



BoD Minutes June 24, 2024

This meeting began at 8:30pm via ZOOM.

BoD members present.

Lucas Ferreira (GA) General Chair	Wes Hamborg (WRA) Tech Planning Chair
Rob Copeland (UNAT) Finance Vice-Chair	Will Guichard (SA) Senior Athlete at-large
Kevin Sullivan (OAC) Treasurer	Charlotte Foggin (ABSC) Junior Athlete Rep
Nancy Harmon (PAC) Secretary	Tommie L. Jackson (CAD) DE&I Chair
Clarice Wasmuth (DYNA) Officials Chair	Brook Kubik (SA) Safe Sport Chair

BoD members absent.

Mike Wardwell (PAC) Adim Vice-Chair	Wil Bayer (SA) Coaches Chair
Hugh Convery (GA) Senior Vice-Chair	Holly Mattson (HURR) Senior Athlete Rep
Mike Radford (ABSC) Age Group Vice-Chair	Landry Liston (BT) Junior Athlete Rep

GASI Swimming staff present

John Pepper, Business Manager
Lora Thompson, Membership Coordinator

GASI Swimming staff absent.

Others Present

Amanda Hamborg (WRA) Governance Chair
Sydney Pepper (DYNA)

Call to order, approval of minutes.

L. Ferreira called the meeting to order at 8:39pm. Mission and vision statement of Georgia Swimming (GASI) presented.

Motion: R. Copeland to approve BoD minutes from May 15, 2024 (C. Wasmuth 2nd)
Discussion: C. Wasmuth asked for an explanation of Forms for Legislation Change. Is this new? L. Ferreira replied no, this is Appendix C of the Policy Manual. J. Pepper noted that it is posted on the website under the Governance Tab.
Vote: approved by acclamation
Resolution: May 15, 2024, minutes approved

APPROVED

Officer Reports

Athletes (C. Foggin) Present, no report submitted.

C. Foggin reported that they did not have an official meeting, but they have been discussing potentially introducing a program to invite athletes interested in becoming Jr. Athlete Rep. They would sit in on meetings in order to learn what the job entails. L. Ferreira asked if this would be part of their regular meetings or some sort of outreach. C. Foggin replied that this is still just an idea and there are no details yet. L. Ferreira stated that this is a good way to get better athletes.

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

- Finances look good. Based on our current registrations we have met our budgeted numbers. Sanction fees are about 95% of what we budgeted for the year.
- R. Copeland questioned K. Sullivan about a negative number for “fine income”. K. Sullivan responded that it was a refund to Swim Atlanta based on a BOD vote to accept a proof of time outside the original window.
- We have money available; we are at about 85% of income. We did not spend some budgeted money (ex., no LSC Camps).
- Expenses
 - We had budgeted a shortfall, but we are currently in a positive position.
 - Mostly expenses to come (Zones and Convention). We will keep tracking to make sure we stay within budget.
- Next item: start budgeting for the next year.
 - Have designed a new template (.xls) that will be sent to Committee Chairs to help them with their needs when setting their budgets.
 - K. Sullivan stated it will help each Committee Chair be a bit more accountable for what they request.
 - Specifically, it covers expenses.

L. Ferreira noted that it is better to have the request in the budget than to try to find funds after the budget is set.

General Chair (L. Ferreira) Present, no report submitted.

- Not able to attend monthly USA Leadership meeting due to attending Trials.
- Still looking for confirmation from delegates attending the ABM in September. C. Wasmuth has responded that she will be attending. Tommie Jackson is not able to attend, looking for an alternate. Please reply, yes or no. If unable to attend, please suggest someone from your committee as an alternate.
 - We need to take advantage of this opportunity to learn and present what we need as an LSC.
 - We have been vocal about the shortcomings of USAS. If we are not participating at the National level, we will not enact any change.

APPROVED

- Deadline to secure a slot for our delegates is July 15, 2024. If necessary, we may change the names after that date. We would like to send a full delegation.
- C. Wasmuth stated that she is waiting to hear if there will be a Referee clinic as they have had in the past. It is not currently on the agenda but if it happens, she will send someone using Official's funds.
- K. Sullivan stated that Wil Bayer had responded that he would go but had asked for the specific dates. L Ferreira did not recall seeing this email. He noted the following:
 - Dates: September 26 -28, 2024.
 - Meetings run Thursday morning through Saturday night.
 - DE&I has a specific track and is one of the main focus of this year.
 - He asked K. Sullivan to respond to W. Bayer.
- C. Wasmuth mentioned that S. Mechler (a recent Official transfer to Georgia) is a member of the USAS Disability Committee. She will be attending the convention as a committee member. She will be a good resource. B. Kubik added that S. Mechler has been an invaluable resource for our LSC, specifically The Fred.
- B. Kubik then asked if we have the funds to send all these representatives.
 - L. Ferreira responded that our Policy Manual states that we may send up to 8, we are only sending 6.
 - The money is budgeted.
 - We feel we need to have this representation.

Officials Chair (C. Wasmuth) Present, report submitted.

- C. Wasmuth noted that receiving LC Age Group State and Senior State Meet Information took us right to the deadline for requesting OQM status for Officials. Is there a process or a deadline for submitting this information? It seems like the Senior Meet Information was ready and then it wasn't. She continued that this may have been out of the ordinary as there was a change of leadership with Age Group Committee and Senior had an issue with the Scratch Rule. She felt we need to set a process for these meets so that the information is submitted at least 2 months in advance of the meet. L. Ferreira said in hindsight we should have had the outgoing Age Group chair finalizing the Meet Information as the incoming Age Group chair was just coming onboard. The Senior meet was ready but then there was a misunderstanding about the Scratch Rule. He went on to state that he did not feel that we needed a policy, the committees need to be more proactive. C. Wasmuth continued that some Officials have had to fill in some of the Meet Information in order to get the Sanction. This is the host club's responsibility not the Official. L. Ferreira stated the host club doesn't have that much to fill out; they need to be proactive as well. L. Ferreira suggested that maybe we need to tag on the calendar when this meet information needs to be ready. C. Wasmuth stated that she will work on this from her side.
- USAS does not like Georgia's Scratch Rule and it causes issues when applying for OQM status. Basically, there is not a penalty for anything. This is not so much a problem with Age Group, but the Senior meet should be preparing coaches and athletes to go to the next level. We have no penalty for not swimming in prelims; rules should apply. L. Ferreira generally agrees but not sure if they were applying the rule at Trials. If we follow this policy, we are essentially holding

APPROVED

our age groupers to a higher standard than our older athletes. At Trials there were many NS, DFS. From the perspective of how the meet runs, there is no difference between a DFS and a NS. It still counts as a DQ.

- C. Wasmuth stated that USAS wants to see our exceptions written out. She would like to get a group together to discuss what we need. USAS just wants to see our exceptions; she'd like it clarified for USAS.
- W. Hamborg stated that if you want this changed it will be an uphill battle to get the coaches to agree. Coaches are very satisfied with our Scratch Rule. This will not be an easy task to get it changed.
- MR always has the ability to override.
- L. Ferreira suggested C. Wasmuth reach out to W. Bayer, Coaches Chair, put together a group to discuss.
- C. Wasmuth wanted to give kudos to the following teams for having a strong base of Officials.
 - ABSC – 30 Officials
 - ASL – 36 Officials
 - DYNA – 34 Officials
 - 100 of 305 officials in 3 clubs. She will be looking at best practices because ABSC and ASL are not the biggest clubs in our LSC but have as many Officials as the larger club.
 - W. Hamborg added WRA has 17 Officials with a much smaller team. They may have the best percentage.

Senior Chair (H. Convery) Not present, no report submitted.

- L. Ferreira reported that there was an issue with the Senior Sanction. The meet information was published with the incorrect qualifying times. The Sanction has been updated but we need to make sure everyone knows this. We need to verify all postings are correct.
 - J. Pepper stated that he has posted everything that he has received.
 - He will send out an email tomorrow to make sure everyone is aware of the change of qualifying times.
 - Qualifying Times on website were correct.
- Olympic Trials. Please congratulate the following 7 participating High School age athletes representing Georgia Swimming at the 2024 US Olympic Team Trials in Indianapolis.
 - Olivia Stewart - ASL
 - Cooper McDonald - DYNA
 - Baylor Stanton - GA
 - Sarah Paisley Owen - MAAC
 - Katie Christopherson - SA
 - Kyler Heffner - SA
 - Abigail Heizer - SPAC
 - There were a number of college age athletes who represented Georgia, as well.
- B. Kubik noted that Trials are not over as the US Paralympic Team Trials is this week. Georgia is making a big impact. L. Ferreira replied that Para athletes who participate will be recognized next month, after their meet takes place. L. Ferreira asked that T. Coan provide a list of those who participate in Minneapolis.

APPROVED

- Travel Fund: it will be necessary to make sure that athletes are not double dipping. If, for example, a college athlete receives assistance from their college team they should not request funds from GASI. Teams should make sure that the athlete has not received assistance prior to requesting reimbursement from the Georgia Travel Fund.
 - A. Hamborg suggested that the form should state that they should not be receiving money from any other source.
 - Our bylaws state no funds should go to National Team members (as they receive funds from USAS) but there could be college athletes that received assistance through their teams.
 - We need to make sure no one is abusing the fund.
 - L. Ferreira noted that by adding athletes outside the 7 high school age athletes we may have a huge impact on our fund. We need to make sure they are not getting assistance from any other source.
 - L. Ferreria asked K. Sullivan to work with H. Convery to update the language on the form.
 - A. Hamborg added that this should be explicitly stated on the form. There should be a box to actively check that states the athlete is not receiving funds from another source.
 - K. Sullivan will get with H. Convery and update the form before the end of the week as we are working within the 30-day window for requesting reimbursement.

Administrative Reports

Registrar (L. Thompson) Present, report submitted.

- 93% of last year's totals.
 - Expect a few more registrations but not a huge change.
 - We budgeted for a 10% registration drop. We are doing better than that.
- Attended the monthly USAS Leadership call. Nothing new to report.

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

Committee Reports:

Governance Committee: (A. Hamborg), Present, no report submitted.

Personnel Committee: (K. Sullivan) Present, no report submitted.

Executive Director position has been posted. Have had good response from candidates with a variety of skillsets. Currently ranking applicants. Will be holding Zoom interviews, end of June beginning of July. Hope to have 2 or 3 in-person interviews during the weeks of Age Group and/or Senior State. L. Ferreira added that there is some downtime through the next few weeks. It's a good time to look at the applications.

APPROVED

Old Business

None.

New Business

- USAS divides LSCs into 3 sizes. Georgia is one of the largest and we are invited to the Mighty Mega Conference, November 8-11, 2024. It will be held in Colorado Spring, CO. We are to send 2 LSC leaders. The LSC is to cover travel costs. Room and board will be covered by USAS.
 - J. Pepper suggested that we should designate one of the slots to the new Executive Director. L. Ferreira agreed.
 - C. Wasmuth asked what it [conference] is about. L. Ferreira responded that it is essentially about governance and best practices. It's a good networking opportunity with other large LSCs.
- Proposal for new selection criteria for the 2024 Georgia Swimming Age Group Zone Team.

Motion: K. Sullivan approve 2024 selection criteria for Age Group Zone Team (R. Copeland 2nd)

Discussion:

- Change in the number of athletes that may attend, 9-12 depending on location, qualifying standards and means of transportation necessary. Athletes will be ranked at Age Group State, and we will also consider the likelihood of scoring. A cut will have priority, B over C.
- Policy Manual 7.0 needs to be updated as it still shows 15-18 age group. We no longer send them.
- K. Sullivan noted that this could impact income, but there is potential to save cost as well.
- Athletes must still apply.
- Amanda Hamborg asked if we are asking the Board to approve this policy change and then send it to the House to be ratified in the fall.
 - L. Ferreira responded, yes, it is the wish of the Age Group Committee to use this procedure this year.
 - A. Hamborg then asked if there was a way we could make this an exception specific to this year to allow this Policy Change to go through our normal Governance process prior to updating the Policy Manual.
 - L. Ferreira responded that this was brought up at the Spring HoD and he feels confident going with the Board approval but that she, as Governance Chair, could make this request.
 - She was not concerned with the Policy but questioned had we done a thorough enough job of vetting if this would affect any other policy.
 - K. Sullivan noted that the current policy is already incorrect in that the meet no longer has a 15-18 age group.
 - L. Ferreira noted that last year we sent 12 rather than 8 for each age group.
 - A. Hamborg stated that she didn't have time to review it this week, and many of Governance are just returning from Trials. It's just a struggle when one part of

APPROVED

the documents contradict another part. She is not objecting to the substance but is asking for a bit more due diligence in trying to keep our Policy Manual correct.

- J. Pepper asked if she would be more comfortable with the policy being voted down and go with our current policy? She responded absolutely not; this is not just housekeeping. She is asking the Board to make this an exception for this year, allowing the policy change to go through Governance as it should. This could be an email vote after due diligence is performed. She is merely asking that when the document is updated it is done correctly.
- L. Ferreira continued that this change is being submitted as the policy change for 2024 therefore we will vote for selection of specifically this year's team and allow further overview by Governance with the policy change ratification coming before the fall HoD.
- K. Sullivan added that the Age Group Committee is specifically looking for feedback as to how this goes so this is a good plan.

Vote: Unanimous approval

Resolution: 2024 Age Group Zone selection will follow the updated criterion.

S. Pepper (Zone Team Manager) asked if it's OK to now send out the applications. L. Ferreira replied yes. S. Pepper went on to say she has had a lot of interest this year, which is a good sign. Also, at the Athlete's Summit, she spoke with Jonathan Watson, NC Swimming; he was fascinated by what we are doing. We are the only ones approaching our selection in this manner. He was very interested in how it goes; how we came up with the times. She thinks it is going to be a good thing. L. Ferreira asked that we get the new information out on the Zone page as we are within a month of Age Group State.

Announcements

Next BoD meeting is Wednesday, July 17, 2024, 8:30pm.

This date potentially coincides with Coaches meeting for Age Group State.

[Coaches meeting is currently scheduled for Tuesday, July 16, 2024, 7:00pm, via Zoom].

Adjournment

Motion: K. Sullivan to adjourn (C. Wasmuth 2nd)

Discussion: no discussion

Vote: Unanimous approval

Resolution: meeting adjourned 9:49pm

Respectfully submitted:

Nancy Harmon

GASI Secretary

June 25, 2024

APPROVED

Submitted Reports

Finance Committee



Finance Budget vs
Actual.pdf



Finance Statement
of Activity.pdf

Age Group Committee Report



AG Zones Selection
Policy 2024.pdf



AG Zones Selection
Times 2024.pdf

Officials Report



Officials Committee
June 2024.pdf

DE&I Report



Diversity Camp June
2024.pdf

Disability Committee Report



Disability Budget
Request June 2024.pdf

Registrar



Club Breakdown
2023.pdf



Club Breakdown
2024.pdf

Athletes Committee no report submitted.

General Chair no report submitted.

Admin Vice Chair no report submitted.

Senior Committee no report submitted.

Operations Risk no report submitted.

Safe Sport no report submitted.

Coaches Committee no report submitted.

Governance Committee no report submitted.

Personnel Committee no report submitted.