



BoD Minutes

September 20, 2023

This meeting began at 8:30pm via ZOOM

BoD members present

Lucas Ferreira (GA) General Chair
Mike Wardwell (PAC) Admin Vice-Chair
Rob Copeland (UNAT) Finance Vice-Chair
Nancy Harmon (PAC) Secretary
Sydney Pepper (DYNA) Age Group Vice-Chair
Tommie Jackson (CAD) DE&I Chair

Brook Kubik (SA) Safe Sport Chair
Wes Hamborg (WRA) Tech Planning Chair
Clarice Wasmuth (DYNA) Officials Chair
Holly Mattson (HURR) Senior Athlete Rep
Landry Liston (BT) Junior Athletes Rep at-large

BoD members absent

Hugh Convery (GA) Senior Vice-Chair
Kevin Sullivan (OAC) Treasurer
Jason Swain (SMAC) Coaches Chair

Charlotte Foggin (ABSC) Junior Athlete Rep
Will Guichard (SA) Senior Athlete at-large

GASI Swimming staff present

John Pepper, Business Manager

GASI Swimming staff absent

Lora Thompson, Membership Coordinator

Others Present

Karl Krug (SPAC) Governance Chair
Meredith Green (BAY) Open Water Chair
Peter Soderstrom (UNAT)

Teresa Coan (CW) Disability Chair
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: R. Copeland to approve BoD minutes from August 16, 2023 (M. Wardwell 2nd)
Discussion: no discussion
Vote: Approval by acclamation
Resolution: August 16, 2023, minutes approved

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Officer Reports

Athletes (H. Mattson). Present, report submitted.

- Overview given of Athletes Committee meeting, discussed the following items:
 - Wellness Summit
 - Food Drive
 - Began discussion of next year's Leadership Summit with focus on how to increase participation, discussed the following:
 - Contacting Head Coaches to ask for access to Parent and Athlete leaders.
 - Try working directly with these contacts (parent and athlete liaisons)
 - The Athlete Leadership Summit will take place at the same time as Coaches Summit, in Spring.

Discussion: L. Ferreira praised the Athletes for being the first committee to submit their report.

General Chair (L. Ferreira) Present, report submitted.

L. Ferreira advised the Board that there will be a Southern Zone Athlete Summit next year. The cost for attending will be \$110/per athlete. Each LSC may send up to 6; this would be \$700, plus travel, to the LSC. He presented three (3) options for covering the cost:

1. Make it work within the current Budget.
2. Pull funds as a "special request".
3. Do not send representatives.

Discussion: L. Ferreira asked H. Mattson if she thought the Athletes would cover their own travel expenses? H. Mattson replied that it is worth consideration. R. Copeland asked where the Summit is to take place. Answer, University of Louisville. R. Copeland noted that is a drivable location. L. Ferreira stated that more information will be coming. They are still working out the details. The timing for the event is the 2nd week of Olympic Trials so that there can be watch parties. Once he knows more, he will bring back to the Board to see how we can help.

Finance Committee (R. Copeland) Present, report submitted.

R. Copeland went over several highlights of his report.

- \$100,000 shortfall showing in accounts. The Finance Committee is concerned and is looking to do better next year as the 2023-2024 Budget shows just a \$13,000 shortfall.
 - Overbudget is due to the following:
 - September registration fees in the past have always shown collected in the next year's budget. Hopefully with the new way of collecting fees this will be corrected in the future. \$30,000 accounts for last year's registration appears in this year's budget.
 - K. Sullivan and auditors have worked on reconciliation of past accounts. They spent the year working through and correcting account discrepancies over the past 3 years.

R. Copeland stated that we need to be careful. We cannot have another year like this one. He requested each Committee to be careful with their funds to not go over their budget. If you do have an issue, please go through the proper procedures to request additional funds.

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Discussion:

- W. Hamborg asked specifically about Zones. They went over their budget by \$36,000. How does this happen? What is the procedure, who writes the checks? Do we have any checks and balances? R. Copeland responded that yes, generally the Treasurer writes the checks but some of this was done through the LSC credit card. We need more scrutiny when using the credit card; there is a difference when the Treasurer writes a check. W. Hamborg said this issue stands out as we just discussed the cost of Zones at our last meeting. This only works if we stay within our budget, and we are clearly not doing so. We'd (the members) like the Finance Committee to follow the budget. R. Copeland responded yes, we've had hard conversations, things broke down this year and shouldn't happen again. In the future those committees going over budget need to go through the proper procedures.
- M. Wardwell asked how far back do the reconciling errors go? R. Copeland was not positive but thinks it was 3 years. He will need to check with K. Sullivan for exact timing, he and the auditors have worked through the details. M. Wardwell asked where are these errors, are they money out/money in, and are we concerned at where the money went? R. Copeland responded that it is on the expense side but had no further details at this time. He will work with K. Sullivan to create a report with details. L. Ferreira stated that is a very good question as this is money that clearly left the LSC. He asked J. Pepper to post the minutes from the Finance Committee to the website because R. Copeland did a very good job breaking down how we got \$100,000 in red. He went on to say we cannot continue this way and remain liquid. Our Reserves currently sit at approximately \$400,000. In the past we have been able to run in the red but close in the black. We did have several circumstances that will not happen again however we need to stay within our budget and correct the circumstances that caused this issue. Everyone on the Board is a fiduciary of the LSC and particularly those with responsibility for accounts, please do everything you can to stay under budget. If you must go over, be sure to go through the proper process.
- K. Krug asked how this over budget issue would be impacted if we moved to a single HoD? Specifically with the Age Group Zone issue, the impact would not be seen until the fall meeting. L. Ferreira responded that he sees no impact as we had the April meeting, discussed Age Group Zone as part of the budget, and still had the over-budget issue. If Governance is looking at going to a single HoD, R. Copeland suggested we change to having the BoD be the approving body for the Budget. He said in many organizations, like ours, the BoD approves the budget and then it is presented to the HoD. There could be pushback for this, but the BoD is normally closer and has a more hands on view of the organization. Ferreira noted that the membership at large will need to attend the meetings or follow the Finance Committee and BoD minutes more closely to stay informed.
- C. Wasmuth said "It's one thing to have a decrease in income that is unexpected and another to go over overspend. It's also another thing to not go through the proper procedure to handle. Perhaps the process is not clear". C. Wasmuth looked for some advice on how to use the Official's committee budget (\$3,162). Historically, if an evaluator comes to our State meet, do we use these funds, or may she ask the host club to cover the cost? We have a single evaluator coming for Senior State in December and that one individual could use the entire fund. R. Copeland stated he was not sure, but you could certainly ask the host club to cover the cost. Anytime we can offload expenses from the LSC, it helps. This past year the expense did come from the Officials' budget. E. Saltzman would be a good source for what has been done in the

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past. C. Wasmuth noted that the Host club did cover the expenses from Senior State this past year and it has allowed the committee to spend some of the money on the Officials, which was well received. She will continue to ask.

- W. Hamborg We as fiduciaries of the LSC underscore our need for timely notices of meetings. All meeting times should be published to the website. We are just now finding out information, such as we are ending overbudget, this should be a discussion in the committee meetings. L. Ferreira stated that the Finance Committee typically meets the 2nd Tuesday of the month. It was one of the reasons we moved the BoD meeting to the 3rd Wednesday, so reports could be posted well in advance of the BoD meeting. He asked R. Copeland to work with J. Pepper to establish a calendar of Finance Committee meetings, so we are not depending on email notification. More people may want to come to this meeting.
- R. Copeland stated that the end of this month is the end of our fiscal year. He and K. Sullivan will work together to finalize the books and get reports out to the BoD and House.
- M. Waldwell wanted to thank R. Copeland and K. Sullivan for all their work with the budget. A lot of these issues have been out of their control and R. Copeland is sitting here fielding the hard questions. He wanted him to know we recognize the work they have done.

Officials Committee (C. Wasmuth) present, report submitted.

- Looking to create a page on the GA Swimming Website, essentially a “one stop shop” for volunteers and Officials that would lead to recruiting and advancement information. It would have very basic information that connects them to the Officials’ website that E. Saltzman maintains with more detailed information for Officials. His website has been down since June, but he has been working on it. It has been a problem as many Officials rely on this information. We as an LSC need at least a page on the website for easy access to this information. L. Ferreira stated that it costs us nothing to add a tab to the website and asked C. Wasmuth to get with J. Pepper to create this page. W. Hamborg added that the Zone team has exactly this set up. It would be good to have several Officials have access for updating the information.
- C. Wasmuth announced that in 4 short weeks there are already 24 individuals that have used the new QR code and link to become officials. It was a very successful launch.

Age Group Committee (S. Pepper) present

The Age Group Committee has approved the Qualifying Times for next year. They are the exact standards as last year. They are trying to post them to the website, but the numbers keep rounding up. J. Pepper will fix and post.

Administrative Reports

Registrar (L. Thompson) not present, report submitted.

L. Ferreira reported that L. Thompson submitted Transaction Reports (to be called Registration Reports in the future) that show a comparison between registrations this time last year to registrations this year. He noted that we are only 20 days into this registration period and do not have a lot of data to follow yet, but it will be important to review these reports to identify any potential impact of clubs switching memberships to AAU. We are early but currently there is little impact.

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Discussion: C. Wasmuth asked what would we do if we found, for example, in January, we really didn't have the numbers to support the current budget? L. Ferreira responded that it would depend, but we do have reserves to run for a year or so. When preparing next year's budget, we would need to take a significant look at programs and where our money is going and adjust at that time. C. Wasmuth mentioned that we should probably watch for teams running AAU meets as "Observed" meets, essentially trying to work the system. L. Ferreira responded that he did not think we could deny Sanctions just because we don't want the competition. We do need to keep an eye out and be aware that this could be a problem. From what he has heard the number and type of meets should not be impacted. This move mostly impacts teams that were using USA Swimming for insurance purposes.

Business Manager (J. Pepper) present, no report submitted.

- Working on the Committee page. Thank you for sending your committee members. Governance and Admin Vice Chair are getting these updates in Realtime. In reviewing the page, he found that there are many committees that have no reports submitted for many months. He will be contacting these committees so the information can be posted on the webpage.
- He will get with C. Wasmuth to set up a time to get started on the Officials' webpage.

Discussion: K. Krug asked about the status of LEAP. J. Pepper responded that it has been submitted to Terry Jones. The information is the same as last year, added some things that we did. There was an issue that T. Jones did not receive all the information, but J. Pepper resubmitted it and it is now being reviewed. We are in good standing. K. Krug asked if next year is the big change? L. Ferreira stated that we have been good for 2 years now with this submission. The changes will apply next time.

Standing Committee Reports:

Governance Committee: (K. Krug) present, report submitted.

Looking to gauge the Board of Directors support for moving to a single House of Delegates meeting, before going forward with due diligence.

He presented that currently, only two hurdles are seen:

1. Moving elections to the Fall.
2. Changing the calendar approval process (any questions, contact W. Hamborg, Tech Planning).

Discussion: L. Ferreira recapped that there have been discussions of moving to a single HoD to be held in the fall with elections held at that time.

- Technical Planning discussed the calendar and feels that we need to loosen our procedures and make the calendar more of a living document. This is not something that necessarily needs to be approved by the HoD.
- Additionally, if we move to this format, he foresees us moving back to a full day or day and half meeting with Committee meetings in the morning and HoD in afternoon. We used to have this and hopefully this will increase participation.
- K. Krug noted that if we move to just one meeting it takes away an Athlete Engagement opportunity. He asked to hear from the Athletes on this issue. H. Mattson thought this format could help but feels that low participation is more a marketing issue. She'd like to see coaches encouraging their athletes to get involved.
- C. Wasmuth noted that she is favor of a single meeting with Calendar approval by the BoD.

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- M. Wardwell stated that he could go either way on this issue but feels that the committees don't represent the whole of the LSC. He'd want to make sure that we are not taking away the voice of the House. He is in support as long as voices are given the opportunity to be heard. He does not want to see the BoD making all the decisions because then just a few teams are running the LSC. L. Ferreira felt this was a very good point.
- C. Wasmuth commented that meetings don't need to be in person now that we have ZOOM. The Officials' Committee has much more participation now than when we ever had in person meetings. Maybe the answer is one meeting via Zoom, one in person. L. Ferreira shared that we would continue to do both. We need to encourage people to show up and voice their opinions in whatever way the meetings are held. The gist is how do we get people to participate in governance of the LSC? We want to hear before they are disgruntled.
- C. Wasmuth continued and asked why the fall chosen for the date? K Krug said the fiscal year. W. Hamborg said this came up last spring when elections were held, and one-week later L. Ferreira went to Colorado for workshops. This puts us on USA Swimming's schedule, allowing us to have our people in place for workshops and the Annual Business Meeting.
- W. Hamborg added his only concern is that we do this and the USAS changes what they do. L. Ferreira shared that this might happen. There was talk about it on the Zone meeting call, He might hear more at the ABM.

L. Ferreira said It sounds like if we continue to hear from the overall population of the LSC and make sure our committees represent the voices of the LSC, we should move forward. K. Krug said this is what he needed to hear and added that we should remember that this is not to open the April date for a different LSC activity. The purpose is to free up that time and not stretch everyone so thin. The Governance committee will pursue moving the LSC to a single HoD meeting annually.

Old Business:

- Bill Young and Betsy Dunbar Awards
 - We did not get any nominations for Betsy Dunbar Award
 - We only got 2 nominations for Bill Young Award
 - Looked like they did not fill out the entire application, however, it was a formatting error with the website. L. Ferreira will set up the voting and send out a ballot.
 - We need a task force to review if these awards are still relevant.

New Business:

Senior Fines assessment

- Certain teams are not happy with how the fines coming out of Senior State are being assessed. H. Convey feels he is being made to be the bad guy.
 - Currently there are approximately just over \$5000 in fines outstanding from Senior State.
 - Some teams have not responded, some teams argued that they should have been bonus events.
 - Essentially, teams did not follow the proper procedure that was laid out in the Coaches Meeting, Senior Committee meetings, and at the House of Delegates. H.

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Convery announced at least 3 times to the membership and that included the Coaches meeting prior to the meet.

- What coaches need to do is send Teams a hard copy of their entries with Bonus entries marked, as Team Unify and Team Manager do not talk. If not a Bonus event, swimmer had to make the Qualifying time (or be able to show proof of making the time) or be fined.
- Teams said it was not fair because they did not know the procedure.

Discussion: L. Ferreira asked if there is anyone on the Board wishing to make a motion to reduce or waive Fines from Senior State?

- K. Krug stated he does not see the issue. This is not a new policy; it has been in place for 3 years. He received his team's report with about 40 errors. He took the time to verify and knocked it down to about 3 fines.
 - L. Ferreira said that part of their argument is that for Age Group State C. Loprinzo does the assessment before the meet and they are notified of possible exceptions. If the team does not mark them correctly, C. Loprinzo will go in and override the entry and mark them correctly. Why should they be fined if it's addressed in other meets? This creates as separate issue. Also, since COVID we have not charged fines for Age Group State. Maybe we should be looking at being consistent across all State meets. This could be part of the problem; we are making Senior State the bad guys when Age Group should be applying the same rules.
 - M. Wardwell stated he has no sympathy for these teams; this policy has been in place for years. It is wonderful that C. Loprinzo goes the extra mile, but we would essentially reward the laziness of these coaches that let her do their job. We should not just expect this to happen. It's not that hard, you are supposed to send an entry report with your file anyway. He received the same file as K. Krug, reviewed it and got rid of all but 2 splashes which he expected as fines. These teams should pay the fines.
 - C. Wasmuth added that it was in the meet information, and it should be followed.
 - L. Ferreira also noted that there are teams that got the notification, reviewed the list, and sent their payment. It would be wrong to reward those just because they complained.

I. Ferreira noted that he had no motion from the Board to reduce or waive fines. He felt that there were plenty of opportunities to hear this policy. He agrees with the Board that all fines should be assessed and additionally we need to start to be consistent to assess fines across all State meets. All our meets need to be treated the same.

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Announcements:

- Next BoD meeting is October 18, 2023, 8:30pm
- Reminder to all committees to have their meetings the 2nd week of the month, so reports may be submitted in a timely manner.
- B. Kubik reminded everyone that Fred Lamback Meet is next weekend, October 29-30, 2023. Paralympians will be participating. Come out, volunteer. There will be some great swimming.
- Meeting adjourned 9:50pm

Respectfully submitted:

Nancy Harmon

GASI Secretary
September 27, 2023

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Submitted Reports

Athletes Committee



August September
Minutes.pdf

Admin Vice Chair Report



GASI Policies &
Procedures Manual.

General Chair Report



Sept General Chair
Report.pdf

Governance Committee



Sept Governance
Report.pdf

Finance Committee



Sept Finance Comm
Minutes.pdf



Budget vs. Actuals
2023-2023.pdf

LSC Membership Reports



LSC Transaction
Summary Report 22-



LSC Transaction
Summary Report Sep



Statement of
Activity 2022-2023.p

Officials Committee



Sept Officials
Committee.pdf

Disability Committee



Sept Disability
Report.pdf