



## BoD Minutes April 17, 2024

This meeting began at 8:30pm via ZOOM.

### **BoD members present.**

Lucas Ferreira (GA) General Chair  
Mike Wardwell (PAC) Adm 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

Holly Mattson (HURR) Senior Athlete Rep  
Wes Hamborg (WRA) Tech Planning Chair  
Wil Bayer (SA) Coaches Chair  
Tommie L. Jackson (CAD) DE&I Chair  
Brook Kubik (SA) Safe Sport Chair

### **BoD members absent.**

Kevin Sullivan (OAC) Treasurer  
Clarice Wasmuth (DYNA) Officials Chair

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

### **GASI Swimming staff present**

John Pepper, Business Manager  
Lora Thompson, Membership Coordinator

### **GASI Swimming staff absent.**

### **Others Present**

Karl Krug (SPAC) Governance Chair  
Greg Gillette (ASL)  
Rayleen Soderstrom (UNAT)

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

### **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 March 20, 2024 (M. Wardwell 2<sup>nd</sup>)  
**Discussion:** no discussion  
**Vote:** approved by acclimation.  
**Resolution:** March 20,2024, minutes approved

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## **General Chair (L. Ferreira)**

The House of Delegates meeting will be held this Saturday. L. Ferreira reminded all committee chairs that we should not assume that all the delegates have been reading all the minutes and reports. Ideally each committee should be prepared to provide a succinct report of committee accomplishments since the Fall House of Delegate meeting (August 2023). Please present major highlights and do not assume that everyone is familiar with our minutes.

## **Officer Reports**

**Athletes (H. Mattson).** Present, no report.

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

- Registration is on target.
- Big expenses are yet to come, Zone Team, Open Water, Pool Zone meet.
- Operational expenses are on track, as well.
- Reserves and investments are looking good.

Discussion: L Ferreira noted that files sent by K. Sullivan this month would not open. R. Copeland said he would look into it and make sure J. Pepper receives both our Financial Position and our Budget vs. Actual Reports to be posted for the House of Delegates meeting.

- R. Copeland noted that we have \$517,000 in our investment accounts and \$150,000 in our operating accounts. They are both where we want them to be.
- 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.

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

- Sanction process for LC State delay.
  - Finalizing Meet Information for LC State and Officials requested different wording for the Scratch Procedure. What they proposed was in violation of GASI Scratch Rule. The Committee pointed out that they were able to change the language but not the intent of the rule. If they wanted this change, it would need to go back through the Senior Committee. There is an urgency in getting this resolved as the MR and meet host have been named and they would like to apply for the meet to be an OQM. This still needs to be worked out and there was no one from the Official's Committee on the call; will get with them to resolve.
  - Qualifying Standards are posted.
  - Bid for SC State has been approved for ABSC.
- Proposal to limit the number of Para Meets to be in line with able-bodied athletes meets.
  - Some Para Athletes read the rules that able-bodied swimmers may bid travel reimbursement for up to 3 meets to a maximum of \$1000.
    - When Para meets were added there were only 2 meets that applied therefore no cap was included. They are now requesting to add "World Series".

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- The Travel Fund needs to add a cap of \$1000 with a maximum number of meets set at 3 needs for Para Athletes to be equivalent to able-bodied athletes.
- L. Ferreira said the Board will support whatever the Travel Committee determines is appropriate. H. Convery will take it to the committee.

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

- Peach State Championship locations
  - South site: WRA
  - North site: vote will be taken at the Spring HoD.
- New procedures are in place for selecting the Zone Team.
  - Language needs to be clarified.
    - The number of athletes flying = 9, if able to take a bus = 12.
    - A cut will be selected first then remaining slots will be filled with B cuts.
      - Placing will be scored by rank. Therefore, a higher scoring athlete will be placed on the team before adding athletes further down on list.
      - M. Wardwell will work on the wording. It's important to emphasize that the A cut swimmer will be placed before filling with B cuts.
        - The intent is to take swimmers who are more likely to score rather than just filling the team.
  - Per M. Wardwell, this will not be ready for the House this weekend as it needed 10-day notice for a Legislative change. We can talk about it and let them know it is happening and the Board can ratify the changes. It does not have to go before the House.

**Discussion:** L. Ferreira stated that when writing policy we should write for exceptions. He asked about making legislative changes from the floor. K. Krug noted that it is a 2/3rds vote to ratify in this case. Since this proposal will not be ready for the House, he asked that the Age Group committee present this as part of their detailed report.

## **Administrative Reports**

### **Registrar (L. Thompson) present, report submitted.**

- L. Ferreira reported that registration numbers were submitted, tracking about 100 premium members less than last year. We are doing better than anticipated.
- Any questions, please contact L. Thompson directly.

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

- House of Delegates (currently)
  - Registration
    - 17 in person
    - 21 online
  - Voting registration
    - Only 5 teams have registered.
    - Registration is available the day of the meeting.
  - Voting software (elections, legislative changes, Age Group/Peach State site)

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- Same software used in the past years.
  - In the case of legislation, it can be broken down into multiple votes.
  - It will need to be sent out each time.
  - Age Group/Peach State Championship site vote should take place during Tech Planning
- Deadline
  - Voting registration, no later than midnight April 18, 2024.
  - Per L. Ferreira to J. Pepper, please send out an additional email encouraging Teams to register.
- Logistics
  - Room 245, Georgia Tech CRC.
  - No prepaid parking. Use student hourly lots.
  - Registration 12:30pm.
  - Meeting 1:00pm.
  - Lunch will be served to those who register in advance.

## **Committee Reports:**

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

- Slate of candidates has been submitted.
- Previously waiting on Age Group Vice Chair. Governance has put forth Mike Radford (ABSC) to be voted on this Saturday.

Discussion: Thank you to Sydney Pepper for 4 years as Age Group Chair. Good Job. Karl Krug is also rotating off the Governance committee. The Governance Committee will put forth Noah Ayers (ASL) and Chandler Mulford (DYNA) to replace retiring committee members. M. Wardwell felt that Governance needs more members to be representative of the whole LSC. L. Ferreira stated that this is a unique committee in that it does not meet all the time but can be time-consuming when a meeting is necessary. It is a very important committee and fills a very important role in the LSC as it oversees the business of the LSC. It operates as a separate entity from the BoD for additional checks and balances. Please let the Board know if you know of anyone within the LSC interested in joining the committee.

**Disability** (T. Coan), present, report submitted.

Proposal to continue funding Para-athletes on the Para National Team, even though we do not fund able-bodied athletes on the National Team. This is because Para-athletes National Team members do not receive domestic travel stipends.

- T. Coan went back to her committee after the last meeting and discussed the amount of money it costs for Georgia Para-athlete to participate in meets. A Para-athlete will have to go to GA, IN, FL, MN, to move up into the National Team. Meets are not local. The committee met and decided to request the funds.
- L. Ferreira noted that we have a Legislation Change Form that needs to be filled out and that it needed to be submitted 10 days prior to the HoD. We are within that window. If they want to move forward, they may but be advised that you will need 2/3<sup>rd</sup> vote rather than the 50% if you had submitted on time. Or you can wait until the next HoD.

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- T. Coan responded that they were advised that they had to submit it to the Travel Fund Committee and the Senior Committee. This was done April 10, 2024, via email. We have discussed this with numerous coaches and the committee respectively requests to move forward and take it to a vote.
- H. Convery thought Policy and Procedures did not require HoD approval. He thought just Bylaws and amendments needed HoD approval. We've been operating that Policy and Procedures could be passed by the Board with notification to the HoD.
  - L. Ferreira responded that it is a bit of a grey area. If the Board sees something pressing outside of the HoD, the Board may act. However, the House can undo anything the Board does. Essentially, the House is a re-stamp. The Policy and Procedure Manual is still officially approved by the House of Delegates. In the past what we have done is anything approved by the Board is brought before the House of Delegates for approval.
- L. Ferreira asked are there any athletes that this affects prior to May (next Board meeting)? Both T. Coan and H. Convery said yes as they are waiting on funding for the Para World Series. L. Ferreira was reluctant to go ahead and vote on this without proper wording. Both T Coan and H Convery said that this could wait until the next Board meeting. L. Ferreira stated that he anticipates that this will be approved by the Board, and it can then go before the HoD in the Fall. It will appear under Old Business for the May 2024 Board meeting.
- H. Convery asked T. Coan to work with him to get the particulars for the World Series meets. Once approved the athletes will be able to retroactively apply for the funding.

## **Old Business**

L. Ferreira asked for effective dates for proposed Legislative changes.

- Tech Planning
  - Setting of the Calendar – Effective date August 1, 2024
  - Surcharge Changes – Effective date August 1, 2024

**Discussion:** Per W. Hamborg. The dates were not specifically discussed but any meet currently being bid without surcharges has until July 1, 2024 to make any changes without cause. August 1st allows any meets bid for the SC season to add surcharges if they so desire. It does not allow meets in the current LC calendar to be adjusted.

- Finance Committee
  - Charging past due obligations
    - It is retroactive but going forward it will be effective May 1, 2024, for enforcing.
- Admin Vice Chair Committee
  - Establishing the duties of the Personnel Committee. Effective date April 21, 2024.
- Senior Committee
  - LSC Records – retroactive, effective immediately, April 21, 2024.

Request from Swim Atlanta to appeal a SC Senior State fine where proof was received outside the deadline window.

- A swimmer failed to achieve the qualifying time at Senior State and was fined. The swimmer had the cut, but it was at a High School meet and the process to prove it took longer than allowed by our current policy.

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- Fine was for 3 swims. The original cut plus 2 bonus swims.
- Proof was offered for the original cut.

**Motion:** M. Wardwell accept proof of time outside the original window and wave fine (W. Hamborg 2<sup>nd</sup>).

Discussion: no discussion  
Vote: Unanimous approval  
Resolution: fines waved.

## New Business

Proposal by Disability Committee.

Legislative change to alter the composition of the Travel Fund Committee, adding a seat to specifically place the Disability Chair on the Committee.

- Issues
  - The committee is made up of elected members, the Disability Chair is appointed by the General Chair. Governance is against this proposal.
  - L. Ferreira indicated that if this seat is added they will need to add an additional athlete to the committee to be in compliance with 33% athlete representation. This may need to happen anyway as we currently sit at 25% [note: L. Ferreira was wrong in that committees only need 20% athlete representation, thus this proposal would still be in compliance]
  - H. Convery indicated that this action does not actually solve the issue they had with adding Para funding. The problem has been that Para meets are not set in a timely manner. The information was not available when funding was being set. He did state that they could continue to do what they have been doing in the past, which is to amend funding when they get the information. This is how it is handled for able-bodied swimmers meets.

**Discussion:** H. Convery went on to say that there was discussion that there is a limit of 2 meets. This is not true but there is a cap that is limited to the value that is equal to the most expensive summer and winter meets. He was not sure why the World Series was not included but you could have 3 meets if the total is not exceeded. As Chairman of the committee, he likes keeping the committee small. They essentially rubberstamp what Disability requests. As long as the information is good, the Disability committee has adequate representation and consideration without needing a seat on the committee. He does not feel it's necessary to add an additional person. T. Coan disagreed. She felt it helps to have a presence on the committee as everyone deserves a voice. Age Group and Senior have a voice, DEI is inside each of these committees. For the Para athlete, it's about being able to talk through things and educate as we go along. The seat has no weight; we are looking for equal representation throughout GASI, HoD, BoD, and on the website. We're just trying to be proactive because we sat for so long with no voice, we are just trying to be part of Georgia Swimming, not just a box to be checked.

L. Ferreira added his concern in adding more responsibility to committee chairs. He noted T. Coan's willingness to serve but said we are adding a position not a person. He was concerned that adding too much to a position ultimately creates a deterrent for future individuals stepping up to serve. T. Coan responded that they are trying to be a leader. There are Georgia athletes that have a shot at going to the Paralympics and they need to go through Para trials to get there. They are trying to educate, have a voice, and be part of Georgia Swimming and not just take what they are given. They are not trying to cause waves; they have been stagnant for years and they don't want to just take. They have funded

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parts of their meets and camps. They are a working committee and really want to be part of this as an equal member.

- M. Wardwell stated that he is 100% in favor of funding Para athletes. That being said, they fought hard to create this Travel Fund and the committee is made up of elected members that decide how the money is allocated. Disability is asking to place an appointed member on the committee that the coaches had no say in determining. He feels very strongly that if we add an individual to this committee, it is an elected member who signs off on their fiduciary duties to GASI rather than someone the General Chair appoints in the future. T. Coan replied that the position does not have to be her, but it needs to be someone that understands the inner workings of the Para world.
- M. Wardwell noted that perhaps it's time that the Disability Chair has a place on the BoD. L. Ferreira replied that this would change this discussion, however this is a point for another time.
- B. Kubik added we should not have a difference in how we treat appointed vs elected individuals. In that we trust our elected General Chair to appoint our Disability Chair, shouldn't we therefore trust the judgement of the Disability Chair? It is her understanding that this committee gives recommendations to the Senior Committee, and they make the final decision. The seat would be to give parody and a voice. This is to make sure that everyone is represented. She did not understand why there is such a hangup if the person asking for the seat is appointed when they were selected by someone who was elected.
- R. Copeland stated that his concern is not appointed vs elected. When he looks at his Finance Committee, he does not have representation from Disability or DE&I. If this is the concern (that we need representation from all) we will get some very bloated committees. It is important that our committees and committee chairs work with the people that are not represented on the committee to make sure we get the right decisions made. We need to work with Disability and DE&I to make sure the dollars are allocated appropriately but they do not need to be members of the committee.

**Discussion:** L. Ferreira indicated that it looks like there would be no consensus from the BoD tonight, but that B. Kubik is welcome to take this to the HoD and put it up for a vote. At that point Governance and everyone else will be free to state their feelings, pros, and cons, on this proposal.

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## **Announcements**

Reminder House of Delegates is this weekend, April 20, 2024, Georgia Tech.

- Make sure you register.
- Make sure your team registers.
- Make sure you have your voting delegates registered.
- Attending in person, register, so you will receive lunch.

Next BoD meeting is May 15, 2024, 8:30pm.

## **Adjournment**

**Motion:** H Convery to adjourn open session (M. Wardwell 2<sup>nd</sup>)

Discussion: no discussion<sup>4</sup>

Vote: Unanimous approval

Resolution: meeting adjourned 9:35pm

Board of Directors moved to a closed executive session.

Respectfully submitted:

*Nancy Harmon*

GASI Secretary

March 25, 2024



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## Submitted Reports

### Senior Committee Report



Senior Committee  
Report April 2024.pdf

### DE&I Report



DE&I Committee  
Meeting March 2024

### LSC Membership Reports



LSC Transaction  
Summary 22-23.pdf



LSC Transaction  
Summary 23-24.pdf



GA Club  
Registration April 2024

### Age Group Committee Reports



Age Group Report  
April 2024.pdf

### Officials Committee Report



Officials Committee  
Report April Meeting

**Athletes Committee** no report submitted.

**General Chair** no report submitted.

**Admin Vice Chair** no report submitted.

**Operations Risk** no report submitted.

**Safe Sport** no report submitted.

**Coaches Committee** no report submitted.

**Disability Committee** no report submitted.