



BOD Minutes

April 15, 2021

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

BOD members present

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

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

BOD members absent

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

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

GSI Swimming staff present

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

GSI Swimming staff absent

Others Present:

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

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

Call to order, approval of minutes

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

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

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

Officer Reports

General Chair (Potter) - Present, no report

Admin (Myers) - Not present, No report

Finance Committee (Copeland & DeCarlo) -

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

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

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

Age Group (S.Pepper) -

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

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

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

Vote - Unanimous approval

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

Secretary (Caldwell) - Present

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

Registrar (L.Thompson) - present

- Membership report submitted

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

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

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

Officials (Saltzman) - Present, report submitted to website

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

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

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

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

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

Sr Coaches Rep (Bowers) - Present, report posted

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

Open water (Sullivan) - Present, report submitted

- OW zone team to be selected in next 2 weeks

Diversity (Jackson) - Present, report submitted.

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

Disability (Orth) - Not present, report attached.

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

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

Old Business

New Business

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

Announcements

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

Adjournment

Motion (Sullivan): to adjourn (motion seconded)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:44pm

Respectfully submitted by:

Beau Caldwell

April 29, 2021

Approved by GSI BOD May 12, 2021



BOD Minutes

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



Georgia Swimming
Board of Directors Meeting
April 15, 2021
8:30 PM

1. Call to order.
2. Mission Statement and Vision
3. [Approve March 10th BoD Minutes](#)
4. Officer Reports
 - a) General Chair – Steve Potter
 - b) Admin. Vice Chair – (No Report)
 - c) Finance – Rob Copeland
 - d) Treasurer - Joe DeCarlo
 - e) Senior Chair – Mark Schilling
 - 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
 - d) [Safe Sport – Michael O'Shaughnessy](#)
 - e) [Coaches Chair – Jen Bowers / Ian Goss](#)
 - f) [Open Water – Kevin Sullivan](#)
 - g) [D, E, & I – Tommy Jackson](#)
 - h) [Disability – Glenda Orth](#)
 - i) [Governance - Jonathon Foggin](#)
7. Old Business
8. New Business
 - a) Fall HoD Meeting Date (F2F or Virtual)

Next Meeting: May 12, 2021 @8:30 PM

March 2021

	Income	Mar 1 - 31	Oct 1 - Mar 31	% FY 21	2021 Budget
1	All Star Banquet Sales		\$ 0		\$ 0
2	All Star Town Sales Income		\$ 1,984	9%	\$ 21,000
3	Dividend Income	\$ 1,538	\$ 1,538	6%	\$ 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		\$ 9,625	66%	\$ 14,500
11	Meet Travel Surcharges (Out of State)		\$ 0	0%	\$ 1,000
12	Misc Income	\$ 61	\$ 31,975		\$ 0
13	Officials Training Fees		\$ 0	0%	\$ 1,200
14	Registration		0		
15	Registration Income	\$ 22,657	\$ 387,460	65%	\$ 591,610
16	Total Registration	\$ 22,657	\$ 387,460	65%	\$ 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	\$ 24,256	\$ 432,582	59%	\$ 738,810

	Expense	Mar 1 - 31	Oct 1 - Mar 31	% 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	\$ 12,691	37%	\$ 34,100
28	Other Operating Expenses	\$ 173	\$ 1,153	22%	\$ 5,200
29	Intern	\$ 606	\$ 6,934	144%	\$ 4,800
30	Registration Service Expense	\$ 2,019	\$ 14,134	57%	\$ 25,000
31	Registration Supply Expense		\$ 234	31%	\$ 750
32	Travel Expenses - LSC Board/Committee		\$ 0	0%	\$ 5,000
33	Total Administrative Office Expenses	\$ 4,968	\$ 35,146	46%	\$ 76,850

	Expense	Mar 1 - 31	Oct 1 - Mar 31	% FY 21	2021 Budget
34	All Star Awards/Spring Meeting Expense	\$ 566	\$ 2,459	61%	\$ 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	\$ 13,554	\$ 16,092	161%	\$ 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	\$ 22,756	\$ 401,476	80%	\$ 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	\$ 41,844	\$ 462,237	62%	\$ 747,510
64	Total Surplus / (- Deficit)	\$ (17,588)	\$ (29,655)		\$ (8,700)

7:09 PM

04/15/21

Cash Basis

Georgia Swimming, Inc. Profit and Loss Standard

March 2021

	<u>Mar '21</u>
Income	
Dividend Income	1,538.31
Misc Income	
Deposit Correction	60.60
Total Misc Income	<u>60.60</u>
Registration Income	22,657.45
Total Income	<u>24,256.36</u>
Gross Profit	24,256.36
Expense	
Administrative Expense	
INTERN	
Intern Salary	600.00
Intern Worker's Comp	5.62
Total INTERN	<u>605.62</u>
LSC Administrator	
FICA	241.80
Medicare	56.56
payroll	68.57
salary	1,725.11
SUTA	76.49
workers comp	2.81
Total LSC Administrator	<u>2,171.34</u>
OTHER OPERATING EXPENSES	
Admin Other	81.76
Marketing expense	12.95
Misc	78.00
Total OTHER OPERATING EXPEN...	<u>172.71</u>
Registration Service Expense	
Registrar Service Expense	2,000.00
Registrar Worker's Comp	18.72
Total Registration Service Expense	<u>2,018.72</u>
Total Administrative Expense	4,968.39
All Star Banquet / Meeting	
Awards	<u>565.50</u>

7:09 PM

04/15/21

Cash Basis

Georgia Swimming, Inc.
Profit and Loss Standard
March 2021

	<u>Mar '21</u>
Total All Star Banquet / Meeting	565.50
LSC Supported Meet Expenses	
AG State	<u>13,554.00</u>
Total LSC Supported Meet Expens...	13,554.00
USAS Registration	
Registration Fees Paid	<u>22,756.00</u>
Total USAS Registration	<u>22,756.00</u>
Total Expense	<u>41,843.89</u>
Net Income	<u><u>-17,587.53</u></u>

	2020	2021	% Change
ATHLETES	7758	6741	-13.10%
Premium Year-round	6807	6011	-11.70%
Flex	756	582	-23%
Outreach	44	29	-34%
Season 1	129	106	-18%
Season 2	22	13	-41%
NON-ATHLETES	712	583	-18.10%
Other	57	39	-31.50%
Coaches	365	299	-18%
Officials	290	245	-15.50%
TOTAL	8452	7316	-13.40%



Business Manager Report

April 15, 2021

1. Worked on a social media marketing campaign to go live for a 5 day test. With results determining the next 28 day campaign to go out during the month of May, then look at results to aim for a Trials marketing campaign. All campaigns will be directing parents to the GA Swim website for more information to teams around them.
2. Found out that towels will be delivered to teams by the end of May
3. Did the Annual Review of Veronica for her position
4. Scheduled all meetings for the winners of the can drive. 1 this week and 2 next week
5. Have been working on getting ready for the BoD Assimilation that will be held on May 2nd via Zoom.

Social Media insights (28 days) (March 18 - April 14, 2021)

Facebook

Likes 944 (12 new page likes)

Women 76.7%

Men 23.3%

Posted content reached 1,626 (down 20%)

Instagram

Followers 2.866K (66 new followers)

Women 63.2%

Men 36.8%

Posted content reached 3,696 (up 0.8%)

John Pepper

The athlete committee successfully held our annual leadership summit. It was held online due to COVID-19. We had great feedback from all the participants. We are now moving forward with making the athlete committee more active as well as planning the Golden Peach awards.

Committee Name:	Georgia Swimming Officials Committee – <u>Spring LSC Meeting</u>		
Committee Chair:	Ed Saltzman	Vice Chair:	Clarice Wasmuth
Minutes recorded by:	Ed Saltzman	Date/time of meeting:	Thursday, April 8, 2021 7:00PM

Motions Passed: MSA – Eliminate the \$16 clinic fee for trainees.

Number of committee members present: 9	Absent: 2	Number of other delegates present: 9
Committee members present: Ed Saltzman, Eric Pingel, Phil Kopf, Clarice Wasmuth, Doug Kintz, Nancy Harmon, Neal McKinney, Mia Sinkiewicz - Athlete Rep. , Jason Meszaros - Coach Rep.		
Committee members missing: Bruce Adams, Oded Ravid		
Non-Committee members present: Rayleen Soderstrom, Peter Soderstrom, Dean Athanassiades, Kathy Clark, Dominic Thomas, John Joiner, Heather Boyer, Alyssa Keehn, Jason Frankel		

Minutes

The meeting was called to order at 7:00 p.m. EDT

I. Introductions – Roll Call

II. Summary Reports:

a. Officials Committee Status – Ed

I. Registration Status

1. Current Officials Headcount – 232 + 20 active apprentices close to certification = 252
2. Removed 71 un-active/did not renew for 2021 from mailing list.
3. Columbus Hurricanes – lost 11 officials due to club’s loss of access to water.

II. SCY State Championship Official’s Support:

AG State

Cumming = 25

Dynamo = 32

GT = 33

Total: 90

Senior State

Cumming = 27

GT = 29

Total: 56

b. Training – Clarice

I. Recommendation to discontinue the \$16 clinic fee.

Ed gave the background on the clinic fee and why we used to charge. Originally it covered the cost of location rental, mini rule books and refreshments for in-person four hour clinics. As we evolved into online training using the “Go-To-Meeting” platform, the \$16 covered the annual \$624 license fee for the package.

Last year we have transitioned again and moved to the LSC corporate ZOOM license which is used to conduct LSC meetings and BOD business.

Recently, we have converted the training content to pre-recorded clinics available on request.

Motion: Eliminate the \$16 fee associated with Officials Training clinics, thus making it more appealing to new volunteers. – **MSA**

II. 2021 Training Clinic Status:

2021 Training

	S&T	AO
Expressed Interest	36	13
Took Clinic	29*	9
Tested	19	9
Graduated	7	2

*Follow up on the 10 that took the clinic and did not take the test

III. Introduce New Certifications:

Georgia is one of several LSC’s that does not currently offer Chief Judge (CJ) or Meet Referee (MR) training or certification. We have discussed it for some time and have developed prototype training courses. During the meeting we discussed the benefits and need to provide this additional training for our officials. It was the consensus of the committee members on the call that both courses would elevate our official’s knowledge and skill level and therefore should be introduced.

A sub-committee will be formed to work through the technical issues involved with rolling out the two new course and certifications. Issues to be addressed: course content; testing; apprentice requirements; USA tracking requirements and certification support in OTS; and finally, how to handle current officials who have already worked in those positions and proven their ability – grandfather in?

c. Certifications – Doug

I. New Certifications:

January	February	March
Referee – 1	Referee - 1	Referee – 2 / AR - 1
Starter – 2	Starter - 1	Starter - 3
S&T – 3	S&T - 7	S&T - 7
AO		AO - 2
TOTAL = 6	Total - 7	Total = 14
DCS, ABSC, LIFE, DAQ, CWGA	ASL, GA, SUMM, OAC, SEGA, SPAC, DYNA	LIFE, RAYS, ASL, GA, SUMM, SST, DYNA, UNAT, GOLD, SPAC

II. Current Officials	232
2021 Officials Not Renewed	58
2020 Officials Not Renewed	40
Officials at the end of 2020	273
Officials at the end of 2019	289

d. Name Tags – Nancy

- I. We usually drop an order quarterly for name tags for new officials and graduating apprentices. Nancy will send the order our next week. Ed and Clarice to supply names.
This order will be for 21 new officials.

e. Sanctions – Eric

- I. We continue to be on a record setting pace for this year with 74 sanctions this quarter to-date. This pace is presenting major issues and putting an overwhelming strain on the sanction process. While extreme flexibility was necessary during the height of the pandemic in order to assist teams during their times of uncertainty; many teams have gotten back in the water and we should be able to begin moving back to our former processes as detailed in the LSC Processes and Procedures. At the upcoming Technical Planning meeting (04/14) Eric and Ed will present a motion to return to the documented processes and defined timeframes (45 days pre-meet sanction submission) previously in place.

f. SWIMS – Oded

- I. No report – Oded ill and unable to attend

g. Rules – Phil

- I. Nothing new to report

h. Review Budget Restrictions – Ed

- I. 2020-2021 budget submitted in September 2020 does not contain any travel funding for officials due to reallocation of funds by the LSC to support teams in need due to Covid-19. Next budget cycle will be the September Fall HOD meeting. We will once again be submitting a request for Officials travel funding.

i. Status of N2/N3 freeze on advancements – Ed

- I. Freeze still in place.

- j.** Upcoming possible OQM opportunities – Ed
 - I.** **Atlanta Classic** – May 14-16 - Eric Pingel & Nancy Harmon Meet Referees. Application will be published next week.
 - II.** **GA 14&U LCM State Championships** – July 15-18 Location – GT, Host – GA
 - III.** **GA Senior LCM State Championships** – July 23-25 Location – UGA, Host – ABSC
- k.** Officials Committee to begin assembling the **Team Leads** for AG and Senior State meets:
MR / JR. MR / AR / Jr. AR / TL SR / TL CJ
- l.** Old Business – None
- m.** New Business – None
- n.** Meeting adjourned at 8:45PM

Tech Planning Committee Report, 04/15/2021

- The committee recognizes the hard work of Officials and Sanctioning and would like to thank them for their invaluable support of GA Teams during the past year.
- At our March meeting, the committee voted to ask the Board to discuss Jason Swaim's email, sent to the BOD on 03/08/21.
- The committee voted to extend the Proof of Times Exception through the 2021 Long Course season (See attached LSC modification to proof of times, LC 2021 proposed extension).
- 2021 Long Course and 2021-2022 Short Course calendars have been set.

Safe Sport Committee Report
April 15, 2021
Mike O'Shaughnessy (Chair)

Introduction and Organization - I have introduced myself to the contacts at each team and attempted to organize all Safe Sport information within GA Swimming. I have created a chart outlining each team, and asked for the name of each team's Safe Sport Coordinator. I have begun preparing a listserv to engage in efficient communication with each team's Safe Sport Coordinator.

Safe Sport Coordinators – My goal is to have at least one person on each team dedicated to handling safe sport issues. This will provide for efficient dissemination of information, and assist team members figure out how to address safe sport issues. Thus far:

- **26 clubs** have named a safe sport coordinator (ABSC, ASL, BAY, BOOM, BT, CBF, DAQ, DCS, DYNA, GA, GCAT, GOLD, LA, OAC, PSC, RAYS, SA, SEGA, SHOC, SPAC, SUMM, TRSC, TWS, USAC, VAST, WRA);
- **39 clubs** have not identified a coordinator. I will be following up with each of these teams to confirm who should be contacted to discuss Safe Sport issues. If your club has a coordinator that has not been identified, please let me know at safesport@gaswim.org.

Safe Sport Recognition – Ultimately my goal is to help each team in GA Swimming earn Safe Sport Recognition. I want to point out that Safe Sport Recognition is not an end in itself. Rather it is a means to an end. Namely, Safe Sport Recognition requires that each team acknowledge and implement certain policies and training that will not only keep athletes safe, but will help teams and coaches become aware of risks and protect themselves. Thus far:

- **23 clubs** have earned Safe Sport Recognition: (ABSC, BAY, BOOM, BT, CBF, DAQ, DCS, DYNA, GA, GOLD, LA, OAC, PSC, RAYS, SA, SEGA, SHOC, SPAC, SUMM, TRSC, USAC, VAST, WRA)
- **7 clubs** have started the process of earning Safe Sport Recognition: (ASL, CCAC, GCAT, HURR, LIFE, LINS, TARA)
- **37 Clubs** have not started the SSRC process yet.

One observation is that there appears to be a direct correlation between size of club and safe sport recognition. I would like to help some of the smaller clubs obtain recognition. To this end, **I have created a very detailed, step-by-step guide for obtaining Safe Sport Recognition (attached)**. This document literally identifies every piece of information required to obtain Recognition, and even provides sample responses to help simplify the process. **I have also assembled model forms that each club can modify (simply inserting their name) to comply with USA Swimming Safe Sport Recognized Club requirements**. My goal is to make all of these documents available to each club (whether on the GA Swimming website Safe Sport Page, or via the listserv). If you or your club would like assistance getting recognized, I will be more than happy to help. Contact me at safesport@gaswim.org.

Safe Sport Committee – GA Swimming has not previously instituted a Safe Sport Committee. I have found committees useful to discuss issues, plan events, represent various aspects of the LSC (including athletes, coaches, officials, and parents throughout the various geographic regions of the LSC), and share responsibility for getting information out. I have begun the process of forming a Committee. Currently, the committee consists of:

- Mike O’Shaughnessy – Chair
- Tommy Jackson – Diversity Chair
- Kai Akubo Smith – Coach
- Bridget O’Shaughnessy – Athlete
- Allison Brown – Athlete
- Bailey Hodges – Athlete
- Patricia Todebrush – Parent (Club Safe Sport Coordinator)

I would like to add some members from other geographical regions of GA Swimming, and perhaps add another coach, official, and male athletes. If anyone is interested, please contact me at safesport@gaswim.org.

Keeping Athlete’s First Initiative – USA Swimming is holding an initiative to reward LSCs for high percentage of Safe Sport Recognized Clubs. USA Swimming will actually award cash prizes to LSCs to be used for programs benefitting the LSC’s athletes. **The more clubs that get Safe Sport Recognized, the more money we will receive for our athletes.**

Awards – Congratulations to Summit Swimming, who was named the winner of the April USA Swimming Safe Sport Drawing (as part of the Athlete’s First Initiative)! They will receive a virtual visit with a National Team member or alum. All the more reason for teams to get recognized!

Events – On March 13, 2021 I presented at the Athletes Leadership Summit, and on April 13, 2021 I presented at the HOD Safe Sport Meeting. There were approximately 8 attendees at the HOD meeting. I introduced myself, and discussed various goals of Safe Sport, including the principles of MAAPP and Athlete Protection Training.

Training – As stated in the April 7, 2021 email entitled “Georgia Swimming Weekly Update,” USA Swimming will be holding Safe Sport training. If you or members of your club have not taken the training, please attend one of these:

SAFE SPORT CLUB RECOGNITION TRAINING FOR PARENTS

Wed., April 14 at 8pm EST - [REGISTER](#)

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

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

USA Swimming Safe Sport Staff

SAFE SPORT CLUB RECOGNITION TRAINING FOR ATHLETES

Thur., April 15 at 8pm EST - [REGISTER](#)

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

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

USA Swimming Safe Sport Staff

SAFE SPORT CLUB RECOGNITION TRAINING FOR COACHES

Tue., April 6 at 1pm EST - [REGISTER](#)

Fri., April 16 at 3pm EST - [REGISTER](#)

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

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

Incident Reports – I have received only a few calls about potential incidents. Fortunately, all incidents have been handled carefully, and definitively.

Upcoming News – USA Swimming is working on revisions/clarification to MAAPP. I will relay that information when available.



To: Georgia Swimming Club Administrators and Safe Sport Representatives

From: Mike O'Shaughnessy – GA Swimming Safe Sport Chair

Date: March 18, 2021

Re: Step-by-Step Guide to Easy Safe Sport Recognition

These guidelines will make Safe Sport Recognition extremely easy. All of the information and documents are here for you! **Most of the work can be completed in less than one hour.**

To gain Safe Sport Recognition, go to the Club Portal on USA Swimming's website and log in as an administrator (<https://www.usaswimming.org/coaches/club-portal>). Click "Open Club Portal," and find your club. Click on the "Club Portal" option. Scroll down to the section entitled "Safe Sport Recognition Program," and click on the blue box/link entitled "Go to Safe Sport Recognition." Select your club ownership type, then hit "Continue." Then you will find the Safe Sport Club Recognition "Scorecard."

In order to earn Safe Sport Recognition, you must achieve a total of 50 points on the Scorecard. The points are broken out into four sections, and allocated between some required items, and some optional items. Points are earned based on your acknowledgement that you have communicated certain information, adopted certain policies, and provided learning events for members of our club. The required items will earn you a minimum of 28 points. You will need to complete enough of the optional items to earn the 50 points total.

Each of the sections and categories are described below, including what is required, how many points each item is worth, and in some cases, the actual language you should enter. Additionally, some of the items require that you upload certain documents. To ease the burden, I have attached sample versions of these documents, which comply with the Safe Sport requirements. You can simply adopt these policies, and upload them to the Scorecard.

Finally, the most difficult points to earn are the points for parent/athlete training. I will help you earn these points through group events/zoom presentation. Please just reach out to me for assistance, and I will help you get this done.

Reach out with any questions or issues.

Mike O'Shaughnessy
GA Swimming Safe Sport Chair
safesport@gaswim.org
(202) 253-8584



Categories and Requirements on Safe Sport Recognition Scorecard:

Section 1 – Business / Organization Success Planning – Need 26 Points Total

Required Items:

Mission Statement (1 point)

Enter your mission statement (which must reference athlete protection): Acceptable example: Our mission is to encourage the pursuit of excellence while nurturing a love for the sport of swimming; and developing the values and skills for success in life along the way. The club is committed to providing a safe, healthy, and positive environment for all athletes to grow and appreciate their sport and their teammates.

Club Website (5 points)

Link to Safe Sport information on team website. Include links to team policies, MAAPP, and codes of conduct.

Team Owner Info (1 point)

List owner

Reporting Information (2 points)

Is the information and procedure for reporting to USA Swimming Safe Sport and the U.S. Center for Safe Sport on your club's website? Please share the link below.

The main web-page should contain reporting information and your Safe Sport Club Coordinator name and contact information.

***[To deal with a Safe Sport concern](#)*, contact USA Swimming at (719) 866-4578**

Contact the U.S. Center for Safe Sport to make a report. Call (720) 524-5640 or use the *[online reporting form](#)* or find more information at <http://www.uscenterforsafesport.org/>

Conduct Pre-Employment Screening (2 points)

As a condition of membership in USA Swimming, member clubs are required to conduct pre-employment screens on their new employees who are required to be USA Swimming members by USA Swimming rules.

USA Swimming Code of Conduct Communicated to Members (2 points)

Club has documented that it has distributed the USA Swimming Code of Conduct to all members and that they have received it.

MAAPP (6 points)



USA Swimming requires member clubs implement the Minor Athlete Abuse Prevention Policy (MAAPP) effective as of June 23, 2019. This Policy addresses risk areas that present opportunities for abuse to occur.

The Policy covers five (5) areas:

1. One-on-One Interactions
2. Travel: Local & Team
3. Social Media & Electronic Communication
4. Locker Rooms & Changing Areas
5. Massages & Rubdowns

MAAPP has been reviewed with Parents/Athletes/Coaches/Volunteers/Other Adults affiliated with the club and signed acknowledgments are kept on file at the club.

Please customize the MAAPP policy with your club name and post as a PDF to your Safe Sport web page.

(file attached)

Action Plan (2 points)

USA Swimming clubs are required to have an action plan to address bullying and the plan must be reviewed with and agreed to by all athletes, parents, coaches, and other adults at the club. An example action plan that becomes the default if a club chooses not to create their own is available on the USA Swimming website. Upload your Anti-Bullying Plan.

(file attached)

Column 2 – Optional Items:

Safe Sport Best Practices (2 points)

Are the Safe Sport Best Practice Guidelines posted on your club's website?

(file attached)

Communication of Policies (0-1 points)

How often do you communicate the Safe Sport policies to the members of your club, including coaches, athletes, parents, and volunteers? **(check 1 - never, annually, each season, or more frequently than once each season)**

Communication Audience (1-3 points)

Who do you target your communications to regarding Safe Sport policies? Check all that apply.

Coaches (1 point), Parents/volunteers (1 point), Athletes (1 point)

Grievance Procedure (3 points)

Does your club have a grievance procedure for violations of your athlete, coach, and parent codes of conduct, as well as violations of other team policies? Please upload your grievance procedure.

(file attached)



Locker Room Monitoring (2 points)

Locker rooms and changing areas are a high-risk area for abuse to happen. Minor Athlete Abuse Prevention Policy addresses this in the Locker Rooms & Changing Areas section.

Detail the steps your club takes to ensure your locker rooms are safe. Include who has access to the locker rooms and detail a plan of how to respond to misconduct and monitor problematic behavior in the locker room.

Sample Policy

All Coaches and Staff:

1. Locker Rooms

There shall be no misbehavior or misconduct in the locker room. All swimmers must be respectful of each facility's locker room as we are representing the club at all times. In addition, we must respect ourselves and other's privacy as well.

Monitoring

1. Locker Room and Changing Areas: The club must regularly and randomly monitor the use of locker rooms and changing areas to ensure compliance with this Policy. Locker rooms and changing areas may be monitored by the use of the following methods:

- a. Conducting a sweep of the locker room or changing area before athletes arrive;
- b. Posting staff directly outside the locker room or changing area during periods of use;
- c. Leaving the doors open when adequate privacy is still possible; and/or
- d. Making occasional sweeps of the locker rooms or changing areas with women checking on female locker rooms and men checking on male locker rooms.
- e. Every effort must be made to recognize when a minor athlete goes to the locker room or changing area during practice and competition, and, if the minor athlete does not return in a timely fashion, to check on the minor athlete's whereabouts.

2. Legal Guardians in Locker Rooms or Changing Areas

- a. Legal guardians are discouraged from entering locker rooms and changing areas.
- b. If a legal guardian does enter a locker room or changing area, it must only be a same-sex legal guardian and the legal guardian should notify a coach or administrator in advance.

How to Respond to Misconduct:

1. First, we get the facts



- a. Get the story from the swimmers and other sources if there are any.
 - b. Listen without blaming.
 - c. It may be difficult to get the whole story but try and collect all available information.
2. Determine the Level of Seriousness
 - a. If the situation is not severe, talk to the swimmers and remind them of the locker room policy.
 - b. If the situation is severe, the situation must be passed along to a higher level.
 3. Get others involved
 - a. After determining the level of seriousness contact the necessary parties such as parents, group coach and head coach.
 - b. If the situation needs further attention USA Swimming Safe Sport must be contacted at <https://www.usaswimming.org/safe-sport>

Parent Consent Forms (2 points)

Parent Consent forms are required to be kept on file at the club for each instance of the following:

- Unrelated Adult Athlete to share a hotel room or sleeping arrangement with a minor athlete.
- Unrelated Applicable Adult providing local transportation to a minor athlete.
- Licensed massage therapist or other certified professional or health care provider to treat a minor athlete.
- Unrelated Applicable Adult to travel to competition with a minor athlete.

(file attached)

Photography Policy (2 points)

A photography policy is another way to enhance the protection of athlete members. A photography policy could include no picture taking from behind the blocks and could require anyone taking pictures to do so from a certain blocked off location of the pool deck. The policy must include how parents can opt in or out of having their child photographed at team functions, including meets. Please upload your photography policy.

(file attached)

Section 2 – Swim Parent / Volunteer Development – Need 8 Points Total

Required Items:

Safe Sport Club Coordinator (5 points)



Does your club have a designated Safe Sport Club Coordinator who is a non-athlete member of USA Swimming? This ensures that the individual is background checked and has taken the Athlete Protection Training. Please share the name and contact information for your Safe Sport Club Coordinator.

Name them.

Online Safe Sport Education for Parents (need 1 point (10% of parents))

Safe Sport's online course for parents provides an introduction to Safe Sport, abuse, and reporting information. More information and access to the course can be found on the website <https://www.usaswimming.org/safe-sport/recognize>

The course is called "Parent's Guide to Misconduct in Sport"

Parents are calculated as a percentage of registered households, with 1.5 parents per household. 10% is the minimum. 10% = 1 point

(Automatically tracked by Learn portal)

Col 2 – Optional Items:

Parent Code of Conduct (2 points)

Does your club have a Parent Code of Conduct? Please upload your Parent Code of Conduct here.

(file attached)

Education Event for Parents (2 points)

Has your club hosted an in-person training this year for parents on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? If so, please **share the name of the presenter, agency, date, topics covered and description of the event.**

Volunteer Coordinator Membership (1 point)

Does your club require that your volunteer coordinator is a non-athlete member of USA Swimming? This ensures that the individual is background checked and has completed the Athlete Protection Training. **Please share the name of your volunteer coordinator.**

Meet Marshals (1 point)

Does your club require that meet marshals are non-athlete members of USA Swimming? This ensures that the individuals are background checked and have completed the Athlete Protection Training. **Please list names:**

Section 3 – Coach Development / Education – Need 4 Points Total

Required Items:



Reference Checks (0-2 points)

How often does your club complete reference checks when hiring coaches and other staff members? **Check 1** – Never (0 points), only if we need to (0 points), only the head coach (1 point), or every hire (2 points)

Col 2 – Optional Items:

Coach Code of Conduct (2 points)

Does your club have a code of conduct or honor code for coaches? This is a good way to create shared culture and expectations. **Please upload your Coach Code of Conduct. (file attached)**

Education Event for Coaches (2 points)

Has your club hosted an in-person training this year for coaches on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? **If so, please share the name of the presenter, agency, date, topics covered and description of the event.**

Section 4 – Athlete Development / Performance – Need 3 Points Total

Required Items:

Online Safe Sport Education for Athletes (need 1 point (10% of athletes))

Safe Sport's online training for athletes provides an introduction to Safe Sport, healthy boundaries, and how to speak up about misconduct, abuse, and the behaviors that lead to abuse. Find more information and take the training at www.usaswimming.org/learn The course is called "SAFE SPORT FOR ATHLETES"
Athletes are calculated as a percentage of registered athletes (age 12 to 17). 10% is the minimum.
10% = 1 point

(Automatically tracked by Learn portal)

Col. 2 – Optional Items:

Athlete Code of Conduct (2 points)

Does your team have an Athlete Code of Conduct? Please upload your Athlete Code of Conduct here.
(file attached)

Education Event for Athletes (2 points)

Has your club hosted an in-person training this year for athletes on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? **If so, please share the name of the presenter, agency, date, topics covered and description of the event.**



**SAFE
SPORT**

April Disability Report

I will not be in attendance at the April meeting, I'll be at the World Para Swimming World Series Meet in Lewisville, Texas. It should be quite the experience with all the rules, regulations and restrictions that are in place. This will be the first International meet of 2021 so we'll see how it goes. There will be around 150 athletes from all over the world. Some are here for Classification and others for times to qualify for the Trials to be held in June.

Congratulations to William Rankin or WRA. He is classified as a S12. At the Divisional meet and at the State meet, he set 3 new American Records (pending approval from Colorado Springs).

200 yard Breaststroke – 2:26.62

100 yard Breaststroke – 1:08.04

50 yard Breaststroke - 31:69

The Peachtree Para Games swimming event will be held June 13th at the Mountain Park Aquatic Center in Stone Mountain. Information will be on the website. If any official can help out, it would be greatly appreciated.

Glenda Orth

Bylaw Change (house keeping update from USA Swimming)

Current Section 4.8: MEETING LOCATION AND TIME - All meetings of the House of Delegates shall take place at a site within the Territory. The House of Delegates or the Board of Directors shall determine the location and time of all meetings of the House of Delegates.

Required wording for Section 4.8: MEETING LOCATION AND TIME - All meetings of the House of Delegates shall take place at a site within the Territory. The House of Delegates or the Board of Directors shall determine the location and time of all meetings of the House of Delegates. If federal, state, or local law, policy, or regulation prohibits physical gathering sufficient to conduct a House of Delegates meeting within the Territory, a House of Delegates meeting may be conducted through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. In that circumstance, participation by such means shall constitute presence at that meeting.

April 8, 2021

Georgia Swimming DEI Diversity Committee Meeting Minutes

I. Welcome

Coach Jackson welcomed the committee members to the meeting. Committee members in attendance: Coach Kai, Coach Zeddie, Coach Marianne, Coach Jackson, Will Foggin. John Pepper was in attendance as the Georgia Swimming Business Manager / Zoom meeting facilitator.

II. Georgia Swimming DEI Mission

No discussion.

III. Update report on the Diversity Swim Meet

Coach Kai was under the weather and discussed several items at the onset of the meeting because he was going to need to leave the meeting early. Coach Kai discussed submitting the swim meet info document for the Diversity meet, he also discussed that he'll revisit the qualifications for the awards. Coach Kai has secured West Gwinnett Aquatics center for the swim meet. It was also indicated/suggested that W. Gwinnett will volunteer staff. Coach Kai is also working with the Hyatt Regency and restaurants in the area for discounted rates. Coach Kai is going to invite a

representative Coca-Cola to the next meeting to discuss funding opportunities.

IV. Discuss and select a template for DEI Website

John discussed in detail the specifics of the template information that was sent to the committee. John stated that the website will be “dynamic” and can be changed to whatever the committee wishes. John provided a “mock-up” view of what the site could potentially look like from a website perspective. Coach Marianne suggested that some of the content as it relates to the camps be tiered (e.g. National > Regional > Local, etc.)

V. Discuss the Diversity Swim Camp

Coach Jackson stated that we should use the admin guides that were sent to the committee and tailor the admin guide to the committee’s needs. It was suggested that the committee needs to determine a date for the camp and that the date is a priority, this is so that Coach Kai can communicate to W. Gwinnett and secure dates with the facility. It was also suggested that we need a budget for the camp, which led to a discussion about Coach Jackson reaching out to Sydney or Lucas about their experience with the Age Group camp and potentially observing the camp. An example budget for the age group camp was 14K; however, it included renting

Emory and swimmers staying in the dorms.
Selection criteria was also discussed and some of the initial suggestions were:

Swimmers that qualify for the outreach program
Recommendations from teachers
Minimum GPA of 3.2

A subsequent selection criteria discussion took place and it was determined that the recommendation about the swimmer's attendance/performance/attitude should suffice. The swimmer's performance should be based on a minimum of B and no state qualifiers. The committee also discussed that the camp should be one day (at least to begin with). Committee needs to keep everything as simple as possible.

VI. Discuss 2021 USA Swimming LSC Select Camp Grant Program

The dates for the 2021 grant have already passed.

VII. Adjourn meeting
Meeting Adjourned.

Georgia Swimming Open Water Committee

April 8th 9:03am

Meeting called to order at 9:03m.

1. Roll call, present:

Sydney Pepper (DYNA) Jennifer Bowers (HURR) Nick Graves (DYNA)	Meredith Green (BAY) Kevin Sullivan (OAC)*
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2. Old Business

A. Open Water Zone Selection Process (Team Selected by May 3)

- i. Sydney will pull all times
 - a. add in any approved swims
- ii. Kevin will break the kids into correct age groups using FINA age control date
- iii. Match four top times for each age group/gender
 - a. Meredith 11-12
 - b. Nick 13-14
 - c. Sydney & Kevin 15-16, Open, Disability

B. Team Trip

- i. Cost of trip by April 26
- ii. No team dinners
- iii. gear: two shirts, pullover, backpack
- iv. will send out team hotel with blocked rooms and group rate
- v. Team Meetings held at facility
- vi. Nick will send out corrected meet info to committee when available

3. New Business

4. Next meeting: May 6, 2021 at 9:00am

Meeting adjourned at 9:36am