



BoD Minutes

April 12, 2023

This meeting began at 8:30pm via ZOOM

BoD members present

Steve Potter (DAQ) General Chair
Lucas Ferreira (GA) Admin Vice-Chair
Nancy Harmon (SCAT) Secretary
Hugh Convery (GA) Senior Vice-Chair
Sydney Pepper (DYNA) Age Group Vice-Chair
Wes Hamborg (WRA Interim Tech Planning Chair

Jason Swain (SMAC) Coaches Chair
Ed Saltzman (DYNA) Officials Chair
Rachel Todebush (SPAC) Senior Athlete Rep
Holly Mattson (HURR) Junior Athlete Rep
Will Guichard (SA) Junior Athlete at-large

BoD members absent

Kevin Sullivan (OAC) Treasurer
Rob Copeland (SCAT) Finance Vice-Chair

Tommie Jackson (CAD) DE&I Chair
Ceci Christy (GOLD) Safe Sport Chair

GASI Swimming staff present

John Pepper, Business Manager
Lora Thompson, Membership Coordinator

GASI Swimming staff absent

Others present

Karl Krug (SPAC) Governance Chair
Brook Kubik (SA) Operational Risk
Beth Winkowski (USAS)
Heather Boyer (SPAC)

Teresa Coan (CW) Disability Chair
Eric Pingel (SA)
Astrid DeLeon (SPAC)
William Rankine (WRA)

Call to order, approval of minutes

S. Potter called the meeting to order at 8:36pm. Mission and vision statement of Georgia Swimming (GASI) presented

Motion: H. Convery to approve BoD minutes from March 8, 2023 (E. Saltzman 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: March 8, 2023, minutes approved

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Officer Reports

General Chair (S.Potter) Present, no report submitted.

As this is S. Potter's last BoD meeting as General Chair, after 5 ½ year, he wanted everyone to know that he is excited as to where we are as a LSC and where we are with leadership. We have had a step change with the musical chairs that we have had in the past. He is very confident with the competency of the leadership coming in. He had special thanks for Lucas (Ferreira), Karl (Krug), Hugh (Convery), Brook (Kubik), and many others coming into leadership positions. He thinks the LSC is moving in the right direction; we are in a good spot.

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

Task force (L. Ferreira, J. Foggin, A. Hamborg, M. Wardwell) continues to work on the Board Manual that is taking much longer to complete than expected. They've been working with the Finance Committee, defining roles for Finance Chair and Treasurer. The manual is about 30% completed; hope to have results soon. This is not something that needs to go to the House for approval, it will just need to come before the Board.

Discussion: S. Potter added that he'd like to give a shout out to R. Copeland and K. Sullivan for the work that they have done with the Finance Committee. Also, J. Foggin for his role in getting us to this point as well in the LSC.

Finance Committee (R. Copeland, K. Sullivan) not present, report submitted.

Senior Chair (H. Convery) Present, report submitted.

- Long Course Senior State is in a good place.
- Short Course Senior State bid for December, Swim Atlanta approved.
- Discussed LSC Hosting of future State meets
 - Consensus is that the committee is against it, especially for Senior State. Might be OK for SC Age Group State only.
 - ABSC is confident they would like to remain host for LC Senior State. They did not think they wanted the LSC coming into UGA to host the meet.

Discussion: S. Potter asked if they felt that way because they thought J. Foggin and his people were better aligned to work with the Aquatics Director; the LSC might come in and damage our position at UGA? H. Convery responded no, they just feel they (ABSC) have the meet in a very good place and would like to continue hosting. They make a little money, and it seems to be working for them. He went on to state that the committee felt the only meet that might warrant a change would be the SC Age Group meet.

- Discussed Teams leaving USA Swimming for AAU, affiliation.
 - Numerous teams are considering converting portions of their teams to AAU.
 - There was a meeting with 12-20 teams in attendance. Several of them are looking into this opportunity. H. Convery felt that at the meeting it sounded like a large percentage of the teams were thinking of doing this. Checking around the next day, he found it was

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more just the larger clubs. The plan is to convert the portion of those swimmers not interested in many meets; swimmers whose needs are met with inter squad and intrasquad meets. There are already some doing this, and we might find that our numbers drop off at USAS sanctioned meets affecting our bottom line (registration and Travel Fund numbers). He continued, the Senior Committee thinks we need to be proactive and keep our ears open. Everyone on the committee agreed that they are fed up with USA Swimming as they feel no one is listening to their needs. So much so even if this isn't right for their team, some might consider moving to make a point to USA Swimming. Safe sport was a debacle, and SWIMS3.0 as well, and no one at USAS is hearing their frustration. S. Potter asked if we need to be more intentional and deliberate and put together a task force to gather LSC opinion; be able to reach out to USA Swimming and other LSCs? H. Convery replied, we need to get out in front of this. This is not a Georgia swimming only issue. There are teams across the US that have already done this. AAU is just \$15 a swimmer, they get insurance, with no Safe Sport handcuffs, but no database program. Yes, we should be telling USAS more forcefully that our needs are not being met. S. Potter noted that we won't solve this tonight and really this is an issue for the next General Chair. H. Convery stated that it is his understanding that there are at least 4 teams going forward with this in the fall. S. Potter replied that he hears this.

- K. Krug, asked about insurance. He stated a lot of teams are confused about the insurance issue. He asked the Board to do the due diligence and figure it all out for the teams. S. Potter asked B. Kubik to reach out to Chris Davis Sr. to understand what USAS offers versus AAU. S. Potter indicated we need more information and to know what it means to the clubs.

Age Group Chair (S. Pepper) Present, report submitted.

February 2024 Age Group Short Course State will be hosted by Swim Atlanta. It will be the last meet that includes 10&Under, JO sessions. After that they will move to separate meets.

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

Secretary (N. Harmon) Present

Registrar (L. Thompson) Present, report submitted

Sent out registration numbers; thinks we're OK. Some of the seasonal memberships will move to Premium memberships and that will help our numbers.

Business Manager (J. Pepper) Present, report submitted.

There is a coach that is part of USAS Women in Governance (Leadership Conference). She is asking the LSC to offset some of her costs. J. Pepper was asked to bring this forward to the board, in the interest of transparency as there are no funds set aside. The Finance Committee has agreed that we should help this coach using discretionary funds. S. Potter feels that anytime we can support women and minorities in leadership opportunities in the sport we should do so. It would be \$600, and we typically

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can find the money. H. Convery agreed with the sentiment but wanted to know more about the conference, as there are numerous conferences. He would not be inclined to support if it is not a USAS conference. B. Winkowski, USA Swimming, stepped in and indicated that this is a yearlong USAS program run by women coaches, headed by her. There were 10 weeks of Zoom meetings through the fall and then 3 additional meetings, one each January, February, and March, with the culmination at the April workshop. The plan is for the participants to attend the April workshop to utilize the governance skills they've been learning and discussing. S. Potter noted that we don't always know about USAS events before we set our budget and we've often have had to find a way to reimburse for travel. S. Potter feels this was a great opportunity and we should find a way to reimburse her. He specified that this presentation to the BoD was strictly for transparency as the Finance committee has already agreed to cover her request. L. Ferreira stated that he'd like to see some criteria if others wish to do this in the future. He asked B. Winkowski how the coach was selected. She stated the LSC nominated her. This was a surprise to some as they were not aware of it. Josie, self-nominated not understanding the process but as she was the only one from Georgia, B. Winkowski reached out to S. Potter and J. Pepper, and they said yes. H. Convery stated that the problem seems to be that there were those that knew about the program and others that did not. J. Swaim noted to be fair, he and B. Caldwell had a conversation about it, so he nominated Josie because she did an excellent job with their club. He did not know if others had been nominated. S. Potter stepped in and noted that we get a lot of correspondence from USAS and opportunities get missed. As this is to be an annual event the LSC does need to address the selection criteria. Since the Finance Committee has agreed to this reimbursement and there is no significant objection, it times to move on.

Coaches Chair (J. Swaim) Present, no report submitted.

- Southern State Swimposium Update
 - Guests confirmed.
 - Material ready to distribute.
 - Lunch will be catered by Grow (local).
 - Conference in downtown Macon at the Georgia Sports Hall of Fame.
 - Chris Plumb, Carmel, headliner.
 - Terry Jones and Dana Skelton from USAS.
 - Social Saturday night at Piedmont Brewery (dinner provided).
 - Sunday, breakfast at J. Christopher.
 - Caleb Wier and Allyson Sweeny will be speaking on Sunday and Wil Bayer will present his application that he's created.
 - Expect to learn a lot and have a great experience, create memories.

Discussion: S. Potter asked for a show of hands, how many BoD members expect to be in Macon this weekend? He was excited to see the number of hands going up. It will be inconvenient but great to get out of Atlanta. He thanked J. Swain for all his hard work.

Open Water (Meredith Green) Not present, no report submitted

Open Water State Championship coming up in St. Mary. There is still time to register. It's going to be a great meet. We have great officials and currently about 60 athletes coming.

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Governance: K Krug Present

- Slate of candidates is ready.
- Always looking for athletes. If you have anyone interested, please be prepared to put them forward at the HoD. They can be senior or junior athletes.

Discussion: S. Potter asked if Governance is going to take over for the actual election. K. Krug responded he is working with J Pepper to make the voting online. We will be hybrid, so we just need to get the software set up. It's a smaller slate, and just a few pieces of legislation but working with J. Pepper to be ready. We'd like to make the corrections live so we don't have the delays that we've had in the past getting documentation updated. S. Potter identified that getting it right is much better than getting it fast.

- L. Ferreira listed the legislation changes to be proposed and noted there may be some long discussions.
 - Membership fees, \$1 increase.
 - Wording in Policy Manual update, no longer a convention, now spring workshop.
 - Divisional realignment.
 - Bylaws update to rectify term limits for appointed members.

Discussion: S. Potter asked the Board if anyone was unaware of these policy changes? He noted that L. Ferreira was warning us that there may be lengthy discussion on Saturday about some of these topics. Hearing no questions, he moved on.

Safe Sport (C. Christy) Not present, no report submitted.

- S. Potter reported that there was a significant cardiac event at Southern Divisional meet that turned out well. It is a good example that you let the 1st responders at the pool take charge. You observe, take notes, and report to USA Swimming.
 - J. Swaim wanted to remind coaches to be aware of their athletes using caffeine and energy drinks in combination with exercise, and to be vigilant to educate them on their dangers.
 - B. Kubik (Operation Risk Chair) wanted to second what J. Swaim said. She's seen swimmers at GT using canisters of C4, pre-workout, eating the powder straight. This is a cardiac event waiting to happen.
- K. Krug wanted to know if C. Christy has been active recently. He had heard from several coaches that they have called her and not heard back. S. Potter noted that he would contact her after this call and get back to Governance.

Operational Risk (B. Kubik) Present, report submitted

Committee met and put together a rough draft for teams that experience Trauma. It will be helpful guidance in many situations, not just what happened in Savannah. J. Pepper will put it out on the Google Drive and the Operational Risk page for Georgia Swimming

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Athletes (R. Todebush). Present, no report submitted.

- Recap of the food drive.
 - Athletes were able to double their goal. Looking into Nic Fink speaking to both the 1st and 2nd place team because they were so close. The Pelicans continued to raise money from 4:00pm- right through to midnight.
 - Pelicans Swim club 1295 cans
 - ASL 1229 cans
 - Swim Atlanta 660 cans

How to increase Athlete participation? This will be presented this to the HoD for approval.

- Recently the Athlete Reps had their quarterly meeting. After emailing all high school age athletes in Georgia Swimming, only 3 athletes showed up. Very disappointed in the response and have been talking about ways to increase participation.
- With just 4 calls a year they'd like to make it mandatory that all teams send an athlete. Looking to the Board for their thoughts.
 - L. Ferreira noted that there needs to be consequences if something is mandatory. How will this be enforced?
 - R. Todebush responded that it's not so much about enforcing but that they are looking for support from the coaches and clubs. All teams have an Athlete rep, and we need the athletes to show up to the events. Fines were discussed as incentive.
 - S. Potter stated he always likes the carrot better than the stick, what could we offer? Suggested that the Athletes themselves are a better resource as to what could be done to incentivize an 18-year-old.
 - K. Krug suggested perhaps the coach should be on the call, as well. R. Todebush says the more the better. If the coach is on the call, this will encourage the athlete to be on call as well. It is a good way to know what is going on.

Officials (E. Saltzman) Present, no report submitted.

Nothing to report. Pre-HoD meeting will be tomorrow night and we will generate our report from that.

Discussion: K. Krug asked about Marshalls for meets. How is that going to be enforced? E. Saltzman responded it's added to the meet sanction requirement and is in the meet information. It will be on the club, trusting that they will have the individual in place. No one go out to be checking.

Technical Planning (W. Hamborg). Meeting was held to set the 2023-2024 Short Course Calendar.

- Short Course Calendar in Google Docs has been dropped into the chat.
 - The biggest issue for the committee is that we are heading to a potential realignment at the HoD and that does not allow for Divisional meets to be bid prior to the meeting. Our current policy documents do not allow for this situation. The Tech Planning committee is asking for flexibility. They need a 30-day window after the realignment to get the division representatives selected and then to bid the meets. If you look at the google doc you will see that two meets have been bid because those divisions are not affected by the realignment, but the others are open. We will have a meeting May 17, 2023, and the Tech Planning committee will set these meets.

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- Discussion took place concerning the State meets that are held at Tech. They are being bid with \$21.00 surcharges. Again, our documents do not allow for this. H. Convery stated that this is the same as last year. The Senior Committee and Age Group committee are looking for a waiver for the upcoming State meets for this \$21.00 surcharge. Our bylaws say that the BoD must approve it.

Proposal to allow \$21.00 surcharge for all State Championship meets (Senior and Age Group)

Motion: L. Ferreira Allow \$21.00 surcharge for Senior State and Age Group State Championship meets for the 2023-2024 season. (H. Convery 2nd)

Discussion: no discussion

Vote: Unanimous approval

Resolution: \$21.00 surcharge approved for 2023-2024 Senior State and Age Group Championship meets.

Currently, no date is noted for the fall House of Delegate Meeting, needs to be set by the BoD.

Discussion:

- S. Potter suggested August 12, 2023.
 - Many teams on break, might get low participation.
- August 5, 2023
 - Teams still at Juniors, many still in California.
- August 19, 2023
 - No objection.

Motion: E. Saltzman to approve HoD to be held August 19, 2023 (W. Hamborg 2nd)

Discussion: L. Ferreira brought up that there has been discussion that the BoD needs to consider bringing back in person committee meetings prior to HoD meeting to get more participation. S. Potter agreed, this should be a consideration.

Vote: motion passed

Resolution: Fall HoD meeting will be held August 19, 2023.

- W. Hamborg asked the Bod for guidance. He was wondering if the LSC had any resources concerning how to handle situations that affect meets, such as the medical emergency that happened at the Southern Divisional meet. We needed to modify the meet and there was some push back. S. Potter noted that is exactly what Operational Risk is tasked to create. They are putting together a manual to handle situations (Snow, Tornadoes, full cardiac events, active shooter) that occur to give Meet Directors, Meet Referees guidance on how to handle unique circumstances. Essentially a playbook. B. Kubik (OR Chair) noted that they are working through scenarios. She has a wonderful resource, Morgan Taylor, who is completing her PHD in Risk Management. She is also a trained paramedic, so they have both the Public Health (B. Kubik) and medical knowledge being presented. The manual is a work in progress. It won't be an absolute guide as all situations are different, but it will be a resource for guidance. S. Potter stated that 5 years ago he asked USAS if they had a Business Continuity Disaster Recovery

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Document that you hand down to LSCs for use in these types of situations. They responded that's a great idea and if you create one, please pass it along. S. Potter said we have more than most and we need to find a way to publicize it more. J. Pepper note that it's been brought to the Board, but it is not on the website yet. We are getting ready to bring it to the website for everyone to see.

Disability Committee:(T. Coan) present, no report submitted

Continuing to work hard:

- Approaching 30 kids coming to the 1st Disability camp.
 - Athletes from FL, NC, SC, KY, and Georgia.,
 - In the process of creating a map of how you get to where you want to go: Disability, Para swimming, collegiate.
 - Zoom call lined up with a Division 1 coach who has coached athletes with physical and cognitive disabilities.
 - Sponsors in line.
- The Fred is moving along, almost complete.
 - Working on P1/P2/P3 classifications.
 - Classifications becoming more common, people are asking questions.
 - Will be handed down from World Para
 - Working on how to have scoring at Finals and will be presenting ideas to Senior and Age Group Committees.
 - Reached out to other LSCs. Heard that they have just let things fall through the cracks.
 - Asked our Southern Disability Coordinator if we can have ZOOM meetings to work with other LSCs to become a leader in all of this.

Old Business

None

New Business

Swimposium this weekend.

S. Potter stated a need to get the agenda out and posted to the website.

J. Pepper noted that an email is being sent and details will be on the website tonight.

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Announcements

Next meetings:

The House of Delegates (HoD) meeting, April 15, 2023, 1:30pm, in Macon and it will be hybrid.

BoD meeting will May 10, 2023, 8:30pm, via Zoom.

Adjournment

Motion: W. Hamborg to adjourn BoD meeting April 12, 2023 (E. Saltzman 2nd)

Discussion: no discussion

Vote: Unanimous approval

Resolution: meeting adjourned 9:50pm

Respectfully submitted:

Nancy Harmon

GASI Secretary

April 16, 2023

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Submitted Reports:

Finance Committee



GA LSC Budget vs
Actuals April 10



Club Membership
Breakdown.xlsx

Senor Committee Minutes



Senior Committee
Minutes BoD.docx

Age Group Committee Minutes



Age Group
Committee

Registration numbers



Registrtion
numbers.docx

Operational Risk



Coping with a
Traumatic

Divisional Realignment



Divisional
Realignment