



BOD Minutes

July 14, 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
Sydney Pepper (DYNA) - Age Group Chair
Hugh Convrey (GA) - Senior Chair
Matthew Grant (VAST) - Tech Planning Chair

Mike O'Shaughnessy (GOLD)-Safe Sport Chair
Brook Kubik (DCS) - Operational risk chair
Tommy Jackson (CAD) - Diversity chair
Elizabeth Isakson (GOLD) - Junior Athlete Rep
Will Foggin (ABSC) - SR. Athlete Rep

BOD members absent

Beau Caldwell (SEGA) - Secretary
Jenn Bowers (HURR) - Sr Coaches Chair
Ed Saltzman (DYNA) - Officials Chair
Daniel DeCarlo (RAYS) - SR Athlete At-Large

Jarrod Hunte (DCS) - Jr Coaches Chair
Hannah Burke (GA) - Junior athlete At-Large
Henry Bethel (CCAC) - Athlete At-Large

GSI Swimming staff present

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

GSI Swimming staff absent

Others Present

Brian Wrighton, DYNA

Call to order, approval of minutes

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

Motion (S.Pepper): to approve minutes from June 9 (DeCarlo seconded)

Discussion: No discussion

Vote: Majority approval with 1 abstention due to absence

Resolution: June 12 BOD minutes approved

Officer Reports

General Chair (Potter) - Present; No report - encourages the BOD to stay focused on excellent competition for our athletes as we venture into championship season

Admin vice-chair (vacant) - No Report

Finance Committee (DeCarlo) - Financial reports are in 2 parts - 1st is actuals from June, but if you scroll down to pages 3-5, it will be our fiscal year compared to the actual budget. We are currently underway with our audit and being asked for particulars to make this happen. Potter explained this will be our first formal audit and it is required per USAS. Since it's our first audit, it will cost between 6-7k, and this is required for LEAP. Hugh Convery asked to see a balance sheet sooner than later so the senior and age group committees have an idea of what to ask for on their next budget. Potter explained that Rob Copeland will be working on next year's budget. Copeland said we will send out requests for this in the next week.

Senior Chair (Convery) - Final touches put on Senior State meet. UGA is allowing combined genders for prelims, but will still keep no spectators. Back into a state of limbo with senior state weekend in December as GT is redoing some lighting in the natatorium.

Age Group (S.Pepper) - No report. AG Meeting set for Sunday at AG State. Sydney thanked Hugh for his work as meet director.

Diversity (Jackson) - Present; Report submitted. Wants to emphasize request for local swimmers who have graduated from high school and going on to olympics and olympic trials, including paralympic athletes.

Secretary (Caldwell) - Not present, no report

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

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

Waiting for goals from committees; officials is the only one who has submitted so far.

Awards ready to be distributed on Sunday for meet and Golden Peach Awards. Awards handed out at venue. Athletes requested to do an instagram live presentation.

Junior rep vote will take place at senior state - 9 candidates are on the ballot.

Each olympian and paralympian will be given an all-star towel with their name on it.

Intern - (V.Burchill)

Has been taking on a lot of social media for GA Swim, mainly posting candidate bios for junior rep.

Initiatives in progress - getting to know more club teams on a monthly basis, featuring clubs.

Working on marketing campaign with John; highlight feature for olympic and paralympic athletes from Georgia.

Open water (Sullivan) - Not present, no report

Officials (Saltzman) - Present; No formal report. Staffing for AG State and Senior state is more than sufficient.

Tech Planning (Grant) - Present, no report; meeting coming up July 19 - goal is an open meeting about where Technical planning is going. Potter wants Grant to challenge us to think outside of the box.

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

Safe Sport (Mike O'Shaughnessy) - Present. No formal report
A few new teams have started SSRP process.

Operational risk (Kubik) - Present. Been spending time talking to operational risk chairs in other LSCs.
Wants to wait til end of August to name athlete reps on operational risk committee.

Athletes (W. Foggin) - Present. Working with John and Veronica on junior athlete rep elections at senior state. This is Will's last meeting as senior rep; Elizabeth will be taking over. Will thanked the BOD for their support of the athletes during his time as Sr Athlete Rep.

Disability (Orth) - Not present, no report

Governance report (J.Foggin) - Not present, no report

Old Business

Swim Lanes -

Potter gave a report on the 4 swim lanes were created during our BOD retreat for strategic guidelines.

Finance -

Plans are to take different processes, refine them, and streamline for traceability. Examples include registration, sanctions, and payments for such, so they are less manual. There is opportunity lost in late fees or matching up meet sanction fees. More structure on budgeting, revenue, and spending.

Geography -

Trying to re-define the purpose of divisionals - do we need a B and A level championship; aiming to get more meets outside of the metro area to create more opportunity for athletes who cannot travel all the way to GT or UGA.

The rest of the lane lines will be tabled for next time

New Business

Proposal for State Meet Information

Several challenges happened in both AG and Senior state meet information between meet director, respective committees, referees, and sanctioning. Convery suggests we need a clear method for getting finalized meet information - Start with the committee, then send to host, then send to referee, then send to sanctioning. Every time it gets passed on, necessary changes must be OK'd by previous groups. Potter clarified this is a version control problem with multiple people editing documents. Distributing information is the last step, and must be communicated clearly. 2-3 versions of AG State information were sent out; standards were mislabeled which confused qualifiers.

Convery asked what the next step is in this process - Potter suggested to put together an operational document. It's easy to get approved if it doesn't need BOD approval, but it's hard to stick to over several years with turnover in positions. Potter suggested that Hugh, Ed, and committee leads together, and should be the driving force behind meet announcements for championship meets. Hosts, referees, and meet directors should not be able to make changes without committee lead approval.

Potter's question to committee leads: DO we need a change in rules and regs? Or do we need to create a policy document? DeCarlo suggested to designate a "last person" to see the document before it goes to sanctioning. Saltzman said they are working on a championship template and a non-championship template.

[Lora Thompson joined the meeting]

2021-22 registration - fees for premium athletes

Lora is requesting to hear from the BOD and finance committee regarding membership costs for this upcoming year. Lora needs this for GSI registration and USAS is needing to know - deadline is mid to late August. Rob Copeland clarified that the GSI House of Delegates to set fee amounts; the BOD can come up with what we think it will be and submit it to the HOD for approval. Potter clarified that any changes that has to do with membership and fees must be approved by HOD. Potter also clarified to ensure transparency we should go to the HOD with this. Rob asked to review last year's motion to see if this was specified as a 1-time change or motioned as something permanent.

Potter clarified that we have 2 tasks coming out of this discussion:

- 1) What did we approve? Can we spring back to what we did in the past, or do we need to take something to the HOD?
- 2) Can we take a half step back to pre-covid, rather than just fully go back?

Announcements

Next BOD meeting - Wednesday, August 11, 8:30pm

HOD meeting - August 28 - will be virtual or part virtual/in-person

Adjournment

Motion (Potter): to adjourn (S.Pepper second)
Vote: Unanimous approval
Resolution: Meeting adjourned at 9:37pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary
August 7, 2021

Approved at GSI BOD Meeting August 11, 2021.

Beau Caldwell

GSI Secretary
August 16, 2021



BOD Minutes

June 9, 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
Hugh Convrey (GA) - Senior Chair
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Mike O'Shaughnessy (GOLD)-Safe Sport Chair
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BOD members absent

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Jarrod Hunte (DCS) - Jr Coaches Chair

Elizabeth Isakson (GOLD) - Junior Athlete Rep
Matthew Grant (VAST) - Tech Planning Chair

GSI Swimming staff present

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

GSI Swimming staff absent

Others Present:

Jonathan Foggin, ABSC, Governance Chair1
Kai Smith, ATAQ

Call to order, approval of minutes

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

Motion (Caldwell): to approve minutes from May 12 (Bowers seconded)

Discussion: No discussion
Vote: Unanimous approval
Resolution: May 12 BOD minutes approved

Officer Reports

General Chair (Potter) - Present; John and Steve are focused on LEAP recognition; Still working on Admin vice-chair position.

Admin vice-chair (vacant) - No Report

Finance Committee (Copeland & DeCarlo) - An auditor is lined up and data ready, just waiting for a quote. DeCarlo will email this to the BOD when this info is ready. Finance committee is transferring from Quickbooks to Quickbooks Online. Quickbooks Online is better suited to meet our BOD, Staff, and member financial processes; the end product will be more transparent and accountable, but it's very time consuming at the moment.

Senior Chair (Convery) - Present - Current limit for UGA is 350 athletes/session for LC senior state. GT is reserved in December. Interested in discussing travel reimbursement.

Age Group (S.Pepper) - As submitted;
AG State meet is the usual format in previous years. 11-14 in morning; JO's in afternoon. Gwinnett Aquatics is hosting.

Diversity (Jackson) - Present; DE&I committee meeting is tomorrow. Coach Kai will discuss the diversity meet budget with the finance committee.

Secretary (Caldwell) - Present, no report

Registrar (L.Thompson) - present. Registration report submitted. About 785 less than last year's membership at this time. Finance committee will discuss athlete fees for the coming fiscal year.

Business Manager (J.Pepper) -.Present, report posted.
All-star towels are being sent out this week. Growth in social media is included in his report.

Open water (Sullivan) - Not present, no report

Officials (Saltzman) - Present, no report

Tech Planning (Grant) - Not Present, no report

Sr Coaches Rep (Bowers) - Present, report submitted.
Discussion ensued regarding cost of zones; Potter instructed Bowers to get with the finance committee on ways to lower the cost.

Safe Sport (Mike O'Shaughnessy) - Present. Report submitted
MAAPP 2.0 has been released.
Keeping Athletes First recognition - \$1500 check sent to Georgia Swimming. We had at least 25% of our member clubs safe sport recognized. Considering creative ideas for incentivizing new clubs to earn SSRP recognition, specifically lowering or raising registration fees.

Athletes (W. Foggin) - Present. Junior athlete applications went out this month.

Operational risk (Kubik) - Present. Trying to get a committee together.

Disability (Orth) - Not present, no report

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

Old Business

Admin vice-chair position update -

J.Foggin would like to get a bit more information from the governance committee, although the BOD is welcome to move forward on their own without them. Will bring this back to BOD at the next BOD meeting.

LEAP recognition -

Very focused around the finance committee. J.Pepper shared that audit and investment policies are the biggest gaps in earning this recognition. More detail will be shared with the BOD by the end of the week.

Golden Peach Awards - awards & budget, etc.

J.Pepper is trying to find out what they have available and what he can spend. Plan is to give out awards at each state meet. Potter does not want to cheapen the award.

New Business

Peach Pulse survey - Potter shared results and raw data on the survey results and some discussion. Plan is to review this every 90 days. J.Pepper shared that this is part of the LEAP process.

Zone Team COVID testing - BOD was in favor of vaccine/testing policy for zones travel.

Motion (Potter): That there will be a draft of the COVID requirements that will be vetted through Michael and Brook, and they will give their recommendation in order to travel with the zone team (Bowers second)

Discussion: DeCarlo is concerned with timing - Potter clarified that this will be taken care of by the next meeting by SafeSport and Operational Risk Chair.

Vote: Unanimous approval

Resolution: COVID requirements that will be vetted through Michael and Brook, and they will give their recommendation in order to travel with the zone team

Announcements

Next meeting - Wednesday, July 14, 8:30pm

Adjournment

Motion (DeCarlo): to adjourn (Caldwell seconded)

Vote: Unanimous approval

Resolution: Meeting adjourned at 9:37pm

Respectfully submitted by:

Beau Caldwell

GSI Secretary
July 9, 2021

To be approved at GSI BOD Meeting July 14, 2021.



Business Manager Report July 14, 2021

1. Still waiting to get committee goals back from all committees. The only goals that I have received are from Officials. These were due on June 16th. For the goals sheet, [click here](#)
2. Golden Peach Awards are done and will be handed out at both State Meets. The voting process will be reviewed for future awards. Looking to have two (2) votes per team A coaches vote and an Athlete Vote. This will help cut the popularity vote out.
3. Junior Rep Nominations are out and we have 9 candidates running and votes will take place at Senior State in Athens. Vote will be taken on Sunday during the meet.

Social Media insights (28 days) (June 7 - July 6)

<u>Facebook</u>			<u>Instagram</u>		
Likes 963 (5 new page likes)			Followers 2.995K (60 new followers)		
Women 77%			Women 64.9%		
Men 23%			Men 35.1%		
Posted content reached 3,072			Posted content reached 7.834K (up 9.4%)		
Facebook Page Reached 3,455 (down 53.1%)					
Age	Women	Men	<u>Age</u>	<u>Women</u>	<u>Men</u>
18-24	2.20%	2%	18-24	13.40%	10%
25-34	5.10%	2.90%	25-34	8.10%	8.20%
35-44	21.90%	4.90%	35-44	14.10%	5.20%
45-54	32.20%	8.70%	45-54	22.50%	9%
55-64	10%	3.40%	55-64	4.40%	2.10%
65+	5.60%	1.10%	65+	2.40%	0.60%



Mailchimp Weekly Newsletter

Our current enrolled number is 930 subscribers. We added 16 new subscribers from June 8 to July 6, 2021. 40% of the subscribers do not open the newsletter. 50% do open the newsletter, and 8% sometimes.

YouTube Channel

12 Subscribers

108 Views of the page

3 Most viewed Videos

Chris Davis Sr. 106 views

Sydney Pepper 21 views

Athlete Part 1 20 views

SwimOutlet Update

We have had 180 click throughs. No new sales since 05/31/2021

We have earned \$8.50 in commission.

John Pepper

Operational Risk Report

I have been in touch with Leo Gibbons from Niagara and have corresponded with him about the manual they use and what their LSC does with the ROO forms. They use the USA Swim manual as their own OR manual. He says that every local club should have their own safety policy in place to guide them during incidents. He says that his position is to mainly provide guidance to local clubs on writing policy and responding to issues. He also uses the ROO forms and enters data into an excel spreadsheet and then gives a yearly statistical report of injuries. That is certainly something that we should and could do. I think it could be helpful to GA LSC to see risks the athletes are encountering on deck. I plan on giving him a call this week and talking more in depth. I am also hopeful he will share some examples of his spreadsheets and statistical analysis reports.... this would be great! When I start our spreadsheets how far back do you want me to go with the ROO forms? I have several years, but maybe just start with 2021?

I was given the name of a parent that would possibly be interested in either serving as a parent rep on the committee. He is a current SWAT officer with Gwinnett County. I have left two messages (I only have his cell number), but I'm waiting to hear back.

I spoke to lots of coaches this weekend to spread the word about needing athlete representatives. The consensus I get is that we might be more successful in late August or September when the athletes sign their yearly contracts, and everyone is back out of vacation mode. Beau suggested that we speak at the Athlete Meeting (not sure what this is) and we might get a better response.

I'm still trying to get Davis Shelton to respond back to me. I'm wondering if he is tied up with Olympic trials and championship meets. Anyway, that's my progress so far. Just reading through the USA manual (although we should get an updated one soon), doing searches for other LSC manuals/policy, and reaching out to contacts.

Thanks so much!

Brook

The U.S. Paralympics Trials were held in Minneapolis last month. The State of Georgia was well represented by 5 swimmers – McKenzie Coan, William Rankine, MeiMei White, McClain Hermes and Gia Pergolini. 3 of these athletes will represent the United States by being on the Paralympic Team – McKenzie, McClain and Gia. MeiMei was selected this past week as an alternate in case a member of the team cannot compete.

There will be 2 more virtual clinics coming up – Level 1 on August 8th and Level 2 on September 12. The sign up is on the U.S. Paralympic website. I've heard great things about these clinics and the word is getting out about "our" sport. Please help spread the word.

William Rankine of WRA will be the new athlete representative on the Disability Committee.