

GA SWIMMING BOD MINUTES
October 5th, 2016
Fall LSC Meeting

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)	Steve Potter (Administrative Vice President)
Jonathan Foggin (Technical Planning Committee Chair)	Harrison Wayner (Junior Athlete Representative)
Stu Hixon (General Chair)	Rob Schreer (Officials Chair)
John Pepper (Coaches Committee Chair)	
Lucas Ferreira (joined at 8:40 pm) (Age Group Committee Chair)	
Kim Seaman (Secretary)	
Gary Theisen (Treasurer)	
Beth Winkowski (Senior Committee Chair)	
Hanna Lee (Senior Athlete Representative)	

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

2) Approve August BOD Minutes:

(Presented by Stu Hixon)

Motion (John) Seconded (Beth) to approve.

All passed. Motion to pass notes is carried unanimously.

3) Current Financials:

(Presented by Gary Theisen)

Gary summarizes the financials: We came out in the BLACK and had approved over a \$40,000.00 deficit. The reason for that is because we did not end up having swimmers attend the meets we

had allocated money for attendance.

Gary next summarized that Zones had logistics issues and sponsor uniform provision issues and came in over budget due to those things (\$8,000 over).

Gary asked if there were any questions regarding the financials from there.

- Jonathan asks if this budget reflects the increase in percentage of meet sanctions that we had to offset the team's changing their registrations?

Gary answers that "YES" it does. We guessed very well. We estimated \$89,000 about a year ago February – and we came out right at \$90,000. So we were at about 102% - and that was one of the reasons, going forward for 2017, based on the changes being proposed, that we wanted to make sure we continued that 7%.

Jonathan said it looks like we hit the number we wanted to hit – Gary said we couldn't have done any better.

Jessica adds that we also have the Zones Sponsor giving us \$1500.00 credit to spend by the end of the year for the issues we had with them there.

Gary adds that we also have the bus company who caused the logistics issue saying they will provide our next trip free of cost (which we may or may not want given the trouble we've had with them in the past).

So that \$8,000 did have some money come back to us indirectly.

Stu summarizes those 2 options saying:

1) We will hopefully have an idea about what we want to do with the Zones Team in general before the end of the year which will allow us to decide how to best use the \$1500 credit with our Sponsor.

2) As far as dealing with the bus option goes: Gary would rather not have Sydney deal with the man from the bus company anymore so he sees the options there to be either he (Gary) goes to the man to get back our deposit OR have Nick use the bus trip with the Open Water team. We can decide as we move forward with the Zones Team decisions.

4) Committee Reports

Stu asks if there are any other Committee News.

A) Lucas says that he has a few things from Age Group Committee:

1) He received a request from Jamey to change the Age Group Short Course State Meet fees to match the next Long Course State Meet. Lucas was not sure if that was a Committee decision since the schedule had already been voted on so he wanted to get direction on that.

2) He also mentions that he had been in touch with a guy from another LSC who would

like to connect with our LSC to do a camps with each other (switch off who hosts it each year, etc.). This was just an idea he had to share.

3) He also shares that the Age Group Committee had discussed ideas on how to increase the excitement at the State Meets, and they would be tackling that more in their next meeting.

Stu suggests that perhaps Beth or Jonathan could address the issue about the Fee Change request. Discussion occurs from there regarding all the various changes and potential reasons for the request.

Beth moves to allow for the change. Lucas Seconds.

Discussion continues.

There is concern about the uneven fees for the 4 State Meets. Some suggest we keep them all the same. There is also concern in the LSC Championship meets being treated the same as any other club hosted meet. Gary points out that having fees affect whether or not a swimmer chooses to come to a meet should not occur for the State Championship Meets. There is only 1 of those meets, and it should not be allowed to increase fees as the club team requests without thorough research and understanding.

Stu says that is a valid point (Lucas agrees), and we need to have more clear understanding of what is increasing for the clubs hosting these meets as they request increased fees. We need to understand what is going up at Georgia Tech specifically. Georgia Swimming owes it to our membership to do the due diligence of double checking where the costs are going up.

Beth asks if we get financials reports following the State Meets. Gary says no – not since the market opened up. Stu says that we can say on a going forward basis that any team that bids for a State Meet in the future (2017 Short Course and on) will have to agree to provide financials afterward.

Stu wants to clarify what motion is on the table. Do we want to add this as an amendment? Beth says it can be OR that we can do them separately. Stu says it would be easier to amend the motion:

Amended motion would be that all of the State Meets, both senior and age group (all 4 meets short course and long course for 2016 – 2017) all have the same fees that was approved for the 2017 Age Group State Meet fees at the Fall LSC.

Then, we can solve the other questions another night. Stu asks Jessica to get detailed information from UGA and GA Tech on their costs so that, when we do address those other concerns, we have all the necessary data and information to make the best decision. Jessica says she does have some of that already and the lane rental did not go up at Tech but rather the lifeguard and staff payment. Stu asks if she will resend and

follow up with that more for us too. We will discuss this at a future BOD meeting.

So, for now, Stu asks for all in favor of having all the State Meets this year have the same fees / price as the Age Group Long Course Meet.

None opposed. Motion passes.

Lucas says he will inform Jamey that his request has been approved.

It is: \$7.00 for individual events and \$14 for relays. Facility fees did not change.

Beth is asked to notify Jim and Rob since the sanctions had already gone out. Jonathan says that he updated the fee info on the website. Stu asks Jessica to summarize the various things discussed here to have available to talk about at the next BOD meeting.

Asked if any other Committees have reports?

B) Ceci does from Safe Sport Committee:

1) Updates that all but 4 of the Zone Team swimmers who were sanctioned had completed their safe sport training. The primary swimmer's family had not yet nor had his family responded yet. She adds that those swimmers and parents who have done the training have been very pleased and felt it was very helpful.

Gary comments that he is concerned with where we stand for the sanctioning choice we made. Jonathan agrees and suggests that we specifically need to look at the sanctioning choice made for the 13 and 14 year olds. Stu comments that he felt that would need to be brought up under New Business.

We move on – no Old Business (#5 on agenda) so we get to:

6) New Business:

A) LEAP Requirements & Updates:

(presented by Jessica Cooper)

Update: We are currently at 64 points out of 73. Great!

For one of the requirements, offering a Life Membership to GA Swimming, Jessica proposed some verbiage for that opportunity in Section 5.4.4 that meets the requirement for the LEAP 3 status. Then, we voted on that verbiage:

Motion made to accept (Gary). Second (Lucas).

No discussion. None Opposed.

Motion passed. It is added into policy and procedures.

B) Zone Team Re-structure:

(presented by Stu Hixon)

B – 1 - Update: We have a short discussion on what Age Group Committee's thoughts and recommendations / proposal was for the Zone Team going forward.

With that, Stu summarizes that we've collected viewpoints from coaches, parents, athletes, etc. Now that we have that, he would like to incorporate those viewpoints with the Age Group Committee's suggestions in a more formal way by creating a Task Force with the BOD's permission that would include:

Lucas

Ceci

Hanna Lee (if allowed by USA Swimming)

Jonathan

And

Jessica (as an ex-officio member)

Stu emphasizes that he appreciates the Age Group Committee's input, but he would like to make sure that all of the angles are looked at thoroughly with the risks involved well thought out before we move forward. With that, he hopes the task force would be able to put something together for the BOD to look at and decide from there.

Gary adds that he had put together some financials based on the Age Group Committee's suggestions (primarily of 6 chaperones), and it would add an additional \$8,000. Should that be added to the \$8,000 deficit caused this year, we are potentially looking at \$16,000 over for the year. Either way, the task force can take that into account as well.

Stu understands and emphasizes that a task force is needed to look into all of these various angles. He asks if anyone has a problem with the task force. Discussion follows:

Lucas asks for clarification on what to report back to the Age Group Committee regarding the proposal they created.

Stu answers that the need for further due diligence came up since the last meeting given all of the various input we have received since then.

Gary agrees but adds that the proposal given by the AG Committee is the most comprehensive overview of a situation that he has seen. It is very good.

Stu agrees and says that we have to be more thorough than we even realized was possible now that we have gone through what this situation has caused. We never want to have to go through it again so we have to be sure we get all the angles before deciding anything (hence the task

force recommendation).

Lucas understands.

Jonathan agrees and adds that we need to insure that we have protection in place for the coaches. We have discovered that we are really vulnerable and that needs to be fixed.

Discussion finishes. Stu asks if Lucas is willing to be a part of the task force. He hesitates but agrees. No one else objects so Stu concludes that he will get with Jessica to begin the task force set up.

B – 2 - Update: Review of the sanctioning decisions made on the Zones Teams. We have now seen that the way it was defined initially might actually double punish athletes who qualify for Short Course Nationals. The wording in the letter to the athletes said there would be no reimbursement for an “entire year”; however, the intention was for that punishment to only be for one “event”. As such, Stu is obliged to ask for recommendations.

Jonathan comments that he believes we need to rethink the decision. It was initially made at the end of a long day, and we are now hearing from Ceci that the safe sport education training has seemed to accomplish what we set out to do.

As such, Jonathan makes a motion to amend the sanction originally made for the 13-14 year old Zones swimmers.

It is a general statement for amending with discussion on how to amend it to come later.

Gary seconds.

Discussion follows.

Beth mentions that she has been the Head Zone Coach and traveled with athletes a lot. She feels strongly that they should not be allowed to go to the Zone trip in the future but the reimbursement sanction should not be a punishment to fit. We have to rebuild our culture and send the message that this will not be tolerated. She doesn't feel that they should remove the prohibition on going to the Zone trip. But she is in favor for talking about removing the reimbursement sanction.

Lucas comments that someone on the AG Committee felt this might be an overreaction to one event. But, they felt that the punishment was just right in this case.

Ceci says that the message that she is hearing from all of the kids is that they were given permission to be out of their rooms past curfew and to be in the hall. And, they then admit that they took that too far to go into the room. But, Ceci adds that once they're given permission to break one

code of conduct rule, you can't be sure that they will control themselves to stop breaking other code of conduct rules at that point.

Jonathan says that he understands Beth and Lucas' position. He adds that the practical matter is that there is an image out there that they were given permission to break the code of conduct – and he is concerned that parents are coming after us and that we are trying to work backwards in retrospect. We need to put this zone trip to bed, and we need to be able to fix what we can for the next year. We need to be aware of how things play out, where we stand in it, and if that spot is a strong place for us to stand or not.

Ceci says that she made it very clear to all the kids and parents that if they thought they were given permission to break a code of conduct they signed – they still have to be responsible for their own actions because “if you think you are being given permission to break a rule then you need to clarify it first”.

Stu says that he wants to marshal this along. Stu summarizes:

Lucas mentioned 1 coach wanted to keep the punishments the same. Beth's recommendation is that we keep the suspension from next trip but that the lack of reimbursement need not be kept in the sanction. And that we're hearing the safe sport training revealed there was culpability on both sides. Jonathan thinks that safe sport and apology would be sufficient.

Beth makes a motion to reduce the 13-14 year old athletes (only them specifically) sanction by removing the lack of reimbursement sanction but to keep the ban from the next Zones Trip.

John Pepper (Second).

Discussion follows.

Gary says that he is not so sure that he disagrees to one sanction for the remainder of this year 2016. But, we don't have to worry about someone who makes Juniors this year, because they won't go to Zones next year anyways. So, there may be some benefit to the reimbursement sanction in that case. If we maybe say “if you've taken the safe sport training, then the sanction is taken away.”

Then, there would be no penalty for the kid who is not going to go to Zones in the future (if they make Juniors) and if you're going to swim Senior Short Course that is \$150 – money should not be an issue here.

Stu says that the way the letter went out was the problem. The way the letter is written doubles the sanction on some athletes. But, Gary is saying that, if they have the cut times that are going to end in December 2016, that ought to be their penalty – we don't go into 2017.

Jonathan says that we are trying to deal with too many variables. Let's make it as simple as possible and keep it to the Zones meet.

Discussion continues – Ceci summarizes that they went over a lot during the safe sport education, etc. Stu is going to talk with Pat and remind him that the Safe Sport training was not optional and perhaps that will help get the swimmers who have not yet participated to participate.

Stu then summarizes that the motion on the floor is for the sanction to include the safe sport as it is written and not being eligible for the 2017 Zone trip.

All in favor of the motion? 1 absention. Rest were for it.

Any opposed? 1 opposed.

Motion carries (but not unanimous).

Stu volunteers to take the responsibility of communicating this change to every 13/14 year old who received the letter. He then asks the task force to plan when they will get together and he would like to see this done by no later than the end of the year (meaning we are about 60 days out given thanksgiving break, etc). Stu will share the news with Steve as well.

Anything else?

Gary says yes. When are we supposed to work on the LEAP 3 as a BOD? When are we going to discuss that? A separate meeting other than a bod meeting – it has to be done by May.

Jessica says that she has been reaching out to specific people who have the ability to help with it. And if anyone would like to look at what she has available as needed, then she can put that out (Agenda is posted on the website with an attachment on what we need to be work on).

Jessica has been talking about some of the coaches' development / athlete development portions, and we need to determine additional outreach incentives (something that needs to be presented to the BOD, because that would have to go into the policy and procedures).

Gary says Steve and Gary need to work on the financials. Convention was shocked at what we were doing (in a good way), but we have to get the holes filled in those financials. Stu says he can help with that.

Anything else for the good of the meeting? None.

Stu gives apologies for the long meeting.

Meeting is Adjourned at 10:21 pm.

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