



BoD Minutes

May 10, 2023

This meeting began at 8:30pm via ZOOM

BoD members present

Lucas Ferreira (GA) General Chair
Hugh Convery (GA) Senior Vice-Chair
Sydney Pepper (DYNA) Age Group Vice-Chair

Wes Hamborg (WRA) Interim Tech Planning Chair
Tommie Jackson (CAD) DE&I Chair
Rachel Todebush (SPAC) Senior Athlete Rep

BoD members absent

Kevin Sullivan (OAC) Treasurer
Rob Copeland (UNAT) Finance Vice-Chair
Jason Swain (SMAC) Coaches Chair

Holly Mattson (HURR) Junior Athlete Rep
Will Guichard (SA) Junior Athlete at-large
Nancy Harmon (PAC) Secretary

GASI Swimming staff present

John Pepper, Business Manager

GASI Swimming staff absent

Lora Thompson, Membership Coordinator

Others Present

Karl Krug (SPAC) Governance Chair
Brook Kubik (SA) Operational Risk Chair
Heather Boyer (SPAC) Sanction Chair
Mike Wardwell (PAC)

Teresa Coan (CW) Disability Chair
Clarice Wasmuth (DYNA)
Eric Pingel (SA)
Astrid De León (SPAC)

Call to order, approval of minutes

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

Motion: W. Hamborg to approve BoD minutes from April 12, 2023 (B. Kubik2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: April 12, 2023, minutes approved

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Officer Reports

General Chair Ferreira) present, Denver report submitted.

L. Ferreira started the meeting by finalizing composition of the Board and enacting 2-year term limits for appointed positions (recently passed at the Spring HoD).

- Open Board positions put forward by Governance Committee with the advice and consent of the BoD.
 - All positions will be nominated for 1st terms
 - Mike Wardwell (PAC) Admin Vice Chair
 - Wes Hamborg (WRA) Technical Planning (one term)
 - Clarice Wasmuth (DYNA) Officials Chair
 - Brook Kubik (SA) Safe Sport Chair
 - Tommie Jackson (CAD) DE&I Chair

Motion: S. Pepper to approve appointed BoD members (T. Jackson 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: Appointed BoD members approved.

- Policy and Procedures 4.4. notes that some committees are appointed by the General chair (Disability, Open Water, Operational Risk)
 - Disability Chair Teresa Coan (CW)
 - Open Water Chair Meredith Green (BAY)
 - Operational Risk Chair Brook Kubik (SA)

B. Kubik will chair both Safe Sport and Operational Risk. In the Denver meetings, USAS workshop noted that a lot of LSC are combining these positions.

Motion: S. Pepper to approve appointed standing Committee Appointments (B. Kubik 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: Standing Committee appointments approved.

Discussion: L. Ferreira stated that one of the ideas brought forth in Denver was to rearrange our meetings to have the athletes go first. We will be doing this in the future, but he felt it was important to get the Board in place. His report from Denver meetings has been submitted, and he specified two topics he wished to discuss with the BoD.

1. L. Ferreira wanted to thank everyone for submitting their committee reports. Some still came in close to the meeting but we got more than usual. For those on the previous Board he noted that a lot of time is taken up just reviewing the information in those reports. In the future he would like to have everyone submit their reports in advance (even if it's "no report") so everyone can read the information in advance and meeting time is then used to discuss specific

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items, as needed. Each committee would still have opportunity to address topics that require discussion and perhaps we will become more planning oriented than reactive. He asked each committee chair to put in 10-15 minutes to write their report thereby saving everyone more time overall, for better use of our time.

2. Our by-laws have some suggestions of committee composition. By-law 7.3 states Committees each member is to be appointed by the General Chair with the advice and consent of the Division Chair. L. Ferreira would like to make sure, specifically for Age Group and Senior Committee names, are put before the Board to be approved. Athlete's committee is a little different. 7.4 does list some composition for some committees and because this is in the by-laws it is not something that the BoD can change. We should be following this. We need to have the correct composition. L. Ferreira asked all Board members to look at 7.3 and 7.4 and make sure their committees comply. He then asked if anyone has any questions or concerns.
 - a. A. De León asked who is the current Sanction Chair?
 - i. Heather Boyer is current Sanction Chair. Our documents do not currently specify how this position is appointed. L. Ferreira feels this is an oversight and we should update our documents to note how this position (among others) is filled. It should be in writing. A. De León was confused why her name was not presented earlier. L. Ferreira answered because that is not a position filled by the General Chair. H. Boyer is still the Sanction Chair. Right now, there is a blank space in our Policy and Procedures as to how the position is filled; the document should be clarified. L. Ferreira noted that the Sanction chair does come under the Officials committee and so it makes sense that it is named by the Official's Chair. C. Wasmuth noted that for transparency's sake we should note who is the Chair.
 - b. A. De León then asked about Georgia Officials Training Coordinator?
 - i. C. Wasmuth answered that she would research to see what 7.4 says and will have an answer by the time Official's Chair makes their report later in the meeting.
 1. K. Krug stated that these positions were discussed in Governance, and we do need to go in and update our Policy and Procedures manual as to who and how these various positions are filled. Changes to the manual can be made by the Board and then just put in front of the HoD in the fall.

Athletes (R. Todebush). Present, report submitted

- Thank you from H. Mattson and R. Todebush for sending them to meetings in Denver. It was a wonderful experience, and they learned a lot.
- J. Pepper has sent out an email to all coaches about Athlete Cub Reps. Committee is hoping to increase participation.
- They will be sending out application for next Junior Athlete Rep at end of month or early June.

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

L. Ferreira reported that financials were reported and we're looking good. Looks like we had planned to be in the red, but we will be ending the year in the black. Any questions, please reach out directly to either R. Copeland or K. Sullivan.

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Senior Chair (H. Convery) present, report submitted

Age Group Chair (S. Pepper) present, no report

Technical Planning (W. Hamborg) present, no report

Meeting on April 17, 2023, to finalize the Division meets. Have been doing some background discussions and will be getting with K. Krug tomorrow. Expect a call.

Coaches Chair: J. Swaim not present, report submitted

J. Pepper will be posting later this evening.

DE&I committee (T. Jackson) present, report submitted.

Thank you everyone for their support of the 2nd annual Diversity Swim Camp. It was very successful. Everyone enjoyed Cullen Jones. Gainesville, Lanier Aquatics facility was conducive for the camp. Everything ran smoothly.

Admin Vice-Chair (M. Wardell) present, no report

M. Wardwell just approved tonight.

L. Ferreira, as the previous Admin Vice Chair, reported that the Policy and Procedure documents have been updated with changes from the Spring HoD. Bylaws that were changed have been sent off to USA Swimming and we are waiting on their approval.

Officials (C. Wasmuth) present, report submitted

C. Wasmuth, approved tonight.

- Denver report submitted; thank you for sending her, she learned a lot and made a lot of great connections.
- In the interest of transparency these are the various leadership positions within the Officials Committee:
 - Admin Vice Chair: Eric Pingel
 - Sanction Chair – Heather Boyer
 - Training Coordinator– Astrid De León
 - Certifications Chair - Larry Norcini
 - Meet Referee – Age Group State Jason Frankel
 - Meet Referee – Senior State Joe De Carlo
- Per L. Ferreira, Officials Committee does not Board approval (see previous question about Training Coordinator position).
- There is a lot of information on the Official's website. L. Ferreira would like to see our Policy manual updated to comprise this information and show transitions. Officials Committee needs to work with Governance to update the manual.

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Discussion:

- C. Wasmuth noted that the website is on her list.
- SWIMS3.0 database is a bigger issue. Between September and February no sessions were entered. E. Saltzman created an excel document with all the data. He spent many hours entering the data and USAS did an update and everything prior to Jan. 1, 2023, was wiped out. We've had to go back to each Meet Referee to reverify the information and input it once again. E. Saltzman continues to help correct the database. This affects everyone who wants to advance both locally and nationally. We are working through it to resolve this issue.
- K. Krug asked how many officials will this affect? Will it be fixed by Senior State as that is when a lot of evaluations take place? C. Wasmuth replied that meet is not until July, but we do have a problem with individuals who want to advance at Atlanta Classic. E. Pingel and C. Wasmuth have worked out a plan for Jan. 1 on. C. Wasmuth will reach out to E. Saltzman to work on those dates prior to Jan. 1, 2023.
- Looking to name an Engagement Coordinator who will work closely with A. De León. Their focus will be bringing in new officials, advancement, and retention of the old.
- L. Ferreira reminded the Officials Committee to work with the Championship Meet Host when nominating the Meet Referee. Moving forward this is a best practice. C. Wasmuth will reach out to the Meet Host to make sure they are good with the current names.

Safe Sport (B. Kubik) present, no report

B. Kubik approved tonight.

Administrative Reports

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

L. Ferreira noted that he liked last month's report and has asked that L. Thompson continue to give a similar report of registration numbers monthly.

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

J. Pepper reported that he has submitted the final batch of requests for last years All-Star towel, and it is now open to start ordering current season's towels.

Committee Reports:

Disability Chair: T. Coan, present, report submitted

T. Coan, had an emergency and had to leave the call. B. Kubik (committee member) reported that the camp was very successful. 25-27 athletes and their parents attended. A Swim Coach from US Para gave a great talk and had a pool session. Lots of relationships were built. Hoping to have a lot of crossovers with other LSCs. Potentially, W. Hamborg, has offered to host next year's camp in his brand-new pool. Any questions, forward them to T. Coan

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Open Water: M. Green, not present, no report submitted

S. Pepper reported that 11-12 boys and girls only open spots currently. Have a solid staff and chaperones in place. Ready to go.

Operational Risk: B. Kubik present, no report

Meeting postponed.

Meeting with law enforcement next week.

Governance: K Krug, present, report submitted

Old Business

Need written legislation for Mixed Relay records recognition. Should be placed in Policy and Procedures manual (Appendix C).8.5

- Not sure which committee proposed this, Senior or Age Group.
- Who would like to take over responsibly to update P&P manual?
 - J. Pepper noted that we need to add parameters as we have college swimmers who hold records. K. Krug noted that Georgia Tech holds a record.
 - Language needs to be cleaned up for all the records.
 - There is confusion over what Open means.
 - L. Ferreira suggested the question go back to Age Group and Senior Committees for them to decide what records should be included. Then it should go on to Technical Planning for rewriting the section.
 - H. Convery stated that Open has always been the age and it's just been in the past 2-3 years that there has been confusion due to how USA Open records are held.
- H. Convery indicated the problem is with SWIMS as we have lost information prior to 2022. J. Pepper said that he can get to the information, it just cannot be printed. He will have to go line by line, but it can be done.
- L. Ferreira asked that Senior and Age Group Committee to define what events they wish to have listed in our records and to specify who and what applies in each age group.

New Business

Deadline of July 1, 2023, to select our USA Swimming Business Meeting delegates (one non-coach, non-athlete member, and 3 non-athlete coach members). Athletes are selected by the National Athlete Committee.

- Submit name to L. Ferreira if interested, by June 1, 2023.
- L. Ferreira will set up a vote, prior to next meeting.
- Delegates will be then approved at June BoD meeting.

Discussion: L. Ferreira stated that it was disappointing to hear at the Denver meetings that approximately 75% of the coaching delegates did not register to vote last year. He would like to make sure that Georgia is present and votes.

- C. Wasmuth asked when and where does this take place?
 - L. Ferreira answered September, it is in Denver and online.

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- Last year just the General Chair was invited to the September meeting.
 - we voted online.
 - We sent J. Pepper and L. Thompson and 2 athletes.
- K. Krug asked about holding elections in the Fall HoD instead of Spring HoD.
 - Governance is suggesting moving elections to the fall to align with having individuals in place for the spring USAS meetings.
 - This year we had to make reservations for individuals that were not yet in place.
 - USAS pays for travel for delegates already in positions.
 - This would be a bylaw change, per L. Ferreira.
 - This could eliminate the Spring HoD. Hold just the Swimposium at that time.
 - L. Ferreira noted we would need to figure out how to set the Calendar if no Spring HoD. The way our pools work it would be hard to set the Calendar just once a year. Might schedule a Calendar meeting.

L. Ferreira said that this is the way USAS seems to be moving; it makes sense to have Governance investigate this. He asked Governance to take up this issue, write the proposal, and bring it before the BoD for discussion and approval. Since it is a bylaw change it would need to be voted on by the HoD.

- K. Krug requested possible reimbursement and/or support for some Georgia athletes that are traveling to the World University Games this summer. As of right now USA Swimming is not supporting them. They are free to go, but there is no reimbursement.
 - This is the first time in history that USA Swimming is not supporting them.
 - Could cost as much as \$5,000-\$6,000 to attend.
 - One of the biggest meets of the year.

He is bringing it to the board to see if there is anything we can do to assist. It would send a strong message to USA Swimming, as this is something they should be doing. We do have an extensive Travel Fund.

L. Ferreira noted that this is not an approved meet on our National Travel Fund List.

L. Ferreira advised K. Krug to present this to the Finance Committee to see if this could be an unbudgeted expense. This Finance Committee can then bring this to the BoD for approval if they agree.

H. Convery stated this is opening a Pandora Box.

K. Krug replied this seems to be specific to this meet.

W. Hamborg asked if we know why USAS is not supporting the meet?

K. Krug said there are theories, but it is just speculation at this point.

W. Hamborg asked why the schools are not supporting?

K. Krug said his athlete is from a smaller school that does not have the budget.

L. Ferreira noted that we have a little time. He advised K. Krug to present this information to the Finance Committee and the Senior Committee and have them research a possible solution for the Bod with a recommendation.

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Announcements

Next meeting is June 14, 2023, 8:30pm

L. Ferreira would like to move the BoD meeting to the 3rd Wednesday of the month starting in July. His reasoning is that the committee meetings are held the 2nd week of the month and that makes it hard to get reports submitted before the BoD meeting. Committee meetings stay where they are, and it will create a week of separation before the BoD. Meeting will be July 19, 2023, week of Senior State.

Adjournment

Motion: C. Wasmuth to adjourn (T. Jackson 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: meeting adjourned 9:40pm

Respectfully submitted:

Nancy Harmon

GASI Secretary
May 23, 2023

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Submitted Reports

General Chair



Athletes Committee



Finance Committee



Senior Committee



Coaches Committee



DE&I Committee



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Officials Committee



Officials Report -
USAS Spring

Disability Committee



Disability
Committee Report

Governance Committee



Governance
Committee