Division having a potential of 2000 swimmers should all teams assigned to it participate and whether or not there would be a facility that could accommodate that full participation. Jonathan says that we had known from the LSC meeting that GOLD was not planning to participate, but that we will need to look at that Division for that reason.

B) COACHES COMMITTEE- Presented by John who tavled the discussion to next meeting.

C) OTHER COMMITTEE REPORTS – There are none.

6) OLD BUSINESS:

No old business hanging out there.

7) NEW BUSINESS:

A) SWIMS Coordinator Update: Presented by Stu

Emily our SWIMS coordinator is moving onto a new career opportunity – she has agreed to

remain our swims coordinator. She now has a new email address that is on the website – we need to give that new email address to all the teams who have received their sanctioning documents with her old email address – Jessica and Rob say they can get it all updated and sent out.

B) 2017 Southeastern Zone Workshop: Presented by Stu

Stu says that he has an update about the Zones workshops – Specifically, the southern zones workshop (April 7 – 8) is in Atlanta. It might be a question mark for some to attend because of spring break, but we know that a few of the people who would be going there for certain would be Ceci, Emily, N3 evaluator (Rob says that they already have a selectee for it) and an Athlete Rep (No for Nate – but Stu will ask the athletes separately if they can go).

Last comment = Steve says that we were wanting to ask when we would be presenting the Pete Junkins award – Jessica says that we have decided that it would be presented at the awards banquet in April.

The next BOD conference call meeting will be March 8th at 8:30 pm.

Motion to adjourn – moved Rob. Seconded by Steve. Approved.

Meeting is Adjourned at 10:02 pm.

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