



BOD Minutes

May 12, 2021

The meeting began at 8:30pm via Zoom. Steve Potter called the meeting to order at 8:36pm.

BOD members present

Steve Potter (DAQ) - General Chair
Rob Copeland (SCAT) - Finance Vice-Chair
Beau Caldwell (SEGA) - Secretary
Sydney Pepper (DYNA) - Age Group Chair
Hugh Convrey (GA) - Senior Chair
Ed Saltzman (DYNA) - Officials Chair

Matthew Grant (VAST) - Tech Planning Chair
Mike O'Shaughnessy (GOLD)-Safe Sport Chair
Brook Kubik (DCS) - Operational risk chair
Hannah Burke (GA) - Junior athlete At-Large
Will Foggin (ABSC) - SR. Athlete Rep
Daniel DeCarlo (RAYS) - SR Athlete At-Large

BOD members absent

Jenn Bowers (HURR) - Sr Coaches Chair
Joe DeCarlo (RAYS) - Treasurer
Jarrod Hunte (DCS) - Jr Coaches Chair

Elizabeth Isakson (GOLD) - Junior Athlete Rep
Henry Bethel (CCAC) - Athlete At-Large
Tommy Jackson (CAD) - Diversity chair

GSI Swimming staff present

John Pepper, Business Mgr

GSI Swimming staff absent

Lora Thompson, Membership Coordinator
Veronica Burchill, Intern

Others Present:

Jonathan Foggin, ABSC, Governance Chair
Kai Smith, ATAQ

Call to order, approval of minutes

Potter called the meeting to order at 8:37pm. Potter read the mission and vision of Georgia Swimming.

Motion (Caldwell): to approve minutes from April 15 (1st meeting) (Copeland seconded)

Discussion: No discussion

Vote: Majority approval with 1 abstention

Resolution: April 15 (1st meeting) BOD minutes are approved

Motion (Copeland): to approve minutes from April 15 (2nd meeting) (S.Pepper seconded)

Discussion: No discussion

Vote: Majority approval with 1 abstention

Resolution: April 15 (2nd meeting) BOD minutes are approved

Motion (Copeland): to approve minutes from April 28 (S.Pepper seconded)

Discussion: No discussion

Vote: Unanimous approval

Resolution: April 28 BOD minutes approved

Officer Reports

General Chair (Potter) - Present, no report

Peach Poll surveys coming out every 90 days to poll the GSI membership. Current survey is currently up. John Pepper and Steve Potter will report on this quarterly.

Admin vice-chair (vacant) - Potter gave this report. John Pepper and Steve Potter are working on red-lining the updated bylaws.

Finance Committee (Copeland & DeCarlo) - Present

- Need to update some policies and get a finance committee meeting together.
- New quad goal came out of the BOD assimilation

Senior Chair (Convery) - Not present, No report submitted.

Jonathan Foggin spoke about senior state - still hopeful for senior state at UGA on July 23-25. Possibly splitting genders and holding one at a different site. Have not been given permission to hold meets yet at Ramsey. ABSC is willing to run the meet according to UGA's parameters.

Age Group (S.Pepper) -

- After BOD meeting on 15th, AG Committee wants to change to team travel for AG Pool zones. Cost is \$1250/athlete, up to 52 athletes. No money is being asked from the LSC.
- Jenn Bowers taking over for Sydney at AG Select Camp
- LC state running prelim/finals; committee pushing for 1 venue.

Motion (Copeland): to have pool AG zones in Tupelo MS as team travel in 2021 (Copeland seconded)

Discussion: No discussion

Note - this went back to committee to change from parent travel to team travel

Vote: Unanimous approval

Resolution: April 15 (2nd meeting) BOD minutes are approved

[Secretary's note: This is to reverse the decision made at the April 15 meeting. This issue went back to the AG committee and it was brought back to BOD for approval]

Secretary (Caldwell) - Present, no report

Registrar (L.Thompson) - present, no report

Business Manager (J.Pepper) -. Present, report shared on screen

Towels shipped to all teams at end of the month

Athletes (W. Foggin) - Present

- Working on social media interaction and connecting with athletes more

Officials (Saltzman) - Present

- Admin officials clinic has been recorded to send to prospective AO's.
- Training has been converted to a recording from zoom meetings - training can be done immediately rather than scheduling meetings.

Tech Planning (Grant) - Present, no report

Safe Sport (Mike O'Shaughnessy) - Present, report posted to website

No additional SSRP clubs, but a few more have started and 1 has submitted for approval

Attended SSRP leadership summit last month

Zone workshop provided updates to MAAPP; will be circulated to teams shortly.

- Will be designated bathroom for minor athletes for every meet

Sr Coaches Rep (Bowers) - Not Present, No report

Open water (Sullivan) - Not present, no report

Diversity (Jackson) - Present, report submitted.

Operational risk (Kubik) - Present, no report

Been reaching out to other LSC's for operational risk operations

Disability (Orth) - Not present, report attached.

Governance report (J.Foggin) - Present, no report

[Note: Hugh Convery joined the meeting]

Old Business

Admin vice-chair position update -

Governance committee has discussed but Jonathan wants some information from the BOD. Will email this to BOD shortly.

Raising money for DE&I (Smith) -

Caldwell will go back to March minutes, copy what was approved in March minutes - send to Kai Smith and copy Steve Potter. Looking for any constraints and timing issues that the task force needs to be following.

New Business

Motion (copeland): to have a run off for winner of Bill Young award (motion seconded)

Discussion - if there's no monetary award, just award to both. Pepper clarified that there is no monetary award given.

Vote - Motion fails unanimously

Motion (Potter): to award bill young to both Henry Bethel and Alexandre Grand’Pierre (Kubik second)

Discussion: No discussion

Vote - unanimous approval

Resolution: Henry Bethel and Alexandre Grand’Pierre are dual recipients of Bill Young award

Announcements

Next meeting - Wednesday, June 9, 8:30pm

Adjournment

Motion (Copeland): to adjourn (Saltzman seconded)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:32pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary

May 13, 2021

To be approved at GSI BOD Meeting June 9, 2021.

Beau Caldwell

GSI Secretary

May 13, 2021



BOD Minutes

April 15, 2021

The meeting began at 8:30pm via Zoom. Steve Potter called the meeting to order at 8:36pm.

BOD members present

Steve Potter (DAQ) - General Chair1
Rob Copeland (SCAT) - Finance Vice-Chair
Joe DeCarlo (RAYS) - Treasurer
Beau Caldwell (SEGA) - Secretary
Sydney Pepper (DYNA) - Age Group Chair
Ed Saltzman (DYNA) - Officials Chair

Jenn Bowers (HURR) - Sr Coaches Chair
Wes Hamborg (WRA) - Tech Planning Chair
Mike O'Shaughnessy (GOLD)-Safe Sport Chair1
Hannah Burke (GA) - Junior athlete At-Large
Will Foggin (ABSC) - SR. Athlete Rep
Henry Bethel (CCAC) - Athlete At-Large

BOD members absent

Jamey Myers (SCAT) - Admin vice-chair
Daniel DeCarlo (RAYS) - SR Athlete At-Large
Mark Shilling (Gold) - Senior Chair

Ian Goss (RAYS) - Jr Coaches Chair
Elizabeth Isakson (GOLD) - Junior Athlete Re

GSI Swimming staff present

John Pepper, Business Mgr
Lora Thompson, Membership Coordinator
Veronica Burchill, Intern

GSI Swimming staff absent

Others Present:

Tommy Jackson, CAD
Jonathan Foggin, ABSC, Governance Chair
Kai Smith, ATAQ
Karl Krug, SPAC
Kevin Sullivan, OAC

Bill Waldo, PSC
Will Bayer, SA
Jason Swaim, SMAC
Shannon Mundy, ABSC
Lucas Ferreira, GA

Call to order, approval of minutes

Potter called the meeting to order at 8:36pm. Potter read the mission and vision of Georgia Swimming

Motion (S.Pepper): to approve minutes from Mar 10 (Caldwell seconded)

Discussion: No discussion
Vote: Unanimous approval
Resolution: March 10 BOD minutes are approved

Officer Reports

General Chair (Potter) - Present, no report

Admin (Myers) - Not present, No report

Finance Committee (Copeland & DeCarlo) -

- Treasurers report as submitted
- Copeland spoke that we're about on budget for income; expenses are a bit higher than expected but nothing that's not manageable.
- Potter suggested we need a way for the Zone Team manager to pay bills as the process is currently overcomplicated, and too much work on each end.

Senior Chair (Shilling) - Not present, No report submitted. Report given by Lucas Ferreira

- ABSC is the only team who came forward to host LC senior state; but UGA has not confirmed they'll be able to run it. Jonathan Foggin spoke to this and thinks it will be possible.
- Governance has made a nomination

Age Group (S.Pepper) -

- Has had 2 meetings in the last 2 weeks.
- SA to host 2021 SC AG State, Feb 11-13.
- Parent travel will be in place for OW zone trip. S.Pepper

Motion (S.Pepper): 2021 AG Pool Zones in Tupelo will be a parent travel meet, where athletes travel with their parents and pay for the coaches to attend. (motion seconded)

Discussion - Copeland asked about what expenses are needed; Pepper responded these will be taken care of via charges directly to the athlete.

Vote - Unanimous approval

Resolution: 2021 Pool Zone Travel will see athletes traveling with their parents and taking care of coaches expenses.

Secretary (Caldwell) - Present

- Caldwell instructed the BOD to submit documents for HOD by Noon tomorrow

Registrar (L.Thompson) - present

- Membership report submitted

Business Manager (J.Pepper) -. Present, report shared on screen

Athletes (W. Foggin) - Present, report posted to website

- Athletes summit ran virtually
- Trying to put on a golden peach award show

Officials (Saltzman) - Present, report submitted to website

- Potter thanked the officials for their recent work in staffing swim meets

Tech Planning (Hamborg) - Present, report submitted to website

- **Proof of times**
 - Motion (Caldwell)** - To extend proof of times rule to 7/31/2021 (Sullivan second)
 - Discussion:** No discussion
 - Vote:** Unanimous approval
 - Resolution:** Proof of times rule extended to 7/31/2021
- Hamborg thanked the officials for their recent work.
- **Parent/spectator letter**
 - Potter instructed this sent back to the committees to formulate a plan of action and bring it back to the BOD. Goal is to come up with a statement from GA swimming to advocate having spectators in the stands.
- **Fall HOD meetings**
 - Motion (Caldwell):** to have Fall HOD meetings on Aug 28, 2021. (S.Pepper second)
 - Discussion:** No discussion
 - Vote:** Unanimous approval
 - Resolution:** Fall HOD Meetings scheduled on Aug 28, 2021

Safe Sport (Mike O'Shaughnessy) - Present, report posted to website

- Safe sport committee has been formed
- Asking each club to designate a safe sport coordinator
- SSRP - 23 clubs recognized, 7 clubs in process, and 37 clubs have not started.
- Mike also serves as zone chair for Safe Sport - will have a clarification of MAAPP

Sr Coaches Rep (Bowers) - Present, report posted

- Abbie Fish will be with athletes on Saturday; spoke at coaches clinic today
- Ian Goss' term is up; Jarrod Hunte (DCS) has been nominated to fill this role
- This position is now called the Coaches Vice-Chair

Open water (Sullivan) - Present, report submitted

- OW zone team to be selected in next 2 weeks

Diversity (Jackson) - Present, report submitted.

- Meet information for DEI invite for Feb 26, 2022.
DEI swim camp still in the works

Disability (Orth) - Not present, report attached.

Governance report (J.Foggin) - Present, report posted to website.

- Bylaws and P&P changes have been posted
- Slate of nominees have been published and posted to website.

Old Business

New Business

Quad+1 plan - Since 2019 GSI has lost 100 coaches and 2000 athletes; USAS is down 30%.

Announcements

Next meeting - Wednesday, May 12, 8:30pm

Adjournment

Motion (Sullivan): to adjourn (motion seconded)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:44pm

Respectfully submitted by:

Beau Caldwell

April 29, 2021

Approved by GSI BOD May 12, 2021



BOD Minutes

April 15, 2021

BOD members present

Steve Potter (DAQ) - General Chair
Rob Copeland (SCAT) - Finance Vice-Chair
Joe DeCarlo (RAYS) - Treasurer
Beau Caldwell (SEGA) - Secretary
Sydney Pepper (DYNA) - Age Group Chair
Ed Saltzman (DYNA) - Officials Chair

Jenn Bowers (HURR) - Sr Coaches Chair
Wes Hamborg (WRA) - Tech Planning Chair
Mike O'Shaughnessy (GOLD)-Safe Sport Chair
Hannah Burke (GA) - Junior athlete At-Large
Will Foggin (ABSC) - SR. Athlete Rep
Henry Bethel (CCAC) - Athlete At-Large

BOD members absent

Jamey Myers (SCAT) - Admin vice-chair
Daniel DeCarlo (RAYS) - SR Athlete At-Large
Mark Shilling (Gold) - Senior Chair

Ian Goss (RAYS) - Jr Coaches Chair
Elizabeth Isakson (GOLD) - Junior Athlete Rep

GSI Swimming staff present

John Pepper, Business Mgr
Lora Thompson, Membership Coordinator
Veronica Burchill, Intern

GSI Swimming staff absent

Potter called the meeting to order at 9:45pm. Potter instructed that only members of the BOD were to be in attendance as this meeting deals with appointments to vacant positions.

Technical Planning

Motion (Copeland): to give advice and consent of Matt Grant (VAST) to fill Technical planning role (Caldwell second)

Discussion: BOD was very much in favor of Matt Grant's appointment

Vote: Unanimous approval

Resolution: Matt Grant appointed Technical Planning Chair

Admin vice chair

Motion (Potter) to give governance committee time to come up with their best candidate to fill this position (J.DeCarlo second)

Discussion: Caldwell spoke in favor of utilizing the governance committee and letting them do their job as we have outlined in our bylaws and like we would do with any other non-personnel issue.

Vote: Unanimous approval

Resolution: Governance committee tasked with finding best candidate to fill vacant admin-vice chair

Announcements - Athletes are needed on governance committee

Motion to adjourn (motion seconded)

No Discussion

Vote: unanimous approval

Resolution: 2nd board meeting on April 15 Adjourned at 10:00pm

Respectfully submitted by:

Beau Caldwell

April 30, 2021

Approved by GSI BOD on May 12, 2021



BOD Minutes

April 28, 2021

The meeting began at 8:45pm via Zoom.

BOD members present

Steve Potter (DAQ) - General Chair
Rob Copeland (SCAT) - Finance Vice-Chair
Joe DeCarlo (RAYS) - Treasurer
Beau Caldwell (SEGA) - Secretary
Sydney Pepper (DYNA) - Age Group Chair
Ed Saltzman (DYNA) - Officials Chair
Jenn Bowers (HURR) - Coaches Chair

Matthew Grant (VAST) - Tech Planning Chair
Mike O'Shaughnessy (GOLD) - Safe Sport Chair
Tommy Jackson (CAD) - Diversity Chair
Hannah Burke (GA) - Junior athlete At-Large
Will Foggin (ABSC) - SR. Athlete Rep
Elizabeth Isakson (GOLD) - Junior Athlete Rep
Daniel DeCarlo (RAYS) - SR Athlete At-Large

BOD members absent

Jarrod Hunte (DCS) - Coaches vice-chair
Hugh Convery (GA) - Senior Chair

Henry Bethel (CCAC) - Athlete At-Large

GSI Swimming staff present

John Pepper, Business Mgr

GSI Swimming staff absent

Lora Thompson, Membership Coordinator
Veronica Burchill, Intern

Others Present:

Jonathan Foggin-Governance chair

Call to order.

Potter called the meeting to order at 8:48pm. Potter explained the purpose for this meeting is only to discuss appointments for vacant positions on our board of directors, and believes we have met the threshold necessary to hold the meeting in accordance with our bylaws.

Appointments

General Chair - Potter apologized for taking up everyone's Wednesday night, but feels this is necessary. Potter wants to get the advice and consent of the BOD before making appointments and utilize the governance committee for nominations and bench strength.

Operational risk chair -

Potter shared Brook Kubik's bio on the screen.

Motion (Copeland) to give advice and consent for Potter to appoint Brook Kubik as operational risk chair (Salzman second).

Discussion: No discussion

Vote: Unanimous approval

Resolution: Brook Kubik appointed operational risk chair

Admin vice-chair

Motion (Copeland) to approve Wes Hamborg as admin vice-chair (J.DeCarlo second)

Discussion: Potter explained that this appointment is to finish out Jamey Myers term for 1-year with the primary need to align our new bylaws with current policies and procedures, and feels that Wes Hamborg is the best person to complete this job. Board members raised concerns with this nomination related to other duties of the admin vice-chair. Questions were asked about 1) what the difference is between the appointment to the position and completing the job needed, and 2) if there are other candidates and what the urgency is to fill this position before the assimilation. Potter said he wants the admin vice chair to participate in the assimilation but definitely wants the right person in this role.

Roll Call Vote: Motion failed with 11 dissenting and 2 approving

Resolution: Admin vice-chair position remains vacant and unfilled

Announcements

BOD Assimilation - Sunday, May 2

Next meeting - Wednesday, May 12, 8:30pm

Adjournment

Motion (Caldwell): to adjourn (Copeland seconded)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:22pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary

Approved by GSI BOD on May 12, 2021

Safe Sport Committee Report
May 12, 2021
Mike O’Shaughnessy (Chair)

Safe Sport Recognition – I have distributed a step-by-step guide to earning safe sport recognition. It walks team administrators through every minute step necessary to earn recognition. I have sent this information (along with all applicable model policies) and encouraged every team to complete the process. To date, only 2 additional teams have started the process, and one team has completed the process and is awaiting recognition. I have offered to literally walk teams through the steps in person. Please contact me if you would like help!

Leadership Summit – On April 20, 2021, USA Swimming presented a series of professionals with experience in psychology and neuroscience to discuss the psychological impact of Safe Sport incidents and how to identify and aid athletes struggling with Safe Sport challenges. The recording of this event can be found here:

<https://www.usaswimming.org/coaches/clinics-workshops/online-coach-clinics/safe-sport>

Zone Workshop – May 1, 2021 – The Chairs of the various Zone Safe Sport Committees met to receive an update on modifications being made to MAAPP. The pending revisions mainly provide clarification on definitions. Specifically, the updated MAAPP will convert the definition of applicable adults to “adult participants” and clarify roles and responsibilities. The revisions also address certain exceptions to the Safe Sport guidelines, including the “dual role” exception (where an “adult participant” is also a parent of an athlete), and the “close in age” exception (interactions between individuals with a 4 year age difference, provided there is no position of authority or responsibility). Also, with respect to electronic communications, revised MAAPP will require the inclusion of another “adult participant,” instead of just another adult. The purpose of this change is to make sure there is another person that is accountable under USA Swimming rules.

Finally, there will be a change regarding the locker room/changing area. Revised MAAPP will REQUIRE a “private or semi-private” changing area for minors. This can include merely a specified bathroom stall or a “pop-up changing cabana” (which is available through USA Swimming).

Training – As stated in the May 12, 2021 email entitled “Georgia Swimming Weekly Update,” USA Swimming will be holding Safe Sport training. If you or members of your club have not taken the training, please attend one of these:

SAFE SPORT CLUB RECOGNITION TRAINING FOR PARENTS

Wed., May 12 at 8pm EST - [REGISTER](#)

Wed., June 23 at 8pm EST - [REGISTER](#)

USA Swimming Safe Sport Staff

SAFE SPORT CLUB RECOGNITION TRAINING FOR ATHLETES

Thur., May 13 at 8pm EST - [REGISTER](#)

Thur., June 24 at 8pm EST - [REGISTER](#)

USA Swimming Safe Sport Staff

SAFE SPORT CLUB RECOGNITION TRAINING FOR COACHES

Fri., May 14 at 3pm EST - [REGISTER](#)

Fri., June 25 at 3pm EST - [REGISTER](#)

USA Swimming Safe Sport Staff

Incident Reports – No significant events to report.

Disability Report
05.12.21

Great showing by our Georgia Swimmers at the World Para Swimming World Series Meet in Texas last month!

McKenzie Coan and Mei Mei White are training at the USOPC Training Center in Colorado Springs and had 4 top 10 finishes between them

William Rankine from WRA – 3 top tens

McClain Hermes – 4 top tens

Gia Pergolini from Dynamo – 4 top tens

Owen McNear from ASL – 1 top ten

It was so good to see them all excel in their individual classes after such a long time away from the water!

Next up is the US Paralympics Trials to be held in Minneapolis in June!