



BOD Minutes

Mar 10, 2021

The meeting began at 8:30pm via Zoom. Rob Copeland called the meeting to order at 8:39pm.

BOD members present

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
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
Steve Potter (DAQ) - General Chair
Mark Schilling (GOLD) - Senior Chair
Ian Goss (RAYS) - Jr Coaches Chair

Daniel DeCarlo (RAYS) - SR Athlete At-Large
Elizabeth Isakson (GOLD) - Junior Athlete Rep
Mike O'Shaughnessy (GOLD) - Safe Sport Chair

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
David Sutton, LIFE

Call to order, approval of minutes

Copeland called the meeting to order at 8:39pm.

Motion (Hamborg): to approve minutes from Feb 10 (Caldwell seconded)

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

Officer Reports

General Chair (Potter) - Not present, no report

Admin (Myers) - Not present, no report

Finance Committee (Copeland & DeCarlo) -

- DeCarlo sent the budget over email just before the meeting. Funds are in the process of being moved from PayPal account into checking account; DeCarlo is itemizing each of the PayPal items, which is very tedious.
- DeCarlo is searching for an auditor- trying to figure out if we need a full blown audit or one just for workman's compensation. Previous person who is doing our taxes is the one who recommended the auditor.

Senior (Shilling) - Not present. No report submitted.

Age Group (S.Pepper) -

- Over 800 athletes participated in AG State.
- Funds have been divided up evening, \$4518 evenly split between DYNA, SA, and GOLD. 13-14s had a very high turnout.
- OW zone team will be parent travel - Pool zones is unsure.

Secretary (Caldwell) -

- HOD - need items to be put forth to HOD from previous meetings

Registrar (L.Thompson) -

- About 1100-1200 registrations down from this time a year ago.

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

- 473 all-star towels purchased, compared to 611 a year ago. Pepper clarified there were a large number of athletes who chose not to order them. 650-700 athletes qualified.
- Caldwell asked for a membership report to be submitted for each meeting.

Athletes (W. Foggin) -

- Athletes summit this coming weekend. Schedule for the athlete summit is posted on the website.
- Athletes committee meeting April 10, 2:30pm.

Officials (Saltzman) -

- Busy preparing for senior state. 34 officials committed to working 2 venues, compared to 89 officials committed to AG State.
- About 5-10 18&U swimmers have had times thrown out of SWIMS due to not having completed APT. No meet or practice participation is allowed, and times cannot be recovered. Thompson said they are notified in the meet recon reports; coaches can look in their club portal roster to show this, and thompson said there is a 30-day grace period from their birthday.

Tech Planning (Hambourg) -

- 2 committee meetings happening between now and HOD.
- Officials would like the 45 day interval brought back to the HOD. Saltzman said he will be formulating something for HOD, and can submit to tech planning within the next week.

Safe Sport (Mike O'Shaughnessy) - Not present, no report

Sr Coaches Rep (Bowers) - Present, No Report

Open water (Sullivan) - Not present, no report

Diversity (Jackson) - Present, no report. DE&I revisions will be brought up in old business.

Disability (Orth) - Not present, report attached.

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

Motion (J.DeCarlo): to amend the bylaws whereas the DE&I chair is an appointed position to the BOD as a voting member (S.Pepper second)

Discussion: No discussion

Vote: Unanimous approval

Resolution: Proposed bylaw change will be presented to HOD for a vote whereas the DE&I chair will be an appointed position to the BOD as a voting member.

- Committee meetings - Governance wants committees to meet quarterly.
 - The thought was that this means amending policies and procedures. Concern is adding extra meetings for those who are already on a lot of meetings. Discussion drifted to putting this as a best practice, rather than policy. Also discussed was simply requiring a report at each BOD meeting. Jonathan Foggin will take this back to governance and bring back to the BOD.
- Nominations have been solicited for prospective new BOD members. Planning on having a slate of candidates to be posted 20 days in advance of HOD meeting. Coaches committee will nominate a coaches chair as per our bylaws and historical practice.

Old Business

DE&I recommendations

Motion (Hamborg): to accept recommendation 4 to include language in all GSI meet announcements (S.Pepper second)

Discussion: No discussion

Vote: Unanimous approval

Resolution: Statement on racial discrimination will be included in all GSI meet announcements. (Note: see attached document for complete statement)

Recommendation 5

Kai Smith led the discussion on recommendation 5 - Discussion ensued on proposed DE&I Invitational meet, asking the LSC to host the meet; creating awards for athletes and coaches; meet dates; and using the meet to raise funds for Georgia Swimming DE&I committee

Motion (Caldwell): to commit item 5 back to the DE&I committee (Hamborg second)

Discussion: Coach Kai Smith can take it to tech planning to get on the calendar - additional items can be brought back to the BOD.

Discussion on Item 7 -

This was approved but the process was not clarified. DeCarlo said this should be approved within 30 days either at a BOD meeting or over an email.

New Business

Swim Atlanta request for fee schedule exception for 2021 Atlanta Classic

Motion (Hamborg): to approve Swim Atlanta's request for exception to fee schedule for 2021 Atlanta Classic (Caldwell second)

Discussion: No discussion

Vote: All in favor with 1 dissent

Resolution: Swim Atlanta's request for fee schedule exception approved (Note: see attached document for exception to fee schedule)

Motion (Hamborg): to approve Lifetime's request for exception to fee schedule for 2021 Not Divisional Meet (S.Pepper second)

Discussion: David Sutton spoke to Lifetime's reason for submitting this. David clarified that the meet is March 26-28, and to copy AG State fees, it would be a \$21 surcharge and a change from the submitted document. Some discussion was had regarding taking teams out of the northern divisional meet and putting them into their own meet. David Sutton left the call. Caldwell brought up concerns with taking away from the spirit of divisionals and asked to revisit our fee schedule so we don't have to continue to make exceptions for meets at GT. Bethel spoke and said he thinks the reason for more exceptions is that GT is not allowing as many athletes into sessions, but costs have remained the same.

Question called: Unanimous Approval

Vote: Unanimous approval
Resolution: Lifetime's request for fee schedule exception approved with \$21 surcharge (Note: see attached document for exception to fee schedule)

Lapse in oversight between sanctioning and treasurer. Joe DeCarlo would like to build a website for automatic validation for sanctions and collecting payments for splash fees.

Next meeting date:

Motion to move BOD meeting 1 day forward to April 15.

Announcements

Joe DeCarlo would like to build a website for automatic validation for sanctions and collecting payments for splash fees. This goal is to streamline payments and reduce oversight between sanctioning and treasurer.

Next meeting - Thursday, April 15, 2021 at 8:30pm. Motioned and approved by BOD members - due to Tech Planning needing to go before BOD meeting.

Adjournment

Motion (Copeland): to adjourn (Motion seconded)

Vote: Unanimous approval

Resolution: Meeting adjourned at 10:30pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary; March 17, 2021



BOD Minutes

Feb 10, 2021

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
Ian Goss (RAYS) - Jr Coaches Chair
Hannah Burke (GA) - Junior athlete At-Large
Will Foggin (ABSC) - SR. Athlete Rep
Daniel DeCarlo (RAYS) - SR Athlete At-Large
Elizabeth Isakson (GOLD) - Junior Athlete Rep
Henry Bethel (CCAC) - Athlete At-Large

BOD members absent:

Jamey Myers (SCAT) - Admin Vice-Chair
Mark Schilling (GOLD) - Senior Chair

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
Pike Hightower, RAYS
Brian Wrighton, DYNA
Michael Switalski - **Niagara Swimming,**
National DEI Committee, Executive Director-City Swim Project

Call to order, approval of minutes

Potter called the meeting to order at 8:34pm. Potter read the mission and vision of the LSC.

Motion (Caldwell): to approve minutes from Jan 13 (Bowers seconded)

Discussion: No discussion
Vote: Unanimous approval
Resolution: January 13 BOD minutes are approved

Officer Reports

General Chair (Potter) - Present, no report

Admin (Myers) - Not present, no report

Finance Committee (Copeland & DeCarlo) - Report submitted to website. Applied for tax extension. Appointment will be set for taxes soon. Getting recommendations on an auditor.

Senior (Shilling) - Not present. Report attached.

Age Group (S.Pepper) - Present, No report.

Secretary (Caldwell) - Present -
HOD will be discussed at March 10 meeting.

Registrar (L.Thompson) - No report - Online athlete registration will be coming soon, and information on this will be put out

Business Manager (J.Pepper) -

- Report posted to website.
- Age group awards have been ordered

Athletes (W. Foggin) -

- Finalizing plans for leadership summit in March
- Weekly athlete instagram takeovers to try to grow social media

Officials (Saltzman) - Present, no formal report

- 80 officials on board for AG State - very well staffed, and there are still open spots to officiate

Tech Planning (Hambourg) -

Motion (Hambourg): In the continued spirit of flexibility, GA Swimming will agree, as a one-time exception for the 2021 Short Course Divisional meets, to offer the greatest amount of flexibility possible in sanctioning Divisional meets by lifting all restrictions pertaining to Divisionals (including but not limited to allowing waivers to the following requirements laid out in the Governing Documents): (Saltzman second)

Rules & Regulations 8.1, which requires Divisional meets to adhere to a prelim/final format in order to be classified as a Divisional meet, which allows teams to assess a \$10 facility surcharge (8.2), and 8.7, which requires eligibility to be restricted by Division.

Policies & Procedures 5.3.3, which prohibits Flex Members from participating in Divisional Championships.

Discussion - R&R says that it's a season ending prelim/final meet, and very few will divisions will be able to offer a prelim/final meet. Teams and divisions have discussed possible virtual meets. Hard to keep things consistent due to variations in different divisions.

Called to question - Motion carried - Question called

Vote: Motion carries with 1 dissension

Resolution: Restrictions lifted on 2021 Divisional meets including but not limited to allowing waivers to the following requirements laid out in the governing documents above.

Safe Sport (Mike O'Shaughnessy) - No report. Mike is an attorney. He was the safe sport chair for PV LSC for 3-4 years. Relocated to Atlanta 6 months ago. Got involved in safe sport in the first place to protect athletes, coaches, and the LSC with proper documents in place, and wants to help all clubs earn SSRP. Caldwell thanked O'Shaughnessy for stepping up to the job.

Sr Coaches Rep (Bowers) - Report attached.
Last round of AG coach of the year awards going out tomorrow and be handed out at AG State.

Open water (Sullivan) - Not present, no report

Diversity (Jackson) - Will defer report to the new business section.

Old Business

None

New Business

DEI Task Force Presentation -

Coach Kai Smith (ATAQ) presented findings from the DE&I task force. Potter led the task force presentation by starting with a consent agenda. Recommendations- 1, 4, 5, 7 were pulled.

Motion (Caldwell): to approve items 2, 3, 6 in DEI report (Bethel second)

Discussion: No discussion

Vote: Motion carries unanimously

Resolution: Recommendations 2, 3, 6 are approved.

Motion (Copeland): to approve recommendation 1 (Hambourg second)

Discussion: Governance committee will decide if this person is elected or appointed.

Vote: Unanimous approval

Resolution: Item 1 sent to governance committee for review

Secretary's Note - this is a bylaw amendment and will need to be sent to the HOD for ratification, and then be ratified by USAS.

Recommendation 4 -

Salzman asked if there is any way to reduce the volume of the language, as there appears to be a lot of information to add to each meet announcement. Kai Smith said the 2nd paragraph needs to be in there, but paragraphs 1 & 3 can be shortened. There is no space on GSI website or meet template to report discrimination. Several suggestions were made but no resolution was decided upon.

Motion (Potter): to table recommendation 4.

Resolution: Motion tabled by acclamation until next BOD meeting. Coach Kai will reach out to Jonathan Foggin between now and then.

Recommendation 5

Bethel raised a concern that if we don't have a minority owned team that wants to host, then the meet wont happen. Kai smith said the DE&I committee wants to use the diversity meet as a fundraiser to help DE&I programs run by the LSC. Smith said there are plenty of minority teams to host or co-host. Caldwell asked if there was any discussion on having this on a protected weekend - DE&I committee said they discussed it but didn't want to take it away from other meets or current programming. Tommy Jackson said that the LSC could be the co-host. Foggin asked for clarification on what a minority coached team means? Smith said the intent was for the head coach. Saltzman said he thinks there are 2 points - 1) getting the meet on the schedule, and 2) awards being presented, adding them to what we give out today. Smith said it needs to be supported by the LSC so it's supported by people in the outside community. Hamborg asked if a female could be considered as a qualifying minority head coach; Smith answered it must be a minority head coach. Smith clarified that when this meet raises money, profits go back to the LSC, as opposed to the club hosted invitational where they keep all of the profits. DeCarlo asked for the DE&I committee to stipulate and specify what percentage of meet fees would come back to the LSC, if it's different from the traditional 7% or 2% this year due to COVID.

Motion (DeCarlo): to send this back to DE&I committee for revisions (Saltzman second)

Discussion: No discussion

Vote: Motion approved unanimously

Resolution: Recommendation 5 sent back to DE&I committee for revisions

Recommendation 7

Mike O'Shaughnessy asked if this would put our tax status in jeopardy. Need to ensure there's no conflict of interest or other deal we've done, or 501(c)3 caveats that we need to be cautious about. Potter says this needs to come to the BOD in advance and we can run this by our JDCPA.

Motion to amend (DeCarlo): to accept recommendation 7 with amendment "with prior written consent of the BOD" (Motion seconded)

Discussion: Can't come in conflict with any current deal or sponsorship we already have in place.

Vote: Unanimous approval

Resolution: Amendment carries

Motion (Potter): to accept recommendation 7 with approved amendment (Caldwell second)

Discussion: No discussion

Vote: Unanimous approval

Resolution: Motion carries - DE&I committee may raise funds with prior written consent of the BOD.

DE&I committee will rework recommendations 4&5; they will be on new business at the next meeting.

Announcements

Next meeting - Wed, March 10, 2021 at 8:30pm.

Adjournment

Motion (Caldwell): to adjourn (Bethel second)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:53pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary; Feb 17, 2021 - Approved March 10, 2021 at BOD meeting



Georgia Swimming
Board of Directors Meeting
March 10, 2021
8:30 PM

1. Call to order.
2. Mission Statement and Vision
3. [Approve February 10th BoD Minutes](#)
4. Officer Reports.
 - a) General Chair – Steve Potter
 - b) Admin. Vice Chair – Jamey Myers (***No Report***)
 - c) Finance – Rob Copeland
 - d) Treasurer - Joe DeCarlo
 - e) Senior Chair – Mark Schilling (***No Report***)
 - f) Age Group Chair – Sydney Pepper
 - g) Secretary – Beau Caldwell
5. Administrative Reports
 - a) Registration – Lora Thompson
 - b) [Business Manager – John Pepper](#)
6. Committee Reports
 - a) Athlete Chair – Will Foggin
 - b) Officials Chair – Ed Saltzman
 - c) Technical Planning – Wes Hamborg (***No Report***)
 - d) Safe Sport – Michael O'Shaughnessy (***No Report***)
 - e) Coaches Chair – Jen Bowers / Ian Goss (***No Report***)
 - f) Open Water – Kevin Sullivan (***No Report***)
 - g) D, E, & I – Tommy Jackson (***No Report***)
 - h) [Disability – Glenda Orth](#)
 - i) [Governance - Jonathon Foggin](#)
7. Old Business
 - a) [DEI Task Force Recommendations](#)
8. New Business

- a) Fitter and Faster conversation
- b) Swim Atlanta Sanction Fees

Next Meeting: April 14, 2021 @8:30 PM

February 2021

	Income	Feb 1 - 28	Oct 1 - Feb 28	% FY 21	2021 Budget
1	All Star Banquet Sales		\$ 0		\$ 0
2	All Star Town Sales Income	\$ 1,408	\$ 1,984	9%	\$ 21,000
3	Dividend Income		\$ 0	0%	\$ 24,000
4	Fines		0		
5	Late Registration/Other		\$ 0		\$ 0
6	Sanctions		\$ 0		\$ 0
7	State Meet		\$ 0		\$ 0
8	Total Fines	\$ 0	\$ 0	0%	\$ 1,000
9	LSC Camp Registration		\$ 0	0%	\$ 14,800
10	Meet Sanction Income	\$ 1,764	\$ 9,625	66%	\$ 14,500
11	Meet Travel Surcharges (Out of State)		\$ 0	0%	\$ 1,000
12	Misc Income	\$ 31,866	\$ 31,915		\$ 0
13	Officials Training Fees		\$ 0	0%	\$ 1,200
14	Registration		0		
15	Registration Income	\$ 21,414	\$ 364,802	62%	\$ 591,610
16	Total Registration	\$ 21,414	\$ 364,802	62%	\$ 591,610
17	Sponsorships		\$ 0		\$ 0
18	Zone Team Application Fees		\$ 0	0%	\$ 2,700
19	Zone Open Water Application Fees		\$ 0	0%	\$ 18,400
20	Zone Travel Fees		\$ 0	0%	\$ 48,600
21	Total Income	\$ 56,451	\$ 408,326	55%	\$ 738,810

	Expense	Feb 1 - 28	Oct 1 - Feb 28	% FY 21	2021 Budget
22	Administrative Office		\$ 0	0%	\$ 500
23	Bookkeeper		\$ 0		\$ 0
24	Executive Director		\$ 0		\$ 0
25	Legal Expense		\$ 0	0%	\$ 1,500
26	LEAP 3 Expense		\$ 0		\$ 0
27	LSC Administrator/Executive Director	\$ 2,171	\$ 10,520	31%	\$ 34,100
28	Other Operating Expenses	\$ 267	\$ 980	19%	\$ 5,200
29	Intern	\$ 606	\$ 6,328	132%	\$ 4,800
30	Registration Service Expense	\$ 2,019	\$ 12,116	48%	\$ 25,000
31	Registration Supply Expense		\$ 234	31%	\$ 750
32	Travel Expenses - LSC Board/Committee		\$ 0	0%	\$ 5,000
33	Total Administrative Office Expenses	\$ 5,063	\$ 30,177	39%	\$ 76,850

	Expense	Feb 1 - 28	Oct 1 - Feb 28	% FY 21	2021 Budget
34	All Star Awards/Spring Meeting Expense		\$ 1,894	47%	\$ 4,000
35	All Star Towel Expense		\$ 1,177	6%	\$ 21,000
36	Athletes Budget		\$ 0	0%	\$ 3,800
37	Bank Charges		\$ 0	0%	\$ 150
38	Betsy Dunbar Award		\$ 1,000	100%	\$ 1,000
39	Coaches Clinic(s)		\$ 200	5%	\$ 4,000
40	GA Aquatics Sports Hall of Fame		\$ 0	0%	\$ 1,000
41	General Chair Discretionary Fund		\$ 0	0%	\$ 500
42	Investment Expenses		\$ 0	0%	\$ 7,700
43	LSC Camp Expenses		\$ 0	0%	\$ 14,800
44	LSC Fall Meeting Expenses		\$ 0	0%	\$ 1,600
45	LSC Supported Meet Expense - Disability		\$ 0	0%	\$ 2,000
46	LSC Supported Meet Expense - Open Water		\$ 0	0%	\$ 1,500
47	LSC Supported Meet Expense - Championships	\$ 2,538	\$ 2,538	25%	\$ 10,000
48	Officials Expenses		\$ 137	4%	\$ 3,450
49	Travel Expenses - Officials		\$ 0	0%	\$ 2,100
50	Safe Sport Education Expenses		\$ 0	0%	\$ 500
51	Travel Expenses - Disability		\$ 0		\$ 0
52	Travel Expenses - Coach of the Year		\$ 0		\$ 0
53	Travel Expenses - Diversity		\$ 0		\$ 0
54	Travel Expenses - Juniors		\$ 0		\$ 0
55	Travel Expenses - Futures		\$ 0		\$ 0
56	Travel Expenses - Select Camps		\$ 0		\$ 0
57	Travel Expenses - Senior & Olympic Trials		\$ 0		\$ 0
58	Total Travel	\$ 0	\$ 0		\$ 0
59	USAS Convention Expenses		\$ 0	0%	\$ 5,000
60	USAS Registration Fees Paid	\$ 79,358	\$ 378,720	75%	\$ 502,740
61	Zone Open Water Team (Total Expenses)		\$ 0	0%	\$ 23,320
62	Age Group Team (Total Expenses)		\$ 0	0%	\$ 60,500
63	Total Expense	\$ 86,959	\$ 420,393	56%	\$ 747,510
64	Total Surplus / (- Deficit)	\$ (30,508)	\$ (12,067)		\$ (8,700)

8:16 PM

03/10/21

Cash Basis

Georgia Swimming, Inc.
Profit and Loss Standard
February 2021

	<u>Feb '21</u>
Income	
All Star Towel Sales Income	1,408.00
Meet Sanction Income	1,763.53
Misc Income	
Other Income	31,865.90
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Total Misc Income	31,865.90
Registration Income	21,414.00
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Total Income	56,451.43
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Gross Profit	56,451.43
Expense	
Administrative Expense	
INTERN	
Intern Salary	600.00
Intern Worker's Comp	5.62
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Total INTERN	605.62
LSC Administrator	
FICA	241.80
Medicare	56.56
payroll	68.57
salary	1,725.11
SUTA	76.49
workers comp	2.81
	<hr/>
Total LSC Administrator	2,171.34
OTHER OPERATING EXPENSES	
Admin Other	109.99
Marketing expense	12.95
Misc	144.19
	<hr/>
Total OTHER OPERATING EXPEN...	267.13
Registration Service Expense	
Registrar Service Expense	2,000.00
Registrar Worker's Comp	18.72
	<hr/>
Total Registration Service Expense	2,018.72
	<hr/>
Total Administrative Expense	5,062.81
LSC Supported Meet Expenses	
AG State	2,538.40
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8:16 PM

03/10/21

Cash Basis

Georgia Swimming, Inc.
Profit and Loss Standard
February 2021

	<u>Feb '21</u>
Total LSC Supported Meet Expens...	2,538.40
USAS Registration	
Registration Fees Paid	<u>79,358.00</u>
Total USAS Registration	<u>79,358.00</u>
Total Expense	<u>86,959.21</u>
Net Income	<u><u>-30,507.78</u></u>

<i>Club</i>	<i>Athletes</i>	<i>Flex</i>	<i>Outreach</i>	<i>Seas 1</i>	<i>Seas 2</i>	<i>Indiv Season</i>	<i>Single Meet</i>	<i>Other NA</i>	<i>Coaches</i>	<i>Officials</i>	<i>Total</i>
ABSC	233	0	0	0	0	0	0	0	14	17	264
ACE	49	4	2	0	0	0	0	0	3	1	58
ASL	163	0	0	0	0	0	0	0	7	20	190
ATAQ	7	2	0	4	0	0	0	1	2	0	16
BA	46	14	0	11	0	0	0	0	4	0	75
BAR	25	0	0	0	0	0	0	0	2	0	27
BAY	24	0	0	0	0	0	0	0	2	0	26
BOOM	13	29	0	0	0	0	0	6	2	0	50
BT	60	0	0	0	0	0	0	0	1	0	61
CAD	16	0	0	0	0	0	0	0	3	1	20
CAST	0	53	0	0	0	0	0	0	2	1	56
CBF	100	18	0	0	0	0	0	0	4	2	124
CCAC	19	13	0	0	0	0	0	0	4	2	38
CPAC	187	22	0	0	5	0	0	0	3	0	217
CW	80	0	0	0	0	0	0	0	4	2	86
DAQ	164	0	0	2	0	0	0	0	7	6	179
DCS	48	62	0	0	0	0	0	5	3	7	125
DYNA	740	0	0	0	0	0	0	6	16	34	794
FINS	25	0	0	0	0	0	0	0	1	0	26
GA	111	2	0	0	0	0	0	0	5	11	129
GCAT	145	37	0	0	0	0	0	0	6	11	199
GDHF	0	0	20	0	0	0	0	0	1	0	21
GOLD	453	0	0	0	0	0	0	2	14	10	479
GTCH	47	0	0	0	0	0	0	0	3	0	50
HCTS	0	20	0	0	0	0	0	0	2	0	22
HLHK	9	0	0	0	0	0	0	0	2	1	12
HRST	0	20	0	0	0	0	0	0	1	1	22
HURR	131	1	0	0	0	0	0	0	7	3	142
LA	123	0	1	0	0	0	0	0	5	4	132
LCAC	17	3	0	0	0	0	0	0	1	0	21
LIFE	292	0	0	0	0	0	0	0	6	2	300
LINS	68	0	0	0	0	0	0	2	2	0	72
MAAC	52	0	0	0	0	0	0	0	4	0	56
MJST	24	4	0	18	0	0	0	0	1	0	47
MORG	32	0	0	0	0	0	0	0	2	0	34
NGR	16	0	0	0	0	0	0	0	1	0	17
NWGA	43	0	0	0	0	0	0	0	1	0	44
OAC	51	43	0	0	0	0	0	0	6	7	106

<i>Club</i>	<i>Athletes</i>	<i>Flex</i>	<i>Outreach</i>	<i>Seas 1</i>	<i>Seas 2</i>	<i>Indiv Season</i>	<i>Single Meet</i>	<i>Other NA</i>	<i>Coaches</i>	<i>Officials</i>	<i>Total</i>
PSC	99	0	0	0	0	0	0	0	4	0	103
RAYS	205	83	0	0	0	0	0	0	17	16	321
RRT	27	0	0	0	0	0	0	0	2	0	29
SA	690	1	0	0	0	0	0	0	23	13	726
SCAT	31	4	0	0	0	0	0	0	4	5	44
SEA	0	0	1	0	0	0	0	0	0	0	1
SEGA	12	8	0	0	0	0	0	1	3	1	25
SFS	0	0	0	0	0	0	0	0	2	0	2
SHOC	50	0	0	0	0	0	0	0	3	1	54
SMAC	68	9	0	0	0	0	0	0	4	2	83
SPAC	268	2	2	2	0	0	0	0	6	12	292
SST	56	0	0	2	0	0	0	0	6	5	69
SUMM	45	0	0	0	0	0	0	2	2	2	50
SWAG	37	0	0	0	0	0	0	0	1	0	38
TARA	27	16	0	0	0	0	0	0	3	1	47
TCS	16	0	0	0	0	0	0	4	1	0	21
TRSC	54	22	0	0	0	0	0	0	3	0	79
TSA	35	2	2	0	0	0	0	1	1	0	41
TTW	24	0	0	0	0	0	0	0	2	0	26
TWS	151	7	0	0	0	0	0	0	3	12	173
UN	62	0	0	10	0	0	0	9	22	20	122
USAC	58	0	0	0	0	0	0	0	3	0	61
VAST	29	0	0	0	0	0	0	0	2	1	32
VRST	1	0	0	12	0	0	0	0	2	0	15
WOLF	15	2	0	0	0	0	0	0	6	0	23
WRA	8	18	0	0	0	0	0	0	2	2	30
WW	16	0	0	0	0	0	0	0	0	0	16
ZBN	0	0	0	42	0	0	0	0	2	0	44
Total	5697	521	28	103	5	0	0	39	283	236	6904



Business Manager Report

March 10, 2021

1. LSC Athlete Summit March 13 and 14 (25 registered as of 03.08.21)
2. All Star Towels have been turned over to the Vendor Custom Woven Towels
3. Had a Social Media marketing meeting, discussed how the LSC can drive more potential swimmers to clubs. (Facebook and Instagram Marketing)
4. Working on getting awards from Age Group State out to teams.
5. Gathering coaches tenure information
- 6.

Social Media insights (28 days) (Feb 8 - March 7)

Facebook

Likes 932 (26 new page likes)

Women 76.7%

Men 23.3%

Posted content reached 1,357 (down 8.1%)

Instagram

Followers 2.8K (52 new followers)

Women 63.2%

Men 36.8%

Posted content reached 3,696 (up 0.8%)

John Pepper

Disability Report

March, 2021

The meets are finally happening! The WPS World Series meet will be held in Lewisville, Texas on April 15-17. The Bill Keating Memorial meet will be held in Cincinnati on May 8-9. The US Paralympic Trials will be held in Minneapolis on June 17-20. All the information on these meets can be found on the US Paralympic website. There will also be a Blaze Sports meet in Stone Mountain on June 13. I've not gotten any information on this meet, but will distribute when I do receive it. I do know that the organizers will need help with officiating.

I'm sorry to announce that one of Georgia's Paralympians is retiring. Curtis Lovejoy, a 5 time Paralympian with 2 Golds, 1 Silver and 1 Bronze. He will be missed as he has given so much to the sport. Continued good luck to him!

Glenda Orth

Chair

Governance Committee Report to the Georgia Swimming Board of Directors

March 10th, 2021

The Governance Committee of Georgia Swimming met on March 4th, 2021 at 8:00 pm via Zoom. Those present were Jonathan Foggin (Chair), Lucas Ferreira, Nancy Harmon, Karl Krug, and Brian Wrighton.

At its February meeting, the Georgia Swimming Board of Directors asked the Governance Committee to make a recommendation on the proposal to make the Diversity Equity & Inclusion Chair a voting member of the Board. The consensus opinion was that the Bylaws should be amended to give the DE&I Chair voice and vote, and while some members of the Committee expressed a general preference for chair positions to be elected, we recommend that the DE&I Chair continue to be appointed by the General Chair, with the advice and consent of the Board.

Next, Coach Krug brought up his concerns about GASI committees not performing their assigned jobs. He stated that some committees seemed to have been functioning at minimal level during the past year. After some deliberation, the Governance Committee agreed to recommend to the Board that standing committees have quarterly meetings, meaning two would be added to the current schedule. These should take place via Zoom and be scheduled between HOD meetings (for example, in January and June). We further recommend that the protocol for establishing this schedule should be inserted into Policies and Procedures. It was also agreed that the Business Manager should be responsible for taking minutes at these meetings, or ensuring that a member of the respective committee did so and submitted them for review within a reasonable amount of time (12 to 14 days from the meeting).

Additionally, the Governance Committee is preparing to solicit nominations for the April elections, and in the process of doing so, begin identifying potential Board candidates and committee members for the future. To that end, we have created a nomination form that is also a survey of interest. We will be asking the Business Manager to send this form out to all club members, with a request that they distribute it to their delegates. There was some question as to whether the Governance Committee should be soliciting nominations for the Coaches' Chair. However, the Coaches' Committee has handled this in the past. The bylaws seem to support this in that they say Governance is to nominate "Board members, Administrative Review Board members, and other coordinator or chair positions to be elected by the House of Delegates..." Given that the Coaches' Chair is elected by the coaches, it seems best to leave this process in the hands of that committee.

Finally, there was some discussion about setting up a working group under the aegis of Governance and Technical Planning to evaluate the process of bidding and publishing meets in the LSC.

Respectfully submitted,

Jonathan Foggin
Governance Committee Chair

1. Recommendation 4: We are recommending that the following information for reporting discrimination be added to all meet information.

- **Report Discrimination**

The Georgia LSC believe that there is no place for discrimination in the sport of swimming. If you believe you are the victim of discrimination, you are encouraged to report the incident to USA-Swimming's Associate Counsel & Director of Safe Sport, Abigail Howard (ahoward@usaswimming.org or 719-866-3529). Please provide a complete description of the incident as well as a way to contact you and/or other parties involved. For more information refer to gaswimming.org/diversity.

2. Recommendation 5: The Georgia Swimming Diversity Invitational

We are recommending that the Georgia Swimming Diversity Invitational be added to the meet calendar as a statewide open invitational, like the state championships and sectionals.

We recommend that The Diversity Invitational be hosted by the LSC, under the administration of the DEI Committee.

We also recommend the awards listed below be granted recognition in line with current GA Swimming Awards.

Purpose:

The purpose of the GA Swimming Diversity Invitational is to provide a platform for education, and greater awareness to the challenges of diversity, equity, and inclusion that we face in our society and in the community of athletes, coaches, officials, and volunteers of Georgia Swimming. In addition, we wish to celebrate the commonality we all share in our love and passion for the sport of competitive swimming, despite our differences.

The Diversity Invitational will also be a vehicle to raise funds ear marked to support GA Swimming's DEI outreach program for member athletes, and to support clubs in their efforts to provide an aquatics education through learn to swim programs for underprivileged areas of our communities, and to support clubs aiding underprivileged competitive athletes attached to their teams.

Proposed Dates and Suggested Locations:

- First, second or third weekend in April (Tentative location: WGPAC)
- Second or third weekend in October (Tentative location: WGPAC)
- Third or fourth weekend in February (Tentative location: WGPAC)

(WGPAC-West Gwinnett Park Aquatic Center)

Awards

The Tommy Jackson Diversity Award is an award given to a senior minority female and male athlete, ages 15-18, who are recognized for their outstanding efforts in education, athletics, and community involvement. The Committee for Diversity, Equity and Inclusion will evaluate all nominees for this award based partially on swimming achievements and of equal importance, participation in and recognized achieved for non-swimming activities, such as education and school-related activities, church, and community service, etc.

The Georgia Swimming LSC Inclusion Award is an award given to a female and male athlete, ages 15-18, who are recognized for their contribution to and in support of the mission of GA Swimming and the DEI Committee. The Committee for Diversity, Equity and Inclusion will evaluate all nominees for this award based partially on swimming achievements and contributions and efforts to assist the LSC, DEI, and the community through volunteerism and education.

Outstanding Junior Athlete Diversity Award (Non-monetary recognition) is given to a minority age group female and male athlete ages 12-14, who are recognized for their outstanding efforts in education, athletics, and community involvement. The Committee for Diversity, Equity and Inclusion will evaluate all nominees for this award based partially on swimming achievements and of equal importance, participation in and recognized achieved for non-swimming activities, such as education and school-related activities, church, and community service, etc.

Diversity Age Group Coach of the Year

Diversity Senior Coach of the Year

3. Recommendation 7: DEI Committee have the ability to raise funding from outside sources

- Proposal: Given the cost of providing financial resources to assist clubs with their outreach efforts, funding for diversity camp, and funding for the diversity swim meet, we are recommending that the DEI Committee, **with prior approval by the BOD**, be allowed to raise funds from outside sources (Corporations, etc.) earmarked for specific programs organized by the DEI Committee.

Swim Atlanta is looking for a 1-time exception to Georgia Swimming's meet fee structure in order to hold the Atlanta Classic. This is a high-end prelims/finals event with TYR Pro caliber swimmers looking for a very small meet as a tune up for Olympic Trials. The low athlete count, partly due to Covid-19, is by choice, and the higher fees are necessary to make the meet at Georgia Tech economically feasible.

The proposed fees in the sanction request includes:

ENTRY FEES

- \$20 per individual event
- \$25 per Time Trial
- Late Entry Fees: \$40 per individual event
- \$30 surcharge.
- A \$2.00 Ga travel surcharge applies to all non-Georgia LSC registered swimmers.

Motion (Davis): to approve this one-time exception to the meet fee structure for the 2021 Atlanta Classic as detailed above.

Life Time is looking for a 1-time exception to Georgia Swimming's meet fee structure in order to hold the Not Divisional Championship. Due to Covid-19 and facility restrictions, we will only have about 500 athletes total. The meet will be timed finals Friday evening and then Saturday and Sunday will have a three sessions: prelims senior, timed finals 11-12, prelims 13-14. The higher fees are necessary to make the meet at Georgia Tech economically feasible. The contract price that is paid to Georgia Tech is \$17,487.50. That does not include about \$5,000 for the timing system and live-stream. That does not include medals, ribbons, and hospitality. That does not include payment for our officiating crew. We pay our officials. I anticipate the meet to cost around \$26,000 total.

The proposed fees in the sanction request includes:

ENTRY FEES

- \$10 per individual event / \$20 per relay event
- \$22 surcharge.
- A \$2.00 Ga travel surcharge applies to all non-Georgia LSC registered swimmers.

Motion to approve this one-time exception to the meet fee structure for the Not Divisional Championships.