

DRAFT-UNAPPROVED



BOD Minutes December 9, 2020

The meeting began at 8:30pm 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) - Sr Coaches Chair
Wes Hamborg (WRA) - Tech Planning Chair
Ceci Christy (UNAT) - Safe Sport Chair
Will Foggin (ABSC) - SR. Athlete Rep
Daniel DeCarlo (RAYS) - SR Athlete At-Large
Elizabeth Isakson (GOLD) - Junior Athlete Rep

BOD members absent:

Jamey Myers (SCAT) - Admin Vice-Chair
Mark Schilling (GOLD) - Senior Chair
Henry Bethel (CCAC) - Athlete At-Large

Ian Goss (RAYS) - Jr Coaches Chair
Hannah Burke (GA) - Junior athlete At-Large

GSI Swimming staff present

John Pepper, Business Mgr
Veronica Burchill, Intern

GSI Swimming staff absent

Lora Thompson, Membership Coordinator

Others Present:

Tommy Jackson, CAD
Kai Smith, ATAQ
Jonathan Foggin, ABSC

Call to order, approval of minutes

Potter called the meeting to order at 8:32pm. Potter read the mission and vision of the LSC.

Motion (Potter): to approve minutes from Nov 11 (S.Pepper seconded)

Discussion: No discussion
Vote: Unanimous approval
Resolution: November 11 minutes are approved

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Officer Reports

General Chair (Potter) - Present, No Report

Admin (Myers) - Not Present, No Report

Finance Committee (Copeland & DeCarlo) - Still working to get EOY financials distributed. Pepper asked how we were compared to last year. Last year we had 90k of expenses and 45k of income. This year we have a positive 86k. Sanction fees coming through are good, and we're being very frugal on the spending. Will not start seeing expenses starting Jan 1.

Senior (Shilling) - Not present, report given by John Pepper. Senior committee is trying to get a senior state meet on the books. March, after senior sectionals, would work best. GT has been reserved March 19-21 for a senior state meet. SCAT will not be hosting AG Sectionals this weekend.

Age Group (S.Pepper) - No Formal report; Discussing options A, B, and C for AG State. Will be making a hard decision on Jan 12. Steve thanked Hugh Convery for pulling this all together.

Secretary (Caldwell) - Present, no report

Registrar (L.Thompson) - Not present, no report

Business Manager (J.Pepper) - Present, report attached.

Athletes (W. Foggin) - Canned food drive has been kicked off and going well. Working on plans for athlete leadership summit.

Officials (Saltzman) - Sanctioned 127 meets so far; For 2019, we only sanctioned 130. Jon Foggin asked about unsanctioned meets and qualifying times counting toward LSC championship meets; Foggin asked if there was any discussion about having officials present. Saltzman said the initial agreement was that a referee was present to sign off on times, but they haven't seen very many unsanctioned meets come through. Saltzman said he would send out a copy of the proof of times resolution passed at June HOD, and that it would be posted on the website under the COVID section

Foggin brought up the question of unmeasured pools with unsanctioned meets, and said he would look into this further.

Saltzman clarified that times from unsanctioned and/or virtual meets are in a special section of swims, but cannot be used for higher level meets. This is also so the LSC SWIMS coordinator doesn't get confused.

Tech Planning (Hambourg) - Present, no report.

Safe Sport (Christy) - USAS is now calling every club that is not a safe sport recognized club. This requirement will be mandatory by December 31, 2021, with standards being tougher after this deadline. GOLD is now a SSRP with 8 other clubs pending.

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Ceci Christy is resigning effective Dec 31, 2020. New SafeSport chair is Mike O'Shaughnessy.

Potter and the rest of the board thanked Ceci for her outstanding service and commitment to the LSC and athletes in SafeSport.

Motion (Potter): Consent to approve SafeSport recommendation of appointing Mike O'Shaughnessy as SafeSport Chair. (motion seconded)

Discussion: No discussion

Vote: unanimous approval

Resolution: Mike O'Shaughnessy appointed SafeSport Chair of Georgia Swimming

Sr Coaches Rep (Bowers) - Survey sent to coaches about AG State.

Diversity (Jackson) - Report submitted - Been meeting with the DEI task force and the major thrust is that Jonathan is going to submit a proposal that will help all clubs with getting under represented swimmers. DEI committee is trying to make goals more specific, formulate a statement on social justice, and propose that the DEI chairman be a part of the BOD. Kai Smith spoke about adding a mechanism to report anyone experiencing discrimination within GSI, and that the current bylaws don't allow for this. Currently SafeSport is the only arm of the BOD who could deal with this, but it's not their main purpose.

Smith said that it's going to be difficult to find a root cause analysis of systematic social injustice and is wishing to drop this off the task force to-do list, and replace it with finding some solutions to current problems.

Potter said that the admin review board is in place to take on such complaints. Foggin clarified that ARB deals with administrative issues up to code-of-conduct. Tommy, Kai, and Steve will discuss offline how to move forward with this.

Old Business

Communication task force -

Beau Caldwell shared the report of the GSI communication task force on screen and thanked it's members for their time - Jenn Bowers, Sydney Pepper, Lora Thompson, Elizabeth Isakson, Will Foggin, and Bailey Hodges. (*Note: report is attached to minutes*)

Motion (Hamborg): to adopt communication task-force recommendations (Caldwell second)

Discussion: Potter wants to see this implemented to the BOD manual

Vote: No vote needed since it's not bylaws, rules & regs, or policy & procedure.

Resolution: Potter & Pepper will review how to implement this into the BOD manual, and will come back to the BOD with changes to the manual to be voted on.

AG & Senior Awards - referred out to AG & Senior committees -

Swimmer of the Quarter award from All-American swim supply - referred to coaches chair

Speedo contract - Discussion of using Speedo portal instead of vendor

Email distribution lists for BOD- will be cleaned up and managed in-house

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New Business

None

Announcements

Next meeting Jan 13, 8:30pm

Adjournment

Motion (Caldwell): to adjourn (DeCarlo second)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:48pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary
December 10, 2020



BOD Conference Call - Agenda 12/09/2020

1. Call to order/Roll Call
2. Mission & Vision Moment
3. Approval of Minutes- November meeting
4. Reports of officers
 - a. General Chair
 - b. Business Manager
 - c. Admin Vice-Chair
 - d. Secretary
 - e. Treasurer
 - f. Coaches Chair
 - g. Age Group Chair
 - h. Senior Chair
 - i. Officials Chair
 - j. Technical Planning
 - k. Athletes
 - l. Diversity
 - m. Safe Sport
 - n. Registration
 - o. Governance
5. Old Business
6. New Business
7. Next meeting date - January 13, 2021 @8:30 PM
8. Announcements
9. Adjournment



BOD Minutes

November 11, 2020

The meeting began at 8:30pm via Zoom.

BOD members present:

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Rob Copeland (SCAT) - Finance Vice-Chair
Joe DeCarlo (RAYS) - Treasurer
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BOD members absent:

Mark Schilling (GOLD) - Senior Chair
Henry Bethel (CCAC) - Athlete At-Large
Daniel DeCarlo (RAYS) - SR Athlete At-Large

Ian Goss (RAYS) - Jr Coaches Chair
Ceci Christy (UNAT) - Safe Sport Chair

GSI Swimming staff present

John Pepper, Business Mgr
Lora Thompson, Membership Coordinator

GSI Swimming staff absent

Veronica Burchill, Intern

Others Present:

Kevin Sullivan (OAC) - Open Water Coordinator
Jonathan Foggin (ABSC) - Governance Chair

Call to order

Potter called the meeting to order at 8:39pm. Potter read the mission and vision of the LSC. Members on the call typed their name, number, email and club into the chat for the purposes of collecting contact information.

Motion (Caldwell): to approve minutes from October 14 (Sullivan seconded)

Discussion: No discussion
Vote: Unanimous approval
Resolution: October 14 minutes are approved

Officer Reports

Open Water Coordinator (Sullivan) -

OW Zones qualification - difficult to run an open water race to serve as a qualifier.

Committee is seeking to do a mile meet, spread out over several locations, from March 1 to April 30, to conduct a virtual qualifier. Top 4 from each age group would represent GSI at OW Zones. Meet is held June 4-6. Caldwell raised a concern about the qualifying range ending too close to the meet. Committee will decide if the meet will be team travel or parent travel by February. Potter says this doesn't need BOD approval and in the middle of the pandemic, this should be OK.

General Chair (Potter) - Present, No Report

Admin (Myers) - Present, No Report

Finance Committee (Copeland & DeCarlo) - Present, no formal report. EOY numbers will be formulated shortly. Myers asked about how much is allocated for state championship meets. \$15,000 for each short championship (AG & Senior) and \$6,000 for long course state championships.

Senior (Shilling) - Not present, no report

Age Group (S.Pepper) - Present, no report. Has a meeting with John Pepper with Georgia Tech held Feb 19-21, run as timed finals. GT is running GHSA meet with 450 athletes, and GSI is proposing 225/session.

Secretary (Caldwell) - Present, no report. Communication task force report will be presented in new business.

Registrar (L.Thompson) - Present, no report. Processing a lot of registrations. Will come up with numbers on where we are this year compared to last year.

Business Manager (J.Pepper) -

- Has held meetings with several BOD members
- Had 2 get togethers with athletes
- Canned food drive will be reorganized to where monetary donations will be asked to be donated to be food pantry. Athlete reps from each division will be leading the charge.
- Following up with Speedo on LSC contract, waiting to hear back from them.
- Teams not renewing membership - several in South Georgia have not renewed yet; will be having a meeting with Southern Division teams.

Athletes (W. Foggin) -

Athlete summit - March 13-14

- Canned food drive will be contested Nov 23 - Dec 31.
- Athletes do have access to Instagram account to hopefully get athletes more engaged.

Officials (Saltzman) -

- No formal officials report. Lots of meets being sanctioned.
- Question to Myers regarding AG Sectionals on whether the meet can be held at GT.
- 18&U Winter championships sanctioned today
- Officials renewals are coming along well.
- Potter praised the officials for a continued job well done.

Tech Planning (Hambourg) - Present. No Report. No meeting recently.

Safe Sport (Christy) - Not Present, no report

Sr Coaches Rep (Bowers) - Coaches survey was sent out to address and evaluate their own situation. Wants to do another one after the first of the year. Will share qualifying results at the next meeting with team names redacted.

Old Business

None

New Business

Diversity, Equality, and Inclusion task force -

Potter reported that DE&I is not a new thing. After a call with USAS, it was concluded that we should have a task-force on what needs done, what's not happening, and any recommendations to our organization moving forward. Task force will have 60 days to figure out recommendations to improve GSI from a DEI standpoint. Any and all recommendations will be sent onto the HOD. Initial meeting is Sun, Nov 22 at 4:00pm, and the entire LSC is invited to join. Potter clarified this is a broader topic that needs more discussion than just handing it off to the DEI committee.

J.Pepper clarified that this is the DE&I task force. Jon Foggin expressed concerns that this lacks purpose and doesn't currently have a moderator, as this can go negatively really fast. Caldwell agreed with Foggin's concerns and suggested appointing a moderator or a certified meeting planner. Potter said he is aiming to get a USAS staff member in the D&I department to attend. Goal is to put GSI in a "best in class" position out of all 59 LSC's.

Potter said that this is stemming from a group of coaches approaching him saying that GSI and it's D&I committee have not commented on any social justice issues. Foggin is concerned that this isn't coming under the D&I committee.

Bowers suggested to not hold the meeting until someone with experience is secured to lead the meeting. We want this person to dive into root causes of social injustices in our sport.

Foggin asked if there is something specific this group said GSI needs to do. Potter said there was not something specific and they don't know what needs to change, but something does. It became a GSI issue when people approached Steve and asked him what he's going to do about it.

Communication Task Force -

Moved to next meeting due to report not being distributed in ample time to BOD members

Announcements

John Pepper will be in contact with all BOD chairs in regards to current projects and what the new business manager needs to help them on

Next meeting: Wednesday, December 9, 2020 at 8:30pm

Adjournment

Motion (Potter): to adjourn (Saltzman second)

Vote: Unanimous approval

Resolution: Meeting adjourned at 10:15pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary
December 9, 2020

Approved at BOD Meeting Dec 9, 2020

Beau Caldwell



Business Manager Report

December 4, 2020

1. The All Star Towel color has been chosen after the second round of voting. Color will be Black and Red
2. Georgia All Star names have been sent out to the clubs with a deadline of January 31st to complete.
3. Working on finalizing the Speedo contract. The contract will come back next week to Steve and Rob to sign.
4. Met with the teams in the Southern Division to work on having them work together to get competition alive and keeping teams together.
5. Working with the athletes to setup their LSC Summit March 13 and 14

Things to discuss and need approval from the board.

1. Ordering awards for Age Group State
2. Ordering plaques for record breakers
3. Swimmer of the quarter (All American Supply) contract deal
4. Senior Coach of the Year Award

John Pepper

There are several disability meets that are on the schedule for 2021 that does not mean they will occur. There are still some items that need to be “ironed out”, such as facility rules about International athletes who could possibly be attending. Classifiers will need to be brought in from outside the US, so there’s the quarantine issue (again). There are quarantine rules that would need to be met for athletes, officials, volunteers and spectators. So many things are in the works and I’ll do my best to keep you up on what’s happening in the Disability swimming arena.

Please let me know of any questions/issues that may have happened and if I can help in any way.

Glenda Orth
Chair

Good evening Mr. Tommy,

I hope you are well. This is Sarah-Grace Thompson, the senior athlete rep for Georgia Swimming. I am reaching out to you in hopes of scheduling a meeting between you and our athlete committee.

The past few weeks have brought attention to the issues of police brutality and racial injustices in our nation, and it has provided us with an opportunity to evaluate where we stand and act as an LSC. The athlete committee would love to speak with you about how we can improve Georgia Swimming and its Diversity, Equity & Inclusion programs. Would you be available for a zoom discussion in the next week or so?

Thank you for all the work that you do for our LSC. You are greatly appreciated.

Thanks,
Sarah-Grace

...

Hello DEI Committee Members,

I hope you all are well. I apologize for my delay over the past few weeks.

I created a google doc which outlined the discussion from our past meeting, and I've linked it here.

<https://docs.google.com/document/d/1jhfqRYDKYIEpayej0dxjVjnCL2mxo86ZZBg7JukxzPI/edit>

Feel free to edit it as you see fit! I would like to share the approved version with our Board of Directors to both educate and gain their support.

Since our discussion, the Athlete Committee has been discussing ways in which we can better support DEI. We feel that adding a DEI Rep position to our Athlete Committee would better equip us to serve our minority athletes. We would love to schedule a zoom meeting with you to gain your input on how we can implement this position into our election cycle.

Let us know what days would work best for you all in the next two weeks. Looking forward to another great discussion!

Thanks,
Sarah-Grace Thompson
Senior Athlete Rep

DEI and Athlete Committee Discussion Notes

Monday June 29th

DEI Committee Members:

Coach Tommie Jackson, Coach Zeddie Perry, Coach Tim DeMott

Athlete Committee Members:

Henry Bethel and Sarah-Grace Thompson

Struggles the DEI Committee faces:

- Active for elections, but not very active in-between
- Swim meets or diversity meets are often planned, but they end up cancelled because too few swimmers are registered. (poor communication about the meet within the LSC, hard to promote and gain attendance, a missed opportunity for our athletes)
- Poor communication between the DEI Committee and the LSC/clubs (Ex: when sending information about DEI camps, clubs were left off the list or did not receive the proper information)
- Many swim teams (like areas in our state) are segregated. It becomes difficult to maintain diversity within a team, especially one with strong cliques. (Ex: retaining black athletes is difficult on an all-white/mostly white team)
- Black coaches are often not given credibility by their peers. (Ex: approached on the pool deck by another coach who offers their assistance- questions the ability of the coach and undermines his/her credibility)
- Current DEI Summit has standards (IMX scores used) which limits the ability of some athletes to attend.
- COVID has placed a financial burden on many clubs with minority athletes which may lead to athletes leaving the sport or loss of clubs.
- **Lack of National Support:** "Make a Splash"/ USAS Foundation was created with the goal of promoting diversity in the sport and providing more children the opportunity to learn to swim. However, USAS provides very little funding for the program, and the percent of black athletes in our sport has remained at 1% (no program can be considered successful if it makes zero progress).

Goals of the DEI Committee:

- Have better communication and more support from the BOD and LSC
- Continue to send athletes and coaches to DEI National camps (an incredible networking and educational opportunity for our athletes and coaches)
- For minority communities to see swimming as an option in sport. (Foster more diversity and create more opportunities for minority athletes)
- Success with a Diversity meet or DEI Camp in the LSC

How can we better support the DEI Committee's goals as athlete reps?

- Communicate! Have more frequent and transparent discussions with the DEI Committee.
- Listen! A key to Allyship is listening to our minority athletes and learning about their experiences. We can only better ourselves and our LSC if we are knowledgeable of our mistakes/areas in which we fall short.
- Add a DEI Position to the Athlete Committee. (Could be nominated by DEI Committee, would give more athletes a voice and be beneficial in making key decisions for our athletes)

Ideas for how to better support/promote DEI in Georgia Swimming:

- Promote a Diversity Meet! This could be a weekend event- an opportunity for us to come together as an LSC to learn about and support DEI.
- Create a DEI LSC Camp! This would be a great opportunity for our athletes and coaches- a way to encourage and build leadership. (Athletes created a leadership summit this year, could help with the planning of a DEI camp)
- Better DEI education within the LSC. Change will come when athletes treat each other with respect and form valuable relationships with a diverse group of friends. This promotes great team culture and helps with retention! (possible sensitivity training? education through social media?)



Communication Task Force Report

November, 2020

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GSI Communication Task-Force

Approved at BOD meeting, Aug 12, 2020

Members: Beau Caldwell, Jenn Bowers, Sydney Pepper (Coaches)
 Will Foggin, Bailey Hodges, Elizabeth Isakson (Athletes)
 Lora Thompson (Staff)

Premise: To review and improve communication methods and structure within the LSC

Goals: Create processes to collect and sort information by position (head coach, athlete, official, etc.)
 GSI BOD, staff, and volunteers can easily access GSI Member contact information and distribute most efficiently
 Connect more people to and within GSI and it's operations
 Others: May add as needed or see fit

Meeting schedule:	Aug 13-20	Complete individual SWOT Analysis, review committee goals, identify dates for first 2 meetings
	TBA	Zoom Meeting #1 - Review SWOT analysis, complete aggregate SWOT, Develop action plan/items to meet goals
	TBA	Zoom Meeting #2 - Share progress on action plan/items, Identify any costs, prepare presentation to BOD
	TBA	Zoom Meeting #3 - (If necessary) - tie up any loose ends
	October 14	Presentation to BOD (Could be pushed to Nov 11 if needed)

GSI Communication Task-Force

Aggregate SWOT analysis

<u>Strengths</u>	<u>Weaknesses</u>	<u>Opportunities</u>	<u>Threats</u>
<ul style="list-style-type: none"> -Social Media (Instagram, Twitter) -Weekly newsletter -Website organization, activity -Email -TeamUnify -Zoom -Communication from the different committees -Updates are great for those who are subscribed. -Facebook is useful -GroupMe (athletes) which is safe and secure. 	<ul style="list-style-type: none"> -Missed deadlines -Minimal contact information on website -No central database to pull from, relying on individual email contacts -No central/unified email domain -Low turnout at HOD, athlete engagement -Website is not updated enough. -Because information is shared in multiple ways, some information can be missed. -Limited contact info on website; Challenges in disseminating information to all in LSC -Lack of knowing who the athlete reps of each team are and/or their contact information 	<ul style="list-style-type: none"> -Engage more GSI members, especially athletes -Increase turnout in elections, HOD, BOD, and committees -Collect contact info at every GSI meeting (sign-in sheets) -Utilize registration documents to collect contact info -Create a type of live spreadsheet we ask all coaches and athlete's to update at least twice if not 3-4 times a year. Then allow access to all board members and athlete reps that would need to use it. -Improve access to relevant contacts in LSC; weekly /monthly blasts of critical info, and reminders to check website regularly for updates -Athlete reps extend information through social media (reposting instagram posts, retweet posts, etc.) -Getting a list of emails for everyone to send things out to whenever it's needed. -Athlete run social media -Posting weekly emails (integrate) on social media 	<ul style="list-style-type: none"> -Unwillingness to grow into new communication -Resources disappear with position turnover -Coaches are not great unless we hound them about keeping their club info up to date and it might be a task getting them to right now. -Sometimes it is difficult to get information from teams when coaches think someone else is going to do it for them. Also, since there is not much information out there, not all clubs know the resources we have available. -Lack of engagement in the LSC because people do not receive communication. -Coaches/clubs not engaged in LSC dynamics; lack of updated contact info for relevant individuals in clubs, therefore missing important information -Coaches/clubs/athletes not knowing a lot about the LSC and also not wanting to be involved or thinking its someone elses job. -Not consistently updating things we are good at to keep up with changes. -Coaches not communicating back to us on their info/athletes info -Technology crashing

GSI Communication Task Force List of Objectives

Objective 1: Create database of GSI Team Contact Information

Purpose:

To have an up to date contact database for all Georgia Swimming Board members and Committees that will be easily accessible and updated quarterly by teams in order to better communicate with our members.

How is it created/updated?

This will be created by the Business Admin with Jotform or whatever they feel would be easiest to maintain

Who updates & has access?

Business Admin, Coaches Chair, and Jr. and Sr. Reps will update. Board members and head of Committees if needed.

Objective 2: Create a “whom to contact” list, published to website

Purpose:

- GSI Inquiries directed to the appropriate person
- Show accessibility to membership
- Reduce USAS getting emails; parents/members are trying to contact USAS for LSC business

How is it updated?

- Any time after a new appointment, election, or staff change (about 1/3 to 1/2 personnel each year)
- Will be posted on contacts page, webmaster will need to update page

Who updates & has access?

- Business Manager, Staff, Secretary

Examples - linked

[Minnesota](#), [Arizona](#), [Michigan](#), [New England](#), [Pacific](#)

(Sample included - Appendix A)

Objective 3: Attendance taken at all GSI meetings, contact info collected

Purpose:

- Collect updated contact info
- Record of attendance/participation in GSI governance

How is it collected?

- For virtual meetings - Type Name, team, email, cell phone into chat; chat can be downloaded and emailed.
- For in-person meetings - Sign-in sheet with above information; scan and email, include with minutes

Where is it reported?

- Report to contact info database for updating
- Business manager (registrar or secretary as backup)
- Meeting lead

Where is it stored?

- Contact info database

(Sample included - Appendices B & C)

Objective 4: Distribution of Minutes - HOD, BOD, Standing committees (Age Group, Senior, Technical Planning, Finance, Admin, Athletes, Coaches)

Purpose:

- Make minutes and information easy to find for GSI members
- Members know when information will be posted and how to find it
- Transparency and clarity

What's the process?

- Unapproved minutes sent to website administrator
- Unapproved minutes posted within 5 days of meeting as news item - keeps website looking useful and active

Who has the oversight?

- Business manager, since they have website access

Action item:

- Reorganize minutes page for more modular appearance

Objective 5: Communicating information to membership (Non-minutes)

Content:

- FAQ - What does the LSC do?
- Comparing and explaining differences between USAS and GSI

Why?

- Entry level into sport is confusing on team/LSC levels
- Have level of transparency and clarity
- Increase participation in LSC events

What methods?

- Regular updates to website
- Email blasts utilizing database
- Social media platforms
- Encouraging subscriptions to newsletter

Who updates/takes lead?

- Business manager, coaches chair, registrar

Notes-

- LSC will try to avoid overstepping on club/coach responsibilities

Objective 6: Create legislation packet for HOD

Why?

- Provide clarity to what is being voted on
- Put legislation in 1 place, not in individual reports - more clarity

Who takes responsibility?

- Whomever is acting as HOD Coordinator

What's the process?

- Legislation taken from HOD reports
- BOD Officers complete together prior to HOD meeting

(Sample included - Appendix D)

Objective 7: Agenda created for each HOD, BOD, and Standing committee meeting

Why?

- Show organization to members & guests
- Allow for pre-meeting discussion and sharing of information
- Decide upon old & new business ahead of time,

How is it created?

Committee/BOD chair

Where is it posted?

- GSI Event pages, news items, newsletter
- Social media announcement

(Sample included - Appendix E)

Objective 8: Give athletes access to GSI instagram account

(Tabled - not ready for action or implementation yet)

Why?

- Our athlete reps need to be able to post to social media because this is the main platform most swimmers look to for information. This also will hopefully allow them to better engage with their peers and promote the LSC.

Who has access?

- Business Admin and Coaches Rep will oversee and be responsible for monitoring the Junior and Senior Athlete Reps. These athlete reps will THE ONLY athletes that have access.

Safeguards:

- Monitored by Business Admin and Coaches Rep, we will change the password after every few months and athletes will be required to submit for approval any posts first.

Objective 9: Utilize TeamUnify platform for communication

(Reserved)

Whom To Contact

Georgia Swimming Staff

GSI General Inquiries; GSI Programs & Events; Website/Administrative items	Business Manager	John Pepper
Club, Athlete & Non-athlete Registration; Certification updates, Athlete transfers	Registrar	Lora Thompson

Elected BOD Officers

<u>Topic</u>	<u>Officer/Staff</u>	<u>Contact</u>
Business of the GSI Board, Media/Public relations, Legal matters	General Chair	Steve Potter
GSI Bylaws, GSI Policies & procedures, GSI Rules & regulations	Admin Vice-Chair	Jamey Myers
Meeting minutes, GSI business records	Secretary	Beau Caldwell
External financial matters, Fines, Payments, Reimbursements	Treasurer	Joe DeCarlo
Financial business of GSI (internal)	Finance Vice-Chair	Rob Copeland
Senior State Championships Senior swimming affairs National Meet travel reimbursement policies	Senior Vice-Chair	Mark Schilling
Age Group State Championships. Age Group swimming affairs LSC team travel and camp selection	Age group vice-chair	Sydney Pepper
Coach education & requirements Business of GSI athlete reps LSC Coaches awards, Club development	Coaches Representatives	Jenn Bowers Ian Goss
Business of GSI Officials, USAS rules and regulations	Officials Chair	Ed Saltzman
Meet bids & long range planning, Divisional Championship, LSC Calendars	Technical Planning Chair	Wes Hambourg
Business of GSI SafeSport, SafeSport affairs and education, Reporting a SafeSport incident	SafeSport Chair	Ceci Christy

Appointed Coordinators

Open water swimming affairs	Open Water Coordinator	Kevin Sullivan
Diversity, inclusion, outreach swimming	Diversity coordinator	Tommy Jackson
Para, adaptive, or special needs athletes	Disability coordinator	Glenda Orth
Meet sanctions	Sanction coordinator	Eric Pingel
Times verification, SWIMS database, GSI swimming Records	Times coordinator	Oded Ravid

Auxiliary volunteers

Officials recruitment, new officials	Officials training coordinator	Clairice Wasmuth
LSC Team Travel (Zone trip, LSC Select camp)	Zone Team Manager	Sydney Pepper
GSI Personnel, BOD & Committee nominations	Governance committee Chair	Jonathan Fogglin

FAQ/I want to...

Bring up new business item/legislation	Respective BOD officer	
Start a new swim club	Registrar/Coaches Rep	
Submit a sanction request, observed meet request	Sanctions Chair	
Add a meet/event to the calendar	Technical Planning Chair	

20:38:56 From Lora Thompson-GA Swimming : Lora Thompson, registrar@gaswim.org
20:38:58 From Will Foggin : Will Foggin, foggin@absc.org 706- ABSC
20:38:59 From Bailey Hodges : hodge@sega.org Bailey Hodges SEGA 540-
20:39:12 From Lora Thompson-GA Swimming : 404-
20:39:13 From Beau Caldwell : Beau caldwell SEGA swimsega@gmail.com 614-4

Portions of email & phone numbers redacted for privacy purposes

USA SWIMMING
RULES & REGULATIONS COMMITTEE
2020 PROPOSED AMENDMENTS
TO USA SWIMMING RULES & REGULATIONS

Prepared by Clark Hammond (Chair),

Mickey Smythe (Secretary)

Version: September 26, 2020 / Meeting Packet

1. The legislative items will be considered in block order.
2. Section A contains items which have been withdrawn by the maker. If there is no objection from the House, the items will be considered withdrawn.
3. Sections B and C will be considered as omnibus motions, except for those items pulled for discussion. Within the block, delegates will be given the opportunity to pull items. Section D will be considered one item at a time. Changes to the rules adopted because of changes by FINA are informational only and are not included in any block.
4. To pull an item, type "PULL R-#" in the "Ask a Question" box with your name and LSC or committee in the LUMI Global platform. Anonymous requests will not be recognized.
5. Items pulled will be considered in numerical order after the respective omnibus motion.
6. Omnibus motions are in the affirmative as motions to approve the block of items.
7. Other motions should generally be stated in the affirmative.
8. Any amendment requires simple majority for approval. The subsequent amended main motion will require the original percentage (majority, 2/3 or 90%). An entirely new item will require 90% for adoption.
9. If you wish to speak to an item, please reference the attached LUMI Global instructions which can also be found at <https://www.usaswimming.org/about-usas/governance/convention-2020>. Anonymous requests will not be recognized.
10. The LUMI Global platform will be used for all voting matters.
11. A main motion may only have two amendments pending at any one time.

The makers have requested these items be withdrawn. If there is no objection, a motion authorizing withdrawal of these items will be considered passed EXCEPT if pulled.

A	Description	Location
R-4	To assign authority and responsibility for the sanctioning or approving of all open water meets to USA Swimming	202.1
R-16	To ensure appropriate athlete representation within national committees	501.1
R-17	To clarify the requirements and eligibility of Athlete Representatives serving on operational committees	501.2 (new)
R-20	To manage requested changes to LSC bylaws by USA Swimming staff to remove the administrative burden to the Rules Committee	602.7 & 602.8
R-26	To provide appropriate representation of the athlete membership on the Board of Directors	Corp. Bylaws Article 4.2
R-27	To clarify the requirements of athlete representation in the House of Delegates	Corp. Bylaws Article 6.1
R-29	To provide a third provision for Athlete Representatives where representatives are elected to one year terms	Required LSC Bylaws Template

Considered as a block EXCEPT for any items pulled.

B	Description	Location	R&R Rec	Required
R-1	To clarify what constitutes an Official Time	Glossary (new)	Approval	50%
R-2	To define Intra-Squad and Virtual Meets	Glossary, 102.1 (new) & 102.10	Approval	50%
R-3	To clarify a Time Trial must be a sanctioned, approved or observed event	102.1	Approval	50%
R-5	To clarify and refine requirements and process for sanctioning or approval of open water meets	202.4, 202.6 & 701.3	Approval	50%
R-7	To permit flexibility in scheduling the U.S. Championships	206.1	Approval	50%
R-8	To provide the National Team Managing Director with flexibility in scheduling the U.S. Open Championships	206.4	Approval	50%
R-9	To reflect USA Swimming current practices.	207.1	Approval	50%
R-10	To include both Long Course and Short Course World Championships as Trials Class Meets	207.5	Approval	50%
R-11	To facilitate the implementation of online membership registration	302.2	Approval	50%
R-12	To update doping control language to account for athlete support personnel and other persons, consistent with USOPC requirements	Article 303	Approval	50%
R-13	To require all USA Swimming member clubs to adopt a photography policy to enhance our Minor Athlete Abuse Prevention Policies	Article 305	Approval	50%
R-14	To memorialize the existing practice of having NBOR complaints sent to and handled by the CEO's designee	405.1,.3,.4, 406.1,.3 & 407.1	Approval	50%
R-22	To better reflect the administrative nature of Zones	605.2	Approval	50%
R-23	To clarify the use of wetsuits for open water competitions	701.1 & 701.5	Approval	50%
R-24	To create a section on Zone Open Water Championships	701.2 & Article 704 (new)	Approval	50%
R-25	To clarify the required officials for open water competitions	701.10	Approval	50%
R-28	The COVID-19 pandemic has made it obvious that a provision is needed to permit virtual meetings of an LSC HOD if certain public health and public safety circumstances prevail	Required LSC Bylaws Template	Approval	50%

Considered as a block EXCEPT for any items pulled.

C	Description	Location	R&R Rec	Required
R-15	To align athlete representation on committees with USOPC Bylaws and to provide for designees for certain ex-officio members on the Rules & Regulations Committee	501.1	Approval	2/3
R-18	To provide for biennial legislation in odd years	502.1	Approval	2/3
R-19	To permit the Board of Directors to amend the USA Swimming Rules & Regulations to fulfill requirements imposed by the United States Olympic & Paralympic Committee, the U.S. Anti-Doping Agency and the U.S. Center for SafeSport	502.1 (new) & Corp. Bylaws 10.1 (new)	Approval	2/3
HK-1	To conform all designee and Chief Executive Officer references to one term	Various	Approval	2/3

Each item considered separately.

D	Description	Location	R&R Rec	Required
R-6	To create a Sectional Business Committee to oversee meets and to address overcrowding by reducing the number of swimmers at two course meets	204.9	No Recommendation	50%
R-21	To align the formation of a new LSC adoption vote with that of other Article 604 adoption votes	604.3	No Recommendation	50%
R-30	To codify the emergency action taken by the Board of Directors regarding COVID-19 for sanctioned and approved meets	202.4 & 202.6	Approval	90%

According to *Robert*, “an amendment must be germane to be in order. To be germane, an amendment must in some way involve the same question that is raised by the motion to which it is applied. A secondary amendment must relate to the primary amendment in the same way. An amendment cannot introduce an independent question; but an amendment can be hostile to, or even defeat, the spirit of the original motion and still be germane.”

Disclaimer - this is an unofficial and incomplete document. additional motions and amendments may be made at HOD meeting					
<u>2020 GSI Fall HOD Legislation</u>					
B-Bylaws					
F-Finance/Budget					
M-Motions/Business					
P-Policy/Procedure					
<u>Number</u>	<u>Type</u>	<u>Origin</u>	<u>Motion/Action:</u>	<u>Approved by BOD?</u>	<u>Link to documents</u>
F20-1	M	Secretary	To approve Spring HOD Minutes	N/A	Spring HOD Minutes
F20-2	F	Finance Committee	To approve 2020-21 Budget	Yes, unanimous	Budget
F20-3	P	Finance Committee	To approve the amendment to section 9 of policies and procedures	Yes, unanimous	Section 9, P&P proposal
F20-4	M	Age-Group Committee	To approve Gwinnett Aquatics' bid to host Long Course State in July 2021.	Yes, unanimous	Age Group Report
F20-5	M	Technical Planning	To bring the 2020-21 Short Course calendar to the HOD as a living document	Yes, unanimous	Tech Planning
F20-6	M	Technical Planning	To keep the 2021 LC Calendar a living document and set the 2021 LC Calendar at the Spring HOD Meeting	Yes, unanimous	Tech Planning
F20-7	M	Technical Planning	To add a virtual meet series to the calendar with dates 11/09-12/07.	Yes, unanimous	Tech Planning
F20-8	M	Technical Planning	To award Long Course AG State bid with \$21 surcharge plus \$6k subsidy from LSC	Yes, unanimous	Tech Planning
F20-9	P	Safe Sport Chair	To require GSI teams to achieve SSRP status in order to register as a team for 2020-21 competitive year	Yes, unanimous	Safe Sport



**Board of Directors Meeting
June 27, 2018**

- I. Roll Call
- II. Approval of Minutes
- III. Mission Moment
- IV. New Business
 - A. Report out by Meet Task Force from TPC
 - B. Code of Conduct: LSC Travel Trips
 - C. Asset and Capitalization Policy
- V. Unfinished/Old Business
 - A. Review Gulf Swimming's Strategic Plan
- VI. Financial Statements and Report
 - A. Financials through May 31, 2018
 - B. Minutes from Investment Committee Meeting
- VII. Reports of Officers
 - A. Athlete Representatives -
 - B. General Chair – Travis Sandifer
 - C. Executive Director's report – Darcey Baron
 - D. Administrative Vice-Chair – Charlie Fry
 - E. Secretary – Jennie Shamburger
 - F. Finance Vice Chair – Henry Clark
 - G. Senior Vice-Chair – Bob Kizer
 - H. Age Group Vice-Chair – Laura Davis
 1. Report Summer Sanders Meet
 - I. Membership Chair – Eddie Adams
 - J. Officials Chair – Tom Jones
 1. Consideration of AP registration for NEW Officials
 - K. Technical Planning Committee Chair –
 - L. Safe Sport Chair – Paige Sikkema
 - M. Past General Chair – Henry Clark
 - N. Coach Representative – Michael Nordmann
- VIII. Reports of Committees and Coordinators
 - A. Sanctions Coordinator – Paige Sikkema
 - B. NTV Coordinator - Rick Kehlenbach
 - C. Records Coordinator – Mike Nordmann
 - D. Disability Swimming Coordinator –
 - E. Computer Information System Coordinator –
 - F. Equipment Coordinator – Eddie Adams
 - G. Operational Risk and Safety Coordinator – Todd Johnson

- H. Club Development Liaison – Jim Bocci
- I. Publicity Coordinator –
- J. Diversity Coordinator – Mark Martinez
- K. Open Water Coordinator – Seth Huston
- L. Camp Coordinator – Mandy Norris

IX. Announcements

- A. Registrars: Consider sending your registrars to convention in Jacksonville this year. Team Unify will be conducting workshops with USA Swimming regarding the upcoming changes. Most workshops for registrars will start on the Wednesday and end Friday. Information can be found on USA Swimming's website, www.usaswimming.org.
 - 1. Jacksonville, FL; September 25-28, 2018.
- B. Board of Directors Meeting; October 10, 2018 at 7:30
 - 1. Location will be sent out
- C. Gulf Swimming Annual Awards Banquet
 - 1. Sunday, October 7th at the Westchase Marriott

X. Adjournment