

APPROVED



## BoD Minutes January 24, 2024

This meeting began at 8:30pm via ZOOM.

### **BoD members present**

Lucas Ferreira (GA) General Chair  
Mike Wardwell (PAC) Admin Vice-Chair  
Rob Copeland (UNAT) Finance Vice-Chair  
Nancy Harmon (PAC) Secretary  
Hugh Convery (GA) Senior Vice-Chair  
Sydney Pepper (DYNA) Age Group Vice-Chair

Wil Bayer (SA) SR Coaches Representative  
Wes Hamborg (WRA) Tech Planning Chair  
Clarice Wasmuth (DYNA) Officials Chair  
Tommie L. Jackson (CAD) DEI Chair  
Holly Mattson (HURR) Sr Athlete Rep  
Brook Kubik (SA) Safe Sport Chair

### **BoD members absent**

Kevin Sullivan (VAST) Treasurer  
Charlotte Foggin (ABSC) Junior Athlete Rep

Will Guichard (SA) Sr Athlete at-large  
Landry Liston (BT) Junior Athletes Rep at-large

### **GASI Swimming staff present**

John Pepper, Business Manager  
Lora Thompson, Membership Coordinator

### **GASI Swimming staff absent**

### **Others Present**

Karl Krug (SPAC) Governance Chair  
Oded Ravid (LINS)

Jesse Lewis (DYNA)  
Astrid De Leon (SPAC)

### **Call to order, approval of minutes**

L. Ferreira called the meeting to order at 8:35pm. Mission and vision statement of Georgia Swimming (GASI) presented.

**Motion:** R. Copeland to approve BoD minutes from November 15, 2023 (S. Pepper 2<sup>nd</sup>)  
**Discussion:** no discussion  
**Vote:** Approved by acclimation  
**Resolution:** November 15, 2023, minutes approved

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## **Officer Reports**

- L. Ferreira thanked everyone for joining and submitting reports to [gaswimboard@gaswim.org](mailto:gaswimboard@gaswim.org). He stated that he had highlighted items for discussion, but reminded everyone if they have anything they'd like discussed, send him a notification in Chat and he would add it to tonight's agenda.
- L. Ferreira welcomed Wil Bayer, newly elected Sr Coaches Representative, to the Board of Directors. His first task will be to find a new Jr Coaches Representative, as Ben Umbreit (GCAT) resigned. W. Bayer replied that he was very pleased to be part of the Board of Directors and excited to give back to Georgia Swimming. He feels it's very important to help out the LSC, the athletes, the teams, coaches, and officials. He asked about the upcoming HoD meeting in April, specifically who is responsible for the planning and location. L. Ferreira stated that this will be discussed in new business.

## **Athletes Committee (H. Mattson). Present, report submitted.**

- The committee recently received information regarding the Southern Zone Leadership Summit. They have been waiting to see the offered package before setting their budget. Up to 6 athletes (\$135/athlete) and 1 chaperone (\$156) may be sent. L. Ferreira reminded the BoD that this opportunity was presented after we had set the budget for the year. J. Pepper added therefore there was no money set aside in the Athletes funds for this Summit. R. Copeland commented that there is \$5,000 in the budget for the athletes currently designated to the Athletes Summit, Food Drive, and Wellness Summit; he asked if all of those funds were assigned? J. Pepper responded, yes, the money is allocated. The athletes would need to forfeit funds designated to those events. R. Copeland asked if \$135 was an all-in price. H. Mattson responded, yes, it includes everything except transportation. The Zone is relying on the individual LSCs to get the athletes to the University of Louisville. L. Ferreira noted that it would be tricky to ask the chaperone to pay their own way. He then asked H. Mattson to look at the use of the athletes' committee budget and see if any money could be reallocated. H. Mattson stated they have until March 20, 2024, to respond. She will speak with the committee about options. If they cannot find the funds, they will meet with the Finance Committee (next meeting February 13, 2024) and bring their options to the next BoD meeting. L. Ferreira advised that if they are able to find the funds inside their budget they do not have to come back to the Board.
- K. Krug asked about the Golden Peach Awards. The Athletes committee proposed nominating additional athletes outside of the designated nominating period; K. Krug felt that there could be a transparency issue. H. Mattson added that the athletes would present the nominations to an outside committee and J. Pepper added that this committee would verify eligibility. Ultimately voting would take place through social media allowing the general public to decide the recipient. R. Copeland mentioned the only real concern is that these nominations take place after the nomination period has closed. L. Ferreria pointed out that there is no written policy in our Policy manual and there needs to be. K. Krug and the Governance Committee will look into this and set a policy. H. Mattson said she and her committee would wait for Governance's outcome.

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

- Minutes posted. Year to Date Actuals and Year Over Year Budget, pretty much in line.
- Revenue:
  - Sanction Fees are tracking in line with previous years.
  - Registration numbers look better, but really an accounting process of the changeover of USAS collecting all our funds.
- Expense:
  - Expenses are tracking a little better than last year,
    - Primarily because we have no paid Social Media Intern.
    - Additionally, we should have no Adjustments, as we had with the move from Wells Fargo to Truist.
  - We are in good shape financially.
- In the December Finance meeting, approved in the budget for spending of monies to support the State meets to Swim Atlanta. There will be continued discussion on this topic.
- L. Ferreira observed that there is a discrepancy with All-Star towels. J. Pepper worked with K. Sullivan, and it is an outstanding issue from the 2021-2022 All-Star towels (unresolved parent bills). This occurred before our current payment structure and is being handled by K. Sullivan and J. Pepper. L. Ferreira asked about the expense showing in this year's budget and J. Pepper stated that he and K. Sullivan are aware and have been discussing how to handle this. They will get with L. Ferreira and R. Copeland when they have a resolution.
- All-Star Towels: There is a new cost to the towels, and they will be adjusting the price by \$4.00.

**Age Group Committee (S. Pepper)** present, report submitted.

- Discussion focused on Zone Team selection. The issue is the overriding cost and the team not scoring as well as they have in the past. The committee is looking into making the team more competitive with a new selection procedure; specifically, setting time standards for each event and looking at what times scored. LC Championship team would still be selection meet. L. Ferreira stated, take athletes that score not athletes to just fill the team. There is a chance that we would not send a full team. There is some flexibility in numbers to consider based on traveling by plane (9 athletes) or bus (12 athletes). This new policy could potentially save the LSC up to \$6,000. There would be no difference in cost to the athlete. Options are still being discussed and it is not ready for a vote, but wanted everyone to know that it is being discussed.
- L. Ferreira asked about the event file for Age Group State. W. Bayer responded that it is available on the Swim Atlanta website. H. Convery noted that some of the links are not yet live. While on the call links were working but W. Bayer said he would check on them.
- S. Pepper wanted to let everyone know there is a possibility that she may not be able to be Team Manager for the Zone trip to Texas. If anyone knows of someone interested in this position, please let her know.

**Admin Vice Chair (M. Wardwell)** present, report submitted.

Changes have been made to the By-laws per USA Swimming. These were mandatory changes (mostly housekeeping) and will be brought up to the HoD in April.

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

Changes have been made to the Records section of our Policy and Procedures. Still working on wording to correct the Open category. We've had issues in the past where swimmers with no affiliation to Georgia were holding records (i.e., NCAA participants) due to meets taking place in Georgia. Questions have been raised about High School, summer league, Unattached swimmers, and Georgia swimmers swimming for their colleges. Working on crafting language to allow these swimmers to be eligible to hold Open records.

**Officials Committee** (C. Wasmuth) present, report submitted.

- Expecting an update on R9 (Official Certification and Recertification across all LSCs) from USA Swimming on February 1, 2024.
- USAS is making changes to OTS, causing problems, but have workarounds.
- Lots of new officials are using the new QR code. Our LSC is offering lots of OQM meets.

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

- Registration numbers were better than expected. We're currently down about 300 from last year but have about 100 to be added for swims this weekend and next.
- Numerous new clubs have been added. They will need to be divided into divisions.
  - L. Thompson sent club list to J. Pepper,
  - J. Pepper will update the club list and send it onto C. Tavares for realignment.
- L. Ferreira noted that numbers look good.

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

- Updating website.
- L. Ferreira indicated that there are some links not working. J. Pepper will investigate.

## **Standing Committee Reports:**

**Governance Committee:** (K. Krug) present, report submitted.

- Organized meeting for choosing Sr Coaches Representative. W. Bayer, selected.
- Will work with Coaches committee to find new Jr Coaches Representative. Per the By-laws, it is the Coaches committee's responsibility to fill this position, or the Board of Directors will call a meeting to decide.

## **Old Business:**

None

## **New Business:**

- April HoD, date (April 13, 2024) but no location has been selected.
  - W. Bayer, Sr Coaches Representative, questioned how this has been handled in previous years. L. Ferreira presented that the General Chair and Business Manager decided on a location. Last year, J. Swaim proposed that the meeting be held in conjunction with the Coaches Swimposium, in Macon. This was to encourage Coaches participation in both the events. W. Bayer asked if we wanted to tie them together again? He was looking for

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a feeling from the board before he moved forward with pursuing a location for the Swimposium. M. Wardwell, W. Bayer, L. Ferreira all felt that this was a good idea, and that Macon was a good location as it is central to the state. W. Bayer noted that he did not have the connections in Macon that J. Swain had, but he would look into having it there. He did say that J. Swain offered to help where he could. L. Ferreira stated that it seems the Board is onboard with having the meeting in Macon and holding the Swimposium at the same time. He also shared that there is money in the budget to cover the room rental.

- Dynamo requests to increase the Facility Surcharge to \$20 for Southern Premier Meet, March 1-3, 2024 (Jesse Lewis, DYNA) to be held at Georgia Tech.
  - This is a meet that attracts elite swimmers. It moves around, hosted by Dynamo (Atlanta), Nashville Aquatics and Tennessee Aquatics. This is Georgia's year to host.
  - Georgia Tech was reserved over a year ago and they have just notified Dynamo of their increased cost to host. Dynamo did begin to look into moving the meet to UGA to offset the cost.

**Discussion:** M. Wardwell wanted to say while he is not opposed to this request, we need to start to think about this issue as meet fees have gotten out of control. We have approved this in the past for only our State meets, where we have more control over costs. W. Bayer noted that this is something we need to consider if we want to continue to attract elite swimmers to our meets. We need to start to think outside the box. Georgia Tech is a pool that attracts swimmers from out of state. M. Wardwell reiterated that he is not personally opposed, but he feels that it is not necessarily the mission of this Board to help swimmers from outside the LSC. We need to think about what we are allowing and does it fall within our mission. C. Wasmuth added that being able to bid for Juniors or Open meets does help our swimmers. Exposing our swimmers to elite swimmers is good for Georgia and promotes swimming as well. Currently, we cannot compete with pools like Greensboro. If there is something we can do to help clubs run these meets, we should do it. L. Ferreira noted that he understands M. Wardwell's concerns and he recognizes this need to be a bigger conversation.

**Motion:** W. Bayer                    to approve \$20 Facility Surcharge for Southern Premier (R. Copeland 2<sup>nd</sup>)  
**Discussion:**                            no discussion  
**Vote:**                                    Approved by acclimation  
**Resolution:**                            Dynamo may charge \$20 Facility Surcharge for 2024 Southern Premier.

- Swim Atlanta requests to increase the Facility Surcharge to \$20 for Atlanta Classic, May 15-18, 2024, to be held at Georgia Tech.
  - L. Ferreira indicated that we have allowed this in the past, at a higher rate.
    - W. Bayer stated that they have increased entry fees to offset rising costs.
    - W. Bayer noted that many elite swimmers are expected to attend this meet.
    - C. Wasmuth stated that high level officials are expected as well. It is a huge opportunity for Georgia.

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**Motion:** C. Wasmuth to approve \$20 Facility Surcharge for Atlanta Classic (R. Copeland 2<sup>nd</sup>)  
**Discussion:** no discussion  
**Vote:** Approved by acclimation  
**Resolution:** Swim Atlanta may charge \$20 Facility Surcharge for 2024 Atlanta Classic.

**Discussion:**

L. Ferreira indicated that the increasing of the Facility Surcharge is a bigger issue than these two meets. Teams used to rely on heat sheet sales to overcome some costs. The current surcharge structure in our Policy and Procedures is greater than a decade old. Cost of rental for Georgia Tech has more than doubled in that time. It is time to revisit this.

- Having a Facility Surcharge allows teams to have an expected baseline of revenue.
- Age Group Committee has suggested up to \$30 surcharge for any State meets, regardless of facility.
- M. Wardwell felt we needed more wiggle room than just one set price.
- K. Krug feels there needs to be more control; need to understand different costs per facility. He would like to see something written that controls the entry fees. It should not come down to making money.
- H. Convery feels you can still make money, it's more a question of how much money. He feels fees should be in splashes rather than increasing Facility charges. A greater portion of the cost should come from splash fees. He feels that this needs to be looked into at the committee level.

L. Ferreira asked Tech Planning to investigate and come back to the BoD with suggestions. W. Hamborg said they would explore options. L. Ferreira then stated that anything proposed would need to go before the HoD.

**Announcements:**

Next meeting will be February 21, 2024, 8:30pm

**Motion:** R. Copeland to adjourn the January 24, 2024, BoD meeting (C. Wasmuth 2<sup>nd</sup>)  
**Discussion:** no discussion  
**Vote:** Approved by acclimation  
**Resolution:** January 24, 2024, meeting adjourned at 9:53pm

Respectfully submitted:

*Nancy Harmon*

GASI Secretary  
January 30, 2024

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## Submitted Reports

### **Athletes Committee**



Athletes Committee  
Report January 2024

### **Finance Committee Reports**



Statement of  
Activity Oct-Dec 202.



Finance Committee Budget v Actuals  
Minutes January 2024 January 2024.pdf

### **General Chair**



January 2024  
General Chair Report

### **Admin Vice Chair Report**



Admin VC Report  
January 2024.pdf

### **Senior Committee**



Minutes for Senior  
Committee Meeting

### **Coaches Committee**



Coaches Committee  
Report January 2024

### **Age Group Committee**



Age Group  
Committee Meeting



Zone Selection  
Criteria.pdf

### **Officials Committee Report**



Officials' Committee  
Report January 2024

### **Governance Committee**



January 2024  
Governance Report.

### **DEI Committee Report**



DEI Committee Meeting Minutes Dec  
Diversity Camp Flyer  
2024.pdf

### **LSC Membership Reports**



LSC Transaction Summary Report - 2; LSC Transaction Summary Report - 2; GA Club Registrations Report

**Tech Planning** no report submitted.

**Operations Risk** no report submitted.

**Safe Sport** no report submitted. 4 filings