



BoD Minutes September 14, 2022

This meeting began at 8:30pm via Zoom

BoD members present

Steve Potter (DAQ) – General Chair
Lucas Ferreira (GA) – Admin Vice-Chair
Rob Copeland (SCAT) – Finance Vice-Chair
Nancy Harmon (SCAT) – Secretary
Hugh Convery (GA) – Senior Vice-Chair

Jason Swaim (SMAC) – Coaches Representative
Matthew Grant (VAST) – Tech Planning Chair
Ed Saltzman (DYNA) – Officials Chair
Holly Mattson (HURR) – Junior Athlete Rep

BoD members absent

Kevin Sullivan (OAC) Treasurer
Sydney Pepper (DYNA) Age Group Chair
Mike O’Shaughnessy (GOLD) Safe Sport Chair
Tommie L. Jackson (CAD) DE&I Chair

Rachel Todebush (SPAC) Senior Athlete Rep
Grace Anne Byerly (TWS) Sr Athlete Rep at-Large
Will Guichard (SA) Jr Athlete Rep at-Large

GASI Swimming staff present

John Pepper, Business Manager

GASI Swimming staff absent

Veronica Burchill, Director of Social Media
Lora Thompson, Registrar

Others present

Karl Krug (SPAC) Governance Chair
Eric Pingel (SA) Sanction Chair
Brook Kubik (SA) Operational Risk Chair

Teresa Coan (CW) Disability Comm.
Heather Boyer (SPAC)

Call to order, approval of minutes

S. Potter called the meeting to order at 8:34pm.

Mission and vision statement of Georgia Swimming (GASI) presented.

Motion: R. Copeland to approve BoD minutes from August 10, 2022 (Nancy Harmon 2nd)

Discussion: L. Ferreira noted that several Committee Chairs were listed as BoD members; Operational Risk, Open Water, and Disability. N. Harmon noted that they have been included in this area of BoD minutes since she took over. She will make the correction and republish.

Vote: Unanimous approval

Resolution: August 10, 2022, minutes approved, as amended.

Approved

Officer Reports

General Chair (S. Potter) no report submitted.

Thanked everyone for wrapping up fiscal 2022, looking forward to 2023.

Admin Vice-Chair (L. Ferreira) no report submitted.

Currently making a 1st run through of Board of Director's Manual. Working with Jonathan Foggin and Amanda Hamborg, making sure documents match. Hopefully, beginning in October, will be contacting each Board Member to review specific duties of each office. Will then be sending it on to Governance. S. Potter praised the selection of team members and stated he knows the manual will be thoroughly reviewed.

Finance Committee (R. Copeland) no report submitted.

Finalizing moving accounts to Truist. Still need to get with J. DeCarlo concerning one investment account. Credit Cards have been issued, waiting for them to arrive, K. Sullivan will get them activated. In last night's meeting passed an overbudget request of \$1,000 for the Athlete Select Camp, which was overlooked. This is within the purview of the Finance Committee; budget will be updated. Getting ready to close out fiscal year.

Discussion: K. Krug asked when the Reserve, Investment, and Endowment Policy is to be discussed, now or new business? S. Potter stated it would be addressed tonight in new business.

Senior Chair (H. Convery) no report submitted.

- Meet Information completed for Short Course Senior State. Still working with Disability Committee for a plan to include para-athletes, will update Meet Information when finalized.
- Tomorrow (September 15, 2022) is the last day for requesting travel fund reimbursement.
- Last day (September 15, 2022) to appeal fines from LC Senior State. One request made to overturn fine; Committee declined.
- There should be an influx of money coming over the next few weeks due to fines levied.

Discussion: S. Potter asked if the Committee had investigated how Zones incorporated Para-athletes? H. Convery replied that they are waiting on the newly invigorated Disability Committee for recommendations.

Age Group Chair (S. Pepper) not present, no report submitted.

DE&I Chair (T. Jackson) not present, no report submitted.

Secretary (N. Harmon) identified that the August 27, 2022 BoD minutes had not been brought up for approval. She noted that they have the same issue with certain names appearing in the incorrect section of the roll call as August 10, 2022 BoD minutes. S. Potter stated that he had not reviewed the minutes. N. Harmon stated that she would make the needed corrections, resend them to S. Potter for review and they can be approved at the October BoD meeting. S. Potter agreed.

Approved

Registrar (L. Thompson) not present, no report submitted.

J. Pepper announced that L. Thompson would be hosting another Zoom call, this Friday, August 16, 2022, for any coaches, teams, or parents still needing assistance with SWIM3.0.

Discussion:

- J. Pepper stated currently we are at 1,621 athlete, non-athlete, and coaches, about 600 more than last year. S. Potter excited that our numbers are up.
- L. Thompson had a call today with USA Swimming for further SWIMS3.0 updates, have not gotten an update yet.
- K. Krug asked if there was a specific email Team Leaders could use for specific questions. As L. Thompson may be able to answer some questions after today's meeting, J. Pepper suggested waiting until Friday and see if questions are answered.
- H. Convery stated he has heard from many coaches at ASCA and locally that this has been a nightmare. It has been glitch heavy with frustration trying to get answers. Also, there is no compatibility between SWIM3.0 and Hy-Tek's meet manager. Hy-Tek has opted to move away from USA Swimming. Reality is that all our meets, last year, were run on HyTek. H. Convery suggested the LSC might want to investigate getting a Swimcloud license to help the clubs out. J. Pepper noted that the LSC has a license to Meet Manager (MM), he and O. Ravid (SWIMS Coordinator) have access to it. H. Convery indicated that we may have to abandon MM in the future. S. Potter noted this cannot be an isolated problem, there are many other LSC's not as sophisticated as GASI. Asked J. Pepper "How do we wrap around this and rally the troops"? He responded that L. Thompson is meeting with SWIM3.0 and registrars today, will be looking for updates.
- K. Krug asked how are meets to handle athletes that cannot get registered due to problems with SWIM3.0? GCAT had a meet last weekend, and they were able to resolve all issues prior to the meets starting (recon report). E. Saltzman noted that athletes may not just participate, there is a liability issue. L. Ferreira responded that L. Thompson has a backdoor for registration, if he understood her correctly, more work for her but contact her directly with issues.
- S. Potter stated that this is a new environment, new system. It is painful but we need to give it time and communicate often. L. Thompson and E. Saltzman are important resources.
- L. Ferreira suggested someone should investigate what other LSC's are doing, specifically look at other possible meet manager software solutions. We need other options. S. Potter asked E. Saltzman (Officials Chair), E. Pingel (Sanction Chair), and O. Ravid (SWIMS3.0) to research.

Business Manager (J. Pepper) report submitted.

Coaches Chair (J. Swaim) no report submitted

- J. Swaim and A. Beggs are working on Coaches Symposium, to be held April 22, 2023 in Macon. They have spoken with Chris Plum (Carmel IN) and Bobby Guntoro (UNCW) for possible speaker position. Will use one this year and the other the next. In process of putting the weekend together. Will use Air B&B to keep charges down, may need to charge \$50 - \$100 to bring staff. Trying to focus on this one weekend rather than spreading out over the year.
- Coach of the Year award is stale. Considering a new, different award based on specific criteria. Will be reaching out to coaches to get different ideas.

Approved

Open Water (M. Green) not present, no report submitted.

Governance (K. Krug) Committee will be addressing Board of Director's Manual next. Currently waiting on L. Ferreira's committee to complete review.

Discussion: S. Potter, a big Thank you to K. Krug and L. Ferreira and their committees for turning this into a more professional volunteer board.

Safe Sport (M. O'Shaughnessy) not present, no report submitted.

Operational Risk (B. Kubik) no report submitted.

Meeting differed. Hoping next week they will have a new template and format for the first 6-7 chapters of manual to be ready for approval.

Athletes (H. Mattson)

- Health Summit held. Numbers not as big as hoped. Looking into dropping swim and lunch portion to shorten time commitment to increase participation.
- Canned food drive will run from mid-November through March. Currently, brainstorming organizations to donate proceeds.
- Working on the College Recruiting podcast and virtual event.
- Starting work on Athletes Summit, to be held April/May next year.

Officials (E. Saltzman) no report submitted.

- Jay Thomas conveyed FINA is discussing 3 potential changes:
 1. Resubmerge at the finish of the backstroke
 2. Arms not on the same horizontal plane - breaststroke
 3. Legs not on the same horizontal plane – breaststrokeThey have until January 1 to review and will notify at that point if changes take place.
- E. Saltzman shared that FINA has a similar problem to us, they had 132 participants, and zero athletes attend.

Technical Planning (M. Grant) no report submitted; no meeting held this month.

- New schedule is online. Have had one meet date change. Rollout has gotten good feedback.
- Mentioned that VAST held Open Water qualifier. Two people per age group chosen. Good event.

Disability (T. Coan) no report submitted.

- Busy getting accurate list of swimmers with disabilities as the committee wants to let them know about resources available to them in Georgia swimming and beyond.
- Working with other committees, specifically Senior and Age Group, as to how to work athletes with disabilities into finals. They are considering taking P1, P2, P3 time standards and working out a formula for earned positions at finals.

Approved

- Pulling together with other LSCs (SC, TX, FL, NC) and finding there are non-working Disability committees that do not know what steps to take. We are going to merge our brains together to figure out where we go from here.
- Working with the US Para head coach and director because we want Georgia to be the leader and shine in whatever we do.
- We've had assistance from J. Pepper, H. Convery, R. Copeland concerning the National Travel Fund for our athlete's attending elite meets. Not sure everyone understands that our athletes must travel to get their cuts. It has been great getting the support from our LSC.
- Have donated bracelets coming with email, disability committee information (replacing business card) to be handed out to coaches and athletes at meets.
- Planning a camp in April. Accessibility Bridge, out of Maryland, will be a sponsor and will be giving swag. Facility has been secured.
- J. Pepper noted that new registration does not have a slot for Disability Swimmer, as we have had in the past. Reached out to Leland Brown (USA Swimming DE&I Program Director). He is working on an answer.
- T. Coan reported that the committee members have divided up the LSC and are contacting each team to see if they have any swimmers with disabilities. Have an athlete rep who reached out and received some backlash because there were some swimmers listed incorrectly. We would like to not have this happen again. Committee members are working hard. We're putting in a lot of hours to make this a functional committee to help the Georgia LSC and beyond.

Discussion:

- R. Copeland asked about Accessibility Bridge Sponsorship? Is there a contract involved, and if so, is it with the host team or LSC? T. Coan shared, her daughter M. Coan is on their Board. Accessibility Bridge is a nonprofit that will be donating items to hand out. They will make whatever you want. They support people with disabilities to further their education and their road to wherever they want to go. Any contract would be with Cumming Waves.

Sanction (E. Pingel)

- Current members of the committee are J. Frankel, D. Athanassiades, and Heather Boyer
- Heather Boyer will be taking over as Sanction Chair as of the April 15, 2023 HoD. She will be shadowing until that point and take over if earlier if she feels comfortable. E. Pingel will remain an information source.
- E. Pingel stated a question came up with the new Meet Information with the wording of "approved". Does the approval come from the Board or the committee? Would like the wording to be correct. Also, in the future Meet Information document will come out biannually to keep up with any changes.
- K Krug asked will P&P documents need to be updated due to the new SWIMS3.0 platform? Per E. Pingel, Meet Announcements are not currently attached to SWIMS3.0. Even with future changes to policy, should not affect documents. There is no difference between old and new. Per K. Krug, within SWIMS3.0 there is a button to apply for sanctions directly off the website, removing the sanction chair. Teams would go through sanctioning on the SWIMS3.0 website. As Governance chair, he needs to be aware of these changes if it modifies policy. E. Pingel had not heard anything but will keep everyone updated.

Approved

Old Business

None

New Business

R. Copeland reviewed the new Reserve, Investment, and Endowment Policy. This policy was presented to the BoD in August and then sent to Governance for review. One change was made to the wording (periodic reporting o quarterly reporting) to match with Travel Fund wording already incorporated in the Policy & Procedures manual.

Motion: (R. Copeland): to approve the new Reserve, Investment, and Endowment Policy and add it to our Policy and Procedure Document (L. Ferreira, 2nd)

Discussion: no discussion

Vote: Unanimous approval, motion carries

Resolution: Revenue, Investment, and Endowment Policy accepted. Policy & Procedure document will be updated.

L. Ferreira asked the Board to review several proposals that were to be voted on at the Southern Zone (SZ) meeting (September 18, 2022), as well as the USA Swimming Business meeting (September 24, 2022).

- H. Convery thought we needed to hear about the increase fees from Southern Zones. Specifically, there is a proposal to increase the SZ fees for LSCs from \$50 per year to \$.50 per swimmer per year. J. Pepper stated when he returned from Denver, he suggested that we should say no to this proposal and charge only sectional swimmers and above, a surcharge of \$5.00. H. Convery went on to say that the proposal has two parts, \$.50 all swimmers and \$5.00 surcharge for swimmers going to Zones. Additionally, they are presenting a budget that states they need \$18,000 for officials mostly, and for some Zone support of DE&I. E. Saltzman quickly stepped into state that this is not for USA Swim Officials but for Southern Zone Officials (i.e., Zone Chair, Zone Vice Chair, etc.) travel expenses. L. Ferreira agreed. He stated that currently individual LSCs reimburse for their travel. J. Pepper read from the block 2 proposal that the SZ will reimburse those travel costs and room costs for Zone Officers and Zone Chair/Coordinators who are not reimbursed by their LSCs. L. Ferreira stated that according to S. Pepper when these proposals were discussed by the Age Group Committee, they felt we should vote against both proposals because they are not clear enough. L. Ferreira felt the BoD should weigh in on these proposals since if this is passed it will affect our members and budget. Additionally, a USA Swimming proposal is asking to make lifeguards mandatory to host meets. If we're not paying attention, he stated, things can get passed under the radar.
- S. Potter stepped in and asked that we sort these out and take each item one at a time.
- J. Pepper brought up the 1st proposal, adjustment of LSC Dues to the Southern Zone to increase their budget. Currently annual dues are set at \$50 per year per LSC. The new proposal is to set dues at \$.10 per registered Athlete (previously incorrectly stated as \$.50 per swimmer) with an additional surcharge of \$5.00 per athlete assessed for each swimmer participating in the SZSR,

Approved

SZAG and/or SZOW meets. This would make GASI's contribution \$800 - \$1000 instead of \$50.00.

Motion: R. Copeland vote against change in SZ fee structure \$.10 per athlete, 10-22 (H. Convery 2nd)
Discussion: nothing further.
Vote: unanimous approval, motion carries
Resolution: GA delegates will vote against Southern Zone fee changes 10-22.

Motion: R. Copeland vote in favor of \$5.00 surcharge per swimmer attending Zone meets, 11-22 (N. Harmon 2nd)
Discussion: H. Convery, stated this would be a cost rolled into fees charged directly to swimmers. Georgia's amount would be about \$150 per meet. S. Potter noted that he's heard sensitivity to what we are charging swimmers to apply but no objection to this charge. J. Pepper, said SZSR is a team event, we don't send individuals. Cost would be incurred by teams that attend. S. Potter affirmed this seems less objectionable.
Vote: unanimous approval, motion carries
Resolution: GA delegates to Southern Zone HoD will vote for surcharge, 11-22.

Motion: R. Copeland vote in favor of changes to Zone meets. Removing 15-18 age group and increasing number of athletes 11-14 age group, 08-22. Reducing the number of days from SZAG from 4 ½ to 3 ½ days and SZSR from 4 ½ to 4 days, 07-22 (J. Swaim 2nd)
Discussion: Senior Committee and Age Group Committee in favor of this action.
Vote: unanimous approval, motion carries
Resolution: GA delegates will vote in favor of meet changes.08-22, 07-22.

- L. Ferreira observed that there are also proposals for the USA Swimming Business Meeting, we do not need to go through them one by one but as a delegate he encouraged the board members to review them and reach out if they have any feedback. A few proposals make hosting meets more difficult and more expensive, adding marshals and lifeguards, for example.
- He also asked about sending representatives to the Spring Workshops in Denver. J. Pepper noted that he, L. Thompson and 2 athletes attended. L. Ferreira, in talking with USA Swimming representatives at ASCA, learned that the spring workshop is really where legislation will be discussed in the future and that the business meeting will remain mostly online. He recommended that in the future we send more individual to the Spring Workshops. S. Potter said that is a great suggestion. This past year we were trying to be cost conscience. Prior to Covid we had \$15,000-\$17000 in budget to send our delegates. We've come way off that amount, but we do need to revisit this amount to send our next, brightest, future leaders.
- J. Pepper brought up the proposal to reduce 120-day transfer rule to 30 days. S. Potter felt that the delegates should hear the debates at the Business Meeting. He has confidence that we are sending the right delegates and after listening, and hearing the pros and cons, they will vote in Georgia's best interest. There was no objection.

Approved

- K Krug felt USA Swimming proposal R16 should be discussed. This legislation states that to host meets you need to have on deck a certain level of medical personnel (lifeguard, EMT, AED device etc.). If you don't have the correct ratio, you cannot host a meet and it will be up to the MR/DR to enforce. The 1/50 ratio (lifeguard) is cost prohibitive.

Motion: J. Swaim GA Delegates should not support R16 (E. Saltzman 2nd)
Discussion: none
Vote: motion carries
Resolution: GA Delegates will vote against R16.

S. Potter is very confident in the delegates that Georgia is sending, and we will rely on their good judgement for the balance of these proposals.

Announcements

Next Board meeting will be held October 12, 2022, 8:30pm

Adjournment

Motion: (R. Copeland): to adjourn (E. Saltzman 2nd)
Discussion: None
Vote: Unanimous approval
Resolution: meeting adjourned at 9:45pm

Respectfully submitted:

Nancy Harmon
GSI Secretary
September 22, 2022

Approved

Business Manager Report Sept 14, 2022

1. Finishing up Leap, deadline is end of month.
2. Working on redoing the committee page of website
3. I need all committees to submit minutes at least 3 days after their meetings.
4. I am working on awards for Age Group State, monies set aside for the year for AG State awards will not be enough to cover. Looking at being over \$1,000 to \$1,500 from the \$5,000 budget
- 5.

Veronica Burchill Director of Social Media

1. Season 2 of the podcast will air tomorrow, Sept 14 with Leland Brown from USA Swimming.
2. Working on finishing up other recordings for season 2.
3. Setting up posts for the month. Motivational Monday, Wellness Wednesday, and planning the Food Drive posts starting in November.