



## BoD Minutes

March 20, 2024

This meeting began at 8:30pm via ZOOM.

### BoD members present

Lucas Ferreira (GA) General Chair  
Mike Wardwell (PAC) Adim Vice-Chair  
Rob Copeland (UNAT) Finance Vice-Chair  
Nancy Harmon (PAC) Secretary  
Hugh Convery (GA) Senior Vice-Chair  
Sydney Pepper (DYNA) Age Group Vice-Chair  
Wil Bayer (SA) Coaches Chair

Holly Mattson (HURR) Senior Athlete Rep  
Will Guichard (SA) Senior Athlete at-large  
Charlotte Foggin (ABSC) Junior Athlete Rep  
Wes Hamborg (WRA) Tech Planning Chair  
Clarice Wasmuth (DYNA) Officials Chair  
Brook Kubik (SA) Safe Sport Chair

### BoD members absent

Kevin Sullivan (OAC) Treasurer  
Tommie Jackson (CAD) DE&I Chair

### GASI Swimming staff present

John Pepper, Business Manager

### GASI Swimming staff absent

Lora Thompson, Membership Coordinator

### Others Present

Karl Krug (SPAC) Governance Chair  
Greg Gillette (ASL)

Teresa Coan (CW) Disability Chair  
Vesna Shelnutt (SFY)

### Call to order, approval of minutes

L. Ferreira called the meeting to order at 8:35pm

**Motion:** R. Copeland      to approve BoD minutes from February 21, 2024 (S. Pepper(2<sup>nd</sup>))  
**Discussion:**            no discussion  
**Vote:**                      approved by acclimation.  
**Resolution:**            February 21,2024, minutes approved

# APPROVED

## Officer Reports

**Athletes** (C. Foggin, H. Mattsson). Present, report submitted.

- Instead of holding their Annual Food Drive (canned food collection) the Athletes have partnered with Swim Across America and Reddiset Swim shop to hold a virtual Swim Across America competitions through April 1, 2024. The Divisions will be pitted against one another. The Division that raises the most will receive a prize pack of swim related goodies to be raffled off to contributing athletes.
  - M. Wardwell asked how they are addressing Divisional Championships that have already taken place? The Meet Directors were notified, it is in the newsletter and posted on Instagram and there will be a link on the GASI website with a QR for donations.
  - R. Copeland fully supports Swim Across American and applauded the athletes' efforts but questioned should we raising money for another [swimming related] non-profit? H. Mattsson stated that the athletes wanted to take the fundraising in another direction but thought R. Copeland had a valid point. They will consider this for next year. R. Copeland reiterated that he fully supports SAA but thinks they should investigate funding a scholarship or something that benefits the LSC.

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

- Primary Income Drivers.
  - Sanction Fees at \$16,000.
    - \$1,500 behind last year.
    - Roughly 60% of the budget. Potential shortfall as the next few months will probably not be able to make up the 40% deficit.
  - Registration
    - \$127,000 after correction from audit. This is 90% of our budget, so looking good.
      - L. Ferreira asked if this was the money moved to correct the audit? R. Copeland replied that is correct.
    - \$50,000 ahead of last year. However, the caveat on last year is the result of how we collected funds last year.
  - Overall tracking well, not as many concerns
    - Total revenue is at \$163,000 year to date, about 50% of our budget.
      - \$50,000 ahead of last year
    - The remaining revenue will be from Zones, pool, and open water.

Expenses.

- Staffing and Admin.
  - \$46,000, tracking to last year. 77% of our budget. Include \$10,000 for tax and audit.
- Audit and 990
  - Presented for review at last BoD. Asked for comments.
    - Hearing none, R. Copeland stated that the Audit and 990 are approved by Acclimation.

# APPROVED

- Legislation Proposal.
  - Past due financial obligations. Previously discussed. No vote at Board level.
    - To be added to the Policy and Procedures Manual 6.3.1.4 and 6.3.2.
    - Will go directly to the House of Delegates as written for approval.

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

- Legislation Proposal
  - Establish a new standing committee to handle staffing. By laws state that the duties of the Personnel Committee are listed in the Policy and Procedures Manual. Nothing is stated in our Manual.
    - Details will be added to the Policy and Procedures Manual 4.4
      - 4.4.6 Personnel Committee
      - Could be handled by the BoD, however since we are so close to the HoD it will go directly to the House of Delegates for approval.

**Technical Planning** (W. Hamborg) present, no report.

- Legislation Proposal
  - Calendar meets bidding process change in Policy and Procedures 1.0 Meet Bidding Procedure
  - Previously discussed and will be sent to HoD for approval.
- Legislation Proposal
  - Facility Surcharge.
  - Surcharge increase, changes to the Policy and Procedures Manual 2.0 Meet fee, 2.2 Surcharges, and 3.0 Sanctions, 3.5 Sanction Fees.
    - \$10.00 per swimmer at any facility in Georgia.
    - \$30 00 per swimmer at Georgia Tech and UGA
    - 2% sanction fees would apply to increase entry fees and facility surcharges (proposed by Finance Committee).
    - M. Wardwell asked if we should just increase all facilities to \$15.00 as Age Group is about to ask for approval for a \$15.00 facility surcharge for the new Peach State meet.
      - L. Ferreira suggested that since the change is for any meet to charge \$10.00, any LSC designated championships (Divisionals and State Championships) should be allowed to charge \$15.00 due to the prelim final format.
      - W. Hamborg will make the update (but L. Ferreira owes him another beer).
  - Legislation Proposal
    - Change to wording in Policy and Procedure Manual 8.5.1 concerning setting Georgia State Records
      - Age Group Committee reviewed and have approved changes. Senior Committee had previously approved.
      - Will be presented to the House of Delegates for approval.

# APPROVED

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

- Age Group is asking for the same (up to) \$3,000 supplement that is offered to Senior State to host teams bidding for the new Peach State Meet (formerly 10&under, B cut Meet). This would be in addition to the supplement offered to Age Group State.
  - Up to \$3,000 if they do not make the minimum \$10,000.
  - The cost to the LSC could be up to \$6,000, as there are two locations.
  - There are currently 3 bids for North, 0 for South.
  - Bids are open until April 10, 2024, 8:30pm, Age Group Committee. Vote will be taken at that time.
  - L. Ferreira noted that this cannot be approved until the next budget, and we need to make it clear to those bidding currently that the BoD is merely recommending this right now.

## **Senior Chair (H. Convery) present, report submitted.**

- The Senior Committee has had a request for an appeal of a fine. H. Convery did not feel that our Policy and Procedure Manual allows the Senior Committee to extend the deadline. Bringing to the BoD to see what, if anything, could be done.
  - A family had proof (sanctioned high school meet,) it took time to prove, and they missed the 60-day deadline that is part of our Policy and Procedure Manual. The team had less than 60 days to prove the time as the report was delayed due to the holidays. The appeal took 90 days.
  - The Senior Committee does not want to just extend the deadline, as others met the deadline. H. Convery suggested we could add words that say after the 60-day deadline you have 30 days to appeal.
  - K. Krug asked could we just add you have 60 days after the report is sent to show their proof of times? H. Convery counted that would just delay the process. He would rather see, "get your proof in and then give them time to appeal".
  - M. Wardwell noted that we need to have an appeal process and there is currently no language. He did not think there is currently anything in our procedures that allows us to override this appeal, even if the Senior Committee recommends it.
  - W. Hamborg moved that we make a motion to allow this appeal.
    - M. Wardwell stated that in our Bylaws 5.1.2 to amend this process the date of the vote will need to be published 20 (30) days in advance.
    - M. Wardwell 2<sup>nd</sup> W.Hamborg's motion to allow the appeal.
  - R. Copeland made a motion to table this motion to accommodate policy until our next BoD meeting.
    - This will come up as Old Business in next month's BoD.
  - H. Convery noted that we still need to decide if we want make it part of our P&P that people may appeal to the Senior Committee. W. Hamborg suggested that the Senior Committee write something up that clarifies the appeal and perhaps adds a penalty if the appeal is denied. H. Convery agreed to address make these changes for the next meeting.

# APPROVED

- The Senior and Age Group Committee will both need to review this policy.
- National Travel Fund
  - Notified about 2 ½ weeks ago that a Para Athlete received funding from the National Travel Fund even though she is on the US National Team. Our policy currently states that the funds are not to be used for Athletes already funded by the National Team. There were questions concerning when the athlete joined the National Team; questions about how the Para National Team is divided (several levels), what and how much compensation is issued. B. Kubik said that Para athletes have been working for parity and an even playing field. They are trying to be transparent. L. Ferreira felt that this discussion should be with the Travel Fund Committee and not with the BoD. H. Convery thinks his committee is not knowledgeable enough to make this decision. R. Copeland feels that we may need to expand the committee to include a Para Athlete. Strictly looking at our policy it looks like she may not receive funds. W. Hamborg noted that it sounds like they do not specifically receive Travel Funds. T. Coan (Disability Chair) will meet with the Senior Committee/Travel Fund Committee to help everyone understand the Para policies and structure better.
  - The form will be amended to specifically say these funds are not available to Athletes who are sponsored or members of the National team.
  - Need to clarify policy for handling Para athletes.
  - Travel Fund committee is part Senior Committee, next meeting April 8, 2024, 8:30pm.
- **Motion:** W. Hamborg allow Athlete to keep funds issued (R. Copeland 2<sup>nd</sup>).
- Discussion: no discussion
- Vote: Unanimous approval
- Resolution: Athlete may keep funds issued (in this specific case).

## Administrative Reports

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

- L. Ferreira reported that registration numbers were submitted; fewer new athletes but 200 more renewals. Not doing badly. Total numbers balance out.
- Any questions, please contact L. Thompson directly.

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

# APPROVED

## Committee Reports:

**Governance:** K Krug, present, report submitted

- Strong slate of candidates ready.
  - Waiting on one response for Age Group Vice Chair. The committee wants to know that he is fully 100% committed to the role.

## Old Business

- There will be a closed executive session concerning the Personnel Committee following this meeting.
- House of Delegates Meeting, April 20, 2024. 1:00pm – 5:00pm
  - Location TBD. Make sure you communicate with J. Pepper.
  - Will be hybrid, not ready to move to only in person.
  - No Coaches Clinic this year but looking into a Coaches happy hour, round table.
  - No Committee meetings necessary as we will have a regular BoD right before this meeting.
  - Everything must be published by March 27, 2024.
- Legislation Proposals
  - All proposals need effective dates, especially for Sanction changes.

## New Business

Posted a link: USA Swimming LSCs Outstanding service award. This is to nominate someone based on service. As a Board we need to start thinking of deserving individuals. We have until the end of the year. Please do not nominate on your own.

## Announcements

Next meeting is April 17, 2024, 8:30pm.

Board of Directors moved to a closed executive session.

## Adjournment

**Motion:** C. Wasmuth      to adjourn (M. Wardwell 2<sup>nd</sup>)  
**Discussion:**            no discussion<sup>4</sup>  
**Vote:**                    Unanimous approval  
**Resolution:**            meeting adjourned 10:00pm

Respectfully submitted:

*Nancy Harmon*

GASI Secretary  
March 25, 2024

# APPROVED

## Submitted Reports

### **Athletes Committee**



March Athletes  
Report.pdf

### **Admin Vice Chair**



Leg Change -  
Establish Personnel

### **Senior Committee**



March Senior  
Committee Minutes.



Senior Committee  
Leg Change - record

### **Governance Committee**



March Governance  
Report.pdf

### **LSC Membership Reports**



March LSC  
Transaction Summar



March LSC  
Transaction Summar

### **Finance Committee Reports**



March Budget vs.  
Actuals 2023-2024.p



March Statement of  
Finance Committee  
Activity.pdf



Leg Change - Outst:

### **Technical Planning Report**



Tech Plannig  
Calendar Meet Bid



Tech Planning Leg  
PChange - Surcharge

### **Age Group Committee**



March Age Group  
Report.pdf

### **Officials Committee Report**



March Officials  
Committee Report.p

**General Chair** no report submitted.

**Operations Risk** no report submitted.

**Safe Sport** no report submitted.

**Coaches Committee** no report submitted.

**Disability Committee** no report submitted.