



BoD Minutes

March 8, 2023

This meeting began at 8:30pm via ZOOM

BoD members present

Steve Potter (DAQ) General Chair
Lucas Ferreira (GA) Admin Vice-Chair
Rob Copeland (PAC) Finance Vice-Chair
Kevin Sullivan (OAC) Treasurer
Nancy Harmon (PAC) Secretary
Hugh Convery (GA) Senior Vice-Chair

Sydney Pepper (DYNA) Age Group Vice-Chair
Jason Swain (SMAC) Coaches Chair
Tommie Jackson (CAD) DE&I Chair
Ed Saltzman (DYNA) Officials Chair
Rachel Todebush (SPAC) Senior Athlete Rep
Holly Mattson (HURR) Junior Athlete Rep

BoD members absent

Ceci Christy (UNAT) Safe Sport Chair
W. Hamborg (WRA) interim Tech. Planning

Will Guichard (SA) Junior Athlete at-large

GASI Swimming staff present

John Pepper, Business Manager
Lora Thompson, Registrar

GASI Swimming staff absent

Others present

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

Teresa Coan (CW) Disability Chair
Wil Bayer (SA)

Call to order, approval of minutes

S. Potter called the meeting to order at 8:35pm. Mission and vision statement of Georgia Swimming (GASI) presented

Motion: R. Copeland to approve BoD minutes from February 8, 2023 (H. Convery 2nd)
Discussion: Ceci Christy is unattached, correction made.
R. Copeland noted that he is now associated with PAC. N. Harmon replied that the new team's name will be effective this BoD minutes.
Vote: Unanimous approval
Resolution: February 8, 2023, minutes approved

APPROVED

Officer Reports

General Chair (S.Potter) no report submitted

S. Potter thanked everyone at Georgia Swimming for allowing him to serve for the past 5 ½ as General Chair. He feels he is leaving the Board in a very good position and in very good hands. He intends to stay involved with GASI on the pool deck, but not in an elected position. He will be glad to advise if needed. It has been his privilege to serve.

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

- Saving legislation changes for new business.
- Taskforce is reviewing the BoD manual. It has been meeting but they are still finding updates to be made. It is taking longer than expected and it is unlikely that it will be ready for the Spring HoD.

Finance Committee (R. Copeland, K. Sullivan) reports submitted

R. Copeland:

- K. Sullivan is still moving accounts from Wells Fargo to Truist. K. Sullivan, R. Copeland, and S. Potter will meet soon to finalize move.
- Received results of Audit, went very well, nothing substantive to report. Audit has just been posted. Please review when you have time and contact R. Copeland and/or K. Sullivan if you have any questions.
- R. Copeland reviewed the 990, looks good. K. Sullivan will look at it next and then send onto USA Swimming.

K. Sullivan:

- Feels we are in a sound financial position; right on pace of where we should be.
- Travel Fund, new, no history, but looks good based on last summer's numbers. He and R. Copeland will be sitting down with Senior Committee to review.

R. Copeland:

- Committee discussed plans to opt into USAS collecting all registration charges in the future.
- Committee examined having the LSC run State meets rather than bidding out to a single club. They are somewhat ambivalent but feel this would be good for the LSC. They will start running numbers. It can reduce athletes' fees as the LSC would not be looking to make a profit. More athletes will be able to attend if a more reasonable price. Committee will be looking for guidance from the Senior and Age Group Committee.
 - S. Potter additionally felt that if the LSC ran the meet the committees would have more control.
 - H. Convery asked if this will be discussed in new business. S. Potter replied, yes, and it will need to be presented to the HoD.

Discussion:

- H. Convery again noted he would prefer to see our financial comparisons year to date vs. previous year. Current presentation confusing and inaccurate. He questioned specifically registration income (line item 22).

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- Budgeted vs. actual shows 49.38% behind in collecting for the month. K. Sullivan responded that this is the annual report. H. Convery stated It needs to be year to date report, to make sense. K. Sullivan responded that some money is in receivables, some is missing due to a problem in December.
- Line item 14 (Meet Travel surcharges): H. Convery stated he is working with E. Pingel (Sanction Chair) to look at money collected YTD vs. number of splashes; looking at comparison to money paid out.

Senior Chair (H. Convery) report submitted

- The resignation of A Beggs, Hurricane Coach, leaves a vacancy that affects LC Senior State.
 - R. Copeland has been named Meet Manager in the interim.
- Committee has SC Senior State on the calendar for Dec 1-3, 2023. Committee discussed whether it would go out for bid or be LSC hosted. Committee considered counterpoints.
- The Senior Committee needs new athlete Rep. It must be a 10-year athlete. Nic Fink has been suggested.
- SWIMS3.0 is still unable to reconcile times; unable to determine list of swims not making qualifying times. Discussed options to get proof of times and committee would like to have direction from the Board. Offered the following options:
 - Send request to coaches to verify time. Allow screen shot of time as verification.
 - Waive fines until USAS has SWIM3.0 up and working.
 - Wait until USAS has SWIM3.0 working and issue fines at that point.
 - S. Potter does not want to put burden on coaches.

Motion: H. Convery Waive fines until USAS can support reconciliation of times for both Senior State and Age Group State (R. Copeland 2nd)

Discussion:

- H. Convery: would like to notify coaches that this is temporary, and they will return.
- S. Potter asked do you want to make it public that no one is minding the store? No fines might mean we wind up with 1000+ swimmers at State meet.
- R. Copeland suggested we waive for just short course and make it incumbent on clubs to verify for long course.
- **Motion amended**
 - Waive short course fines due to USAS inability to reconcile times, enforce fines for long course, with proof of times necessary.

Vote: motion carries

Resolution: Short Course fines waived. Long course fines will be levied. If SWIMS3.0 still not available, clubs must send in proof of times.

Discussion: H. Convery noted that the lack of SWIM3.0 affects records, as well. We should not be posting until SWIM3.0 is fixed. J. Pepper stated that he had spoken with Eric Stimson, USA Swimming. He was told that they are working on it. You can pull time for the current season.

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Age Group Chair: no report submitted.

- Discussed Age Group State recommendations for HoD.
- Talking with other LSCs.
- Ribbons for Age Group State should be in the mail by Friday
- Pre-HoD meeting date not set yet but will be scheduled to make the 30-day deadline for HoD.

Diversity (T. Jackson) report submitted

- Diversity meet took place February 25, 2023, at Francis B. Meadows Aquatic Center, Gainesville. About 100 swimmers, 17 unattached athletes. Ran well, had lots of team spirit. \$3650.00 brought in. Lots of parent volunteers.

Secretary (N. Harmon)

Welcome Poppy. Congratulations to J. Pepper and S. Pepper on the birth of their daughter.

Business Reports:

Registrar (L. Thompson) no report
Status Quo.

Business Manager (J. Pepper)

- V. Burchill is gone. J. Pepper has taken over Social Media, redoing Podcasts, and Thank you Thursday. Will work on adding more content.
- Canned Food Drive: finishes up at the end of the month with Divisional meets. Swim Atlanta is back in the lead with a large cash donation that came in today. ASL is 2nd. Nic Fink will visit the winning team. Working on a way to rally the teams at Divisionals. Perhaps a challenge to help teams bring in more. Website has updated numbers.

Committee Reports:

Coaches Chair (J. Swaim) no report submitted

At the last BoD meeting it was asked that the HoD start time, originally scheduled for 9:00am Saturday, be moved to the afternoon. New schedule is as follows:

Coaches Swimposium Conference and Spring HoD:

- Saturday
 - 9:00am-1:00pm Conference
 - 1:30pm-4:00pm HoD
 - 4:30pm-5:30pm in water session
 - 7:30pm-9:30pm Social
- Sunday
 - 10:00am-12:30pm

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S. Potter thanked J. Swaim for all his hard work and stated that it's going to be a great weekend.

L. Ferreira asked J. Swaim to send details to J. Pepper so he can post schedule on the website.

Open Water (Meredith Green) not present, no report.

S. Potter reminded the Board that Open Water State will be the weekend of April 22-23, 2023, in St. Mary's Ga. Great event last year, had 50 swimmers, expecting more this year. It is being consolidated into one day. He is hoping that anyone with athletes interested in distance swimming will attend. It is being held later in the month and the water temperature will be warmer. He is recruiting officials. There will be GPS timing, and R. Copeland is bringing extra buoys.

Governance: K. Krug

- Will be meeting to discuss candidates and any legislative proposals.
- Reminded the BoD that if anyone has additional proposals, make sure to use the proper form and meet all deadlines.

Safe Sport (C. Christy) not present, no report

Operational Risk (B. Kubik) no report submitted

- Will be meeting next week.

Athletes Committee: (R. Todebush)

- Canned food drive is wrapping up.
- Planning Athletes Annual Summit, April 29, 2023, in Columbus. Coaches, please watch for the email.
- Zoom Meeting, club representatives need to be watching for more information.

Officials (E. Saltzman) no report

- S.Potter announced that Atlanta Classic will be a World Aquatics (formally FINA) event.
 - Will have a World Class Deck Referee and Starter in rotation.
 - Thank you to Chris Davis and Wil Bayer for their help.
 - Thank you to Eric Pingel for working, while having COVID, to complete the application.

Technical Planning (W. Hamborg) not present, no report

- J. Pepper sent out email to prompt coaches to get their information in on meet bids. He will post a reminder to the website tonight.
- K. Krug asked when is the deadline?
 - 10days prior to the HoD meeting.

Discussion:

- K. Krug noted that this should be part of our bylaws.
 - L. Ferreira responded that our current bylaws state 10 days before the Technical Planning Meeting. This is a problem this year due to no Technical Planning committee.

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Motion: L. Ferreira Suspend the 10 days before the Technical Planning meeting and set the deadline to Wednesday, April 12, 2023(R. Copeland 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: Meet bids are due to Technical Planning by April 12, 2023.

Disability Committee: (T. Coan)

- Thank you to Swim Atlanta for commercial on scoreboard at Age Group State
- Sponsorships going well.
- The Fred
 - Working with pool.
 - T-shirts ordered.
- Feedback from parents about Age Group Disability swimmers
 - Would like to see more participation.
 - Need to work on getting the word out.
- Indy meet has been moved to Minnesota. It's just the way Para works.

Old Business

None

New Business

S. Potter Thanked J. Swaim for organizing the HoD meeting location.

Review New Legislation:

Proposed amendment to Georgia Swimming Policy Manual 3.2.8.

Currently registration fees are collected by both USA Swimming and Georgia Swimming. This has caused confusion and unnecessary hardship on clubs and the registrar. This proposal is to have USA Swimming collect all necessary registration fees at once. USA Swimming will charge a 4% processing fee. To cover this cost \$1.00 will be added to Georgia Swimming's registration fee to all registrants except outreach and flex memberships.

Motion: L. Ferreira Increase Georgia Swimming registration fees for all registrants, except Outreach and Flex membership, by \$1.00 and present to the HoD for approval (R. Copeland 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: Proposal to increase registration fees by \$1.00 will be presented to the Spring HoD for approval.

APPROVED

Proposal to send Georgia representatives to USAS Spring Workshop

USA Swimming is no longer holding a yearly convention. Instead, they are holding Spring Workshops to be held April 20-23, 2023. L Ferreira requested to send 4-5 representatives to these workshops as this is where policy is being introduced. K. Sullivan stated that we do not have funds set aside for Board member travel and this could be as much as \$5,000. It was noted that there is money set aside of which none has been spent. S. Potter said to send as many as possible as this is the place for influencing policy. Suggestions: 2 Athlete representatives (R. Todebush, H. Mattson), Admin Vice Chair (L. Ferreira), Official's Chair (E. Salzman), Coaches Representative (J. Swaim), and Finance Committee (R. Copeland or K. Sullivan). It would also be of great benefit to send our Business Manager (J. Pepper).

Motion: L. Ferreira Send 5-7 delegates to the USAS Spring Workshops, April 20-23, 2023, pending funds approved by Finance Committee (K. Sullivan 2nd)

Discussion:

- S. Potter added DEI chair (T. Jackson) to suggested delegate list.
- R. Copeland recommended that J. Pepper check the agenda before final decision as to who is selected to make sure we are sending the right delegates.

Vote: Unanimous approval

Resolution: GASI will send 5-7 delegates to USAS Spring Workshops in Denver, April 20-23, 2023, pending approval of funds by Finance committee.

Proposal to have Georgia Swimming host State Championship meets, rather than a single team host.

This proposal stems from making the meet more accessible to swimmers while making it more elite. The premise is that these meets should not be money making events. If the LSC is the host, they would only need to cover costs.

Discussion:

Pros:

- Lower cost for participants. By removing the host's team need to make money, costs could be held down.
- Offer a standard more consistent product (Senior and Age Group)

Cons:

- K. Sullivan noted that there is currently nothing in our legal documents as to how we would finance meet. Our Policy and Procedures document (6.0) would have to be updated.
- Would need to hire a Meet Manager whose job would be to handle duties that the host team would normally handle (contract pool, timing system, etc).
- Who would provide Timers, hospitality?
- Would there be fines for teams not complying with requests (i.e., number of volunteer timers based on team size)?

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Motion: K. Sullivan Have Georgia Swimming host State Championship Meets (Senior State, Age Group State, going forward (R. Copeland 2nd)

Discussion:

- W. Bayer stated that this move will need to be very transparent, and we need to get the word out before the HoD.
- J. Pepper noted that the HoD does have the right to prevent this with a vote.
- H. Convery asked if this is to be in place for Long Course, this summer?
- K. Sullivan stated that his really needs to be discussed in both the Senior and Age Group committee level.
- Perhaps we should talk with other LSCs and clubs to get more input. This should be put on the HoD agenda to gather more information.

Motion amended:

H. Convery Present concept of GASI hosting State Championship meets (Senior and Age Group) at the Spring HoD for discussion with implementation Short Course Championships (R. Copeland 2nd)

Discussion: none

Vote: Unanimous approval

Resolution: J. Pepper will add discussion of Georgia Swimming LSC hosting the State Championship meets to the Spring HoD meeting agenda.

Announcements

Next BoD meeting April 12, 2023, 8:30pm

Spring HoD meeting April 15, 2023, 1:30pm Macon GA. (registration 1:00pm)

Adjournment

Motion: R. Copeland to adjourn BoD meeting March 8, 2023 (T. Jackson 2nd)

Discussion: no discussion

Vote: Unanimous approval

Resolution: meeting adjourned 10:19pm

Respectfully submitted:

Nancy Harmon

GASI Secretary

March 9, 2023

APPROVED

Submitted Reports:

Finance Committee



Finance Committee
Report.xlsx



GSI draft report
2023 03 01.docx



GSI proposed AJE
2023 03 01.docx



GSI proposed trial
balance 2023 03

Senior Committee



Senior Committee
Report.docx

DEI Committee



DEI Report.docx

GASI Legislation Change



Legislation
changes.docx