



HoD Minutes

August 26, 2023

This meeting began at 1:00pm. Greater Atlanta Christian School, Norcross GA, and 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
Brook Kubik (SA) Safe Sport/OP Risk Chair

Wes Hamborg (WRA) Tech Planning Chair
Clarice Wasmuth (DYNA) Officials Chair
Holly Mattson (HURR) Senior Athlete Rep
Will Guichard (SA) Senior Athlete at-large
Charlotte Foggin (ABSC) Junior Athlete Rep
Will Iglar (DYNA) Junior Athlete Rep at-Large

BoD members absent

Kevin Sullivan (OAC) Treasurer
Jason Swaim (SMAC) Coaches Chair
Tommie Jackson (CAD) DE&I Chair

GASI Swimming staff present

John Pepper, Business Manager
Lora Thompson, Membership Coordinator

GASI Swimming staff absent

LSC Standing Committee Chairs Present

Karl Krug (SPAC) Governance Chair
C. Taveras (LA) Divisional Chair

Full List of Participants by Club see Pages 10-11

Call to order, approval of minutes

L. Ferreira called the meeting to order at 1:01pm. Mission and Vision statement of Georgia Swimming (GASI) presented

Motion: W. Hamborg to approve Hod minutes from April 18, 2023 (R. Copeland 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: April 18, 2023, minutes approved

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Officer Reports

Athletes (H. Mattson) Present, no report submitted.

- H. Mattson gave a summary of the Athlete Wellness Summit that took place just prior to this meeting.
 - Held a yoga session and Sports Psychologist spoke. Very insightful and a lot of people shared.
 - Total attendees 10.
 - 5-6 athletes in addition to Athlete Representatives.
- Announced the canned food drive that will begin in November and run through March.
- Announced the Medal Drive. This is a drive to recycle medals to be used at the new 10&U Champs meet to begin in February 2025.
 - Have started receiving medals from swimmers and a generous donation from Masters' Swimming.

Discussion: Caitlin Martin (GA) asked where these medals are to be donated? J. Pepper replied that the donation is going to the LSC and then they will be given to the host team of the meet to use as awards. There will be a box at both Senior State (December) and Age Group State (February).

General Chair (L. Ferreira) present, report submitted

L Ferreira thanked the Board of Directors and Committee Chairs for submitting their reports prior to meetings. This seems to be working smoothly and it is allowing the BoD meetings time to tackle specific issues that need to come before the Board. Additionally, it allows those that cannot attend an overview of work being done.

- L. Ferreira will be attending the USAS Business Meeting in September. All expenses are covered by USA-Swimming for the General Chair to attend in person. There is no expense to Georgia Swimming.
- Received a new LSC Agreement from USA Swimming, had not had time to review. There will be a session for General Chairs during the Annual Business Meeting to go over this document.

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

Currently, working through updating the Board of Directors manual, hoping to be done soon.

- L. Ferreira thanked M. Wardwell for stepping into this position and taking over this task. He realizes how much time and effort is involved. Already at least 40 hours have been put into the BOD manual and there is a lot more to be done. It will be a much better document when the task is complete.

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

- Moved our accounts from Wells Fargo to Truist.
 - Investment accounts
 - Operating accounts
 - Money Market account (new)
- The report associated with the National Travel Fund will be presented by H. Convery later in this meeting.

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Two reports were submitted:

2023 Georgia Swimming Fall HoD Finance Report.

- Income
 - Net Revenue
 - Registration fees: Registration expected fees \$140,000.
 - GASI will now be opting into USAS collecting all fees.
 - No separate bills. All registration fees will be paid to USAS and they will reimburse GASI portion to the LSC, less 4% fee.
 - New swimmers must register directly with USAS.
 - Re-registration may be included in Club Bulk registration.
 - Sanction fees: anticipating \$30,000 (not included, National Travel Fund Surcharge).
 - Dividends: \$18,000 (income from investments and money market accounts).
 - Fines: \$6,000 (State meet fines and late fees).
 - Expense
 - Net Expense
 - Staffing and Operations is the largest portion. Expected to remain consistent.
 - Zone Team \$40,770 net negative for the LSC.
 - Events –funding for championship and other events.

2023/24 Draft Budget.

- Income:
 - Revenue: Main drivers are Registration and Sanction fees.
 - Anticipated budget revenue \$340,000 pretty much equal to last year.
 - Actual YTD is less due to Fiscal year overlap. (September registration appears in last year rather than this year).
- Expense:
 - Built from last year's budget.
 - Used to have 2-line items for Travel to convention and committee meetings, now combined into one. There is no longer a USAS Convention, thus allows for more flexibility in using this money.

Discussion: H. Convery pointed out that this budget was reviewed by the Board, and it was passed on with no amendments.

- R. Copeland asked for questions and/or objections. Receiving none, he proposed that the budget be passed by acclamation.
 - Hearing none, the 2023-2024 Budget, is passed.

Coaches Committee (J. Swaim) not present, no report submitted.

Presented by L. Ferreira.

- J. Swaim has composed a coaches committee. New members:
 - Ben Umbreit (GCAT) Jr. Coaches Rep
 - Greg Gillette (ASL)

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- Mike Radford (ABSC)
- Emmie Patselas (SEGA)

Committee has plans for another Swimposium next spring. Date and details TBD. Will begin work once date for Spring HoD is confirmed.

L. Ferreira stated he was contacted by Jennifer LaMont, CEO, ASCA. She has been working with Ian Murray (DYNA) and Karl Krug (SPAC). They will be having an ASCA Club Support Initiative Workshop at GAC, Saturday, November 4, 2023, with Frank Busch, and Russell Mark. There will be more information coming on ASCA social media and mailbag. There are only 50 spots available. It is meant to be small for better interaction.

- Ian Murray gave a quick resume of Frank Busch.
 - Longtime successful coach at the club through collegiate level.
 - Went on to be Nationals Team Director with USA Swimming.
 - Currently partnering with ASCA in club development pieces.
- Four pillars of the workshop will be:
 - Foundations for a successful club.
 - Foundations for a successful coaching career.
 - Foundations for successful results.
 - Foundations for successful board and parent relationships.

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

- LC State Championship held in Columbus. Had trouble first day managing the size but adjustments were made and ran smoothly rest of meet. Ended up being a good meet.
 - “Proof of times” are needed. The window to prove times closes the 1st of next month. That is about 2 weeks to verify times entered. Clubs should have gotten notification from Meet Manager. You must provide a document of where the times were achieved.
 - Must be proven If not marked as bonus.
 - Cannot be proven with short course times, no short course cuts allowed.
 - Bills will go out the middle of October.
- SCY State will be at Georgia Tech hosted by Swim Atlanta, December 1-3, 2023.
 - No cuts for the 50's (freestyle only), 50's will only be swum as bonus events.
 - Qualifying Times have been posted to the website.
- LCM State next summer will be hosted by ABSC, at UGA, July 26-28, 2023.
 - Same weekend as combined Jr/Nationals at Irvine, all Futures, all Age Group and Senior Zone meets.
 - Clubs will have to decide which meet to attend. Senior Committee is thinking possibly our State Championship might be larger and faster as our Futures meet is in Huntsville, Senior Zone meet is in West Virginia.
- Travel Fund would normally be presented at this time, but the committee realized that we are a few weeks short of one year of expenditures to report. Will present at a later date.
 - If you had swimmers go to Juniors, TYR Championship, or Futures you have less than 2 weeks left to request funding (deadline is 30 days after the meet).
 - National Championship (INDY/June) has already closed.

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- The committee believes we underspent money budgeted last year and under collected fees. They expect, to break even on the year. Report will be available in October at the Senior Committee meeting.
- Travel Fund Committee will meet in September, once USAS sets their calendar.
 - They expect to run a deficit budget next year due to it being an Olympic year.
 - Expect to fund \$150/day, to a max of \$1200 for Olympic Trials.
 - Expect other meets to remain the same.
 - Expect to increase funding for Para Trials and Nationals.
 - Following years hopefully will run a surplus to compensate for Olympic year.

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

- Age Group has approved Swim Atlanta as host of LC State at Georgia Tech, July 18-21, 2024.
 - Waiting on costs from Georgia Tech.
- 2023 Age Group Zones was a success in Cary, finished fourth overall. Next year AG Zones will take place in Midville, TX, cost per swimmer is estimated to be \$1500 with the LSC still covering \$500 per athlete, for a total cost per athlete \$2,000.
- Open Water Zones will be held in Southern Kentucky. An additional day has been added to the meet to run a clinic. It will be \$600 and new time standards will be out in the next 2 weeks.
- Time standards for Age Group Championships will be released beginning of September.
- Starting in the fall, Age Group Committee will be meeting monthly to go over strategic planning. If anyone is interested in joining let S. Pepper know and she will add you to the invite. Meeting dates and times are listed on the GASI website.
- February 2025 will be the first Age Group Championship with the 10&U/B cut (not JO) meet held on a later weekend, possibility at multiple sites in order to reduce travel time.

Discussion: J. Foggin asked if the fees had been set for LC Age Group State yet? S. Pepper responded that they were still waiting on GT. She felt there may even be an amendment to SC State. J. Foggin said that he would bring this up to Tech Planning, but he'd like the fees for all state meets to match wherever they take place. L. Ferreira shared that they researched our Bylaws, and it looks like the committees may set the fees without having to go before the HoD. He said Swim Atlanta expects that they may need to increase their fees for meets at Georgia Tech as they have been advised they must now have an EMT onsite. L. Ferreira reminded us that it usually takes at least 6 months after an event to receive a bill from GT.

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

Held the Officials Committee Meeting, August 7, 2023. 27 Officials, Athlete and Coaches' Rep attended. Currently we have 287 Officials registered in Georgia LSC, up from 280 in May.

- 3 main goals:
 - Recruitment and Advancement.
 - Efficiency and Access.
 - Engagement and Appreciation.
 - QR code has been created to make it easier for interested volunteers to access information about becoming an Official. We are trying to make it simpler to work through all the steps.

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- 1/3 of our volunteers come from coaches asking parents to volunteer.
- 1/3 come from Officials asking in the timing meeting.
- This QR code can be handed out, posted on websites and in newsletters, placed on timer clip boards at swim meets or on the score board screen at meets.
- Once there is an apprentice form and they are in the system there will be another form to walk them through the steps to becoming an Official.

Tech Planning Committee (W. Hamborg) present, report submitted.

- Presented the LC Calendar approved by Tech Planning.
 - L. Ferreira shared that the rationale of USA Swimming for having so many meets scheduled the last weekend of July is so meets do not conflict with swimming at the Olympic Games. He noted that last year they put out the schedule and it was changed in September. This is the calendar as we know it today. It will be revisited in September if the meets change.
 - There are currently no fees for the State meets, TBD by committees.
 - There are provisions in place to amend the calendar if needed.

Motion: I. Murray to approve the 2024 Long Course Calendar (R. Copeland 2nd)
Discussion: no discussion
Vote: Approved by acclamation
Resolution: 2024 Long Course Calendar approved.

- Governance is wanting TP to look at the possibility of one House of Delegates meeting per year. There will be a meeting in September to discuss this option, date TBD. It will be a “Calendar Discussion meeting”. We will discuss how we could handle the Calendar, it may not be feasible to set a 12-month calendar. If you have an opinion or idea, watch for this meeting. It is a big topic and should be a lively discussion.
- According to our documents anything on the LC Calendar that needs to be changed may be amended without cause up until January 1, 2024. After that date any changes need to go through a Meet bid Amendment form. There is a hyperlink in TP meeting minutes, but it will soon be up on the website. This procedure is in place currently for Short Course meets.
- GHSA State Meet has been moved back a week to February 6-10, 2024. If this affects any meets and you want to change fill out the Meet Bid Amendment form. Please do not wait until the last minute.

Operation Risk/ Safe Sport Committee (B. Kubik) present, report submitted.

- C. Christy resigned as Safe Sport Chair. USA Swimming recommended that we combine Safe Sport and Operation Risk committees. B. Kubik has taken over both committees.
- OP Risk has sent graphs that track 26 reported occurrences since January. This is lower than in the past. Most of the incidences were slips and falls, others could not have been anticipated. Just a reminder to coaches, mind your deck.
- Met as a new combined committee. Tomorrow (Aug. 27, 2023) there is a big Safe Sport training webinar, hosted by Maine LSC. Focus is on bullying and athlete relationships within clubs. Liz Hahn is guest speaker. All are invited.

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- New training is being promoted for Officials. It will be offered September 9, 2023, 5:00pm, and September 30, 12:30pm. Officials are encouraged to attend.
- It will cover:
 - Conflict resolution.
 - Professionalism.
 - How to respond to concerns.
 - Official to Official conflict.
 - It does not take the place of the current mandatory APT training.
- Safe Sport is working on contacting clubs to assist in your training.
 - The committee will be happy to customize to your needs. Contact B. Kubik.

Diversity, Equity, and Inclusion Committee (T. Jackson) not present, no report submitted. Any questions or needs, contact T. Jackson directly.

LSC Standing Committees

Disability Committee (T. Coan) not present, report submitted

L. Ferreira reported that the Disability Committee has done a lot in working with the Senior Committee and Age Group Committee to bring their athletes to finals and to be included in scoring. They have worked with the Travel Fund Committee requesting funding for Para Trials and National meets to match funds to able bodied meets. The committees have reviewed their requests and are working on the details. Any questions, contact T. Coan directly.

Open Water Committee (M. Green) not present, no report submitted.

- S. Pepper shared that there are now 3 open water qualifiers for Zones.
 - Swim Across America – a spot to each age group winner/per gender (5K)
 - Waycross – October 14 (formerly Valdosta)
 - Open Water State in Macon – May
 - Offering additional spots to top distance swimmers at State, as well

Discussion: L. Ferreira noted that the Open Water committee would like to promote Open Water events and encourage spots for Zone teams to come from actual Open Water meets. Top pool qualifiers will be used to fill out spots.

Sanction Committee (H. Boyer) present, report submitted.

- Currently have 91 sanctions for the year, 4 in process. One, is open water.
- Seen an improvement in submission request for Sanctions. Now coming in 30-40 days out.
- Reminder to use the template on GASI website. If Sanction is not correct, it will be returned.
- Please make sure Officials names are included in application. This is a USAS requirement.
- Please enter the same fee presented to Tech Planning.
- Thank you for using the template. We're looking into other options to not have to use the template in the future.

Discussion: H. Convery noted that in filling out the template that the emails listed are outdated. J. Pepper stated that he is working on the corrections.

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L. Ferreira thanked the committee; 91 sanctions is a lot of meets. He also thanked the meet directors for getting the requests in earlier.

Divisional Committee (C. Tavares) present, no report submitted.

Nothing to report, if anyone has something that is not discussed in Tech Planning, please contact her.

Discussion: L. Ferreira asked about the realignment that took place at the Spring HoD. Some teams were not happy with their placement. C. Tavares stated that some teams were contacted and were told they may request to go to a smaller division. So far, no team has moved.

Senior Travel Fund Committee (H. Convery) present, report submitted.

See Senior Committee.

Governance Committee (K. Krug) present, no report submitted

The Committee will be working over the next few months with other LSCs on possible pros and cons of a single House of Delegate meeting. The Committee is in favor of it, however there are several obstacles that must be addressed; Budget approval, Calendar, and Elections, to name a few.

Discussion: L. Ferreira asked that anyone who has any knowledge or feedback on this matter please contact the Governance Committee. He noted that approval of the Budget is done in the fall, elections are currently in the spring. The SC Calendar is presented in the spring, LC in the fall. Moving to one meeting may be a problem with the way our facilities work. Governance will be tackling these issues over the next few months.

Administrative Reports

Registrar (L. Thompson) present, no report submitted.

- 2024 Registration begins September 1, 2023. All links will go live on that day.
 - All LSC offerings are updated in SWIMS.
- Families were using the 2023 link thinking that they were signing up for 2024.
 - Incorrect links have been dismantled, may now submit for reimbursement. Teams or parents have until August 30, 2023, to request refund. After that date, no refunds will be issued. L. Thompson is going through the Georgia invoices.
 - For refunds they may submit a ticket through SWIMS support.
 - Or, a team may compile a list and contact Denise Thomas @USA Swimming.
- When copying your custom link for registration, please verify that you are using the 2024 link.
- Registration page is updated. Reminder all registration fees are going to USA Swimming.
 - Only invoices that club should see are club renewal, transfer fees, sanction fees.
- For Clubs opting into "Bulk Registration" the sign-up deadline was yesterday, August 25, 2023.
 - Default is individual registration.

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

- Final All-Star Towels going out for this year. Last day to order 2023 towel is Aug. 31, 2023.

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- USA Swimming still has some bugs in their system, using wrong standards. Working with them to correct. Teams that are ordering, please get with J. Pepper. For parents, who individually order, he is going through and verifying.
- Website will be updated.
 - LC Calendar will be added.
 - SC Calendar already in place.

Old Business:

None

New Business:

Proposal to change language in the Policy manual 8.5 Georgia Swimming State Record. Initially proposed by H. Convery and the Senior Committee.

Motion: W. Hamborg to change language in Policy Manual 8.5 for GASI State Records (I. Murray^{2nd})

Discussion: H. Convery presented that there was no language that defined “Open” in 8.5. This allowed athletes that were not representing Georgia to hold GASI records. Language has been corrected to define “open” as “open age”. Additional questions came up (i.e., mixed relays), so it was decided to copy the language from USA Swimming. Our records now mirror USAS records. This has been vetted by both Senior and Age Group Committees.

Vote: Unanimous approval.

Resolution: Policy 8.5 will be updated with new language for GASI State Records.

Announcements:

- Upcoming elections, Spring HOD 2024.
 - Admin Vice Chair – Mike Wardwell, currently in 0 term.
 - Treasurer – Rob Copeland, currently in 0 term.
 - Age Group Chair – Sydney Pepper, currently in 2nd term.
 - If interested in running for these positions, please contact the Governance Committee.
- Next HoD meeting is scheduled for April 13, 2024, reminder to have all committees meet before the event and submit reports as early as possible.

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Adjournment

Motion: R. Copeland to adjourn (C. Taveras 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: meeting adjourned 2:11pm

Respectfully submitted:

Nancy Harmon

GASI Secretary
August 29, 2023

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Participants:

First	Last	Team	Role
Jonathan	Foggin	ABSC	Coach
Charlotte	Foggin	ABSC	Jr. Athlete Rep
David	Bush	CBF	Coach
Jason	Meszaros	CCAC	Coach
Melissa	Wilborn	DAQ	Coach
Christine	Rolka	DCS	Official
Jesse	Lewis	DYNA	Coach
Sydney	Pepper	DYNA	Age Group Chair
Ian	Murray	DYNA	Coach
Clarice	Wasmuth	DYNA	Officials Chair
Ed	Saltzman	DYNA	Official
Tom	Cuticchia	DYNA	Coach
Jacy	MacConvery	GA	Coach
Caitlin	Martin	GA	Coach
Lucas	Curotto Ferreira	GA	General Chair
Hugh	Convery	GA	Senior Chair
Cate	Rovie	GA	Athlete
Lora	Thompson	GASI	Membership Coordinator
John	Pepper	GASI	Business Manager
Alan	Rabsteinek	GOLD	Coach
Mark	Walleshauer	GOLD	Coach
Penny	Walleshauer	GOLD	Coach
Hayden	Kosater	GOLD	Coach
Andrew	Hebert	Gold	Coach
Mark	Schilling	GOLD	Coach
Bobby	Hammond	GOLD	Coach
Cheryl	Loprinzo	GOLD	Official
Holly	Mattson	HURR	Sr Athlete Rep
Madison	Dampler	LA	Athlete
David	Menchinger	LA	Coach
Crystal	Tavares	LA	Divisional Chair
YitAun	Lim	LINS	Coach
Nancy	Harmon	PAC	Secretary
Mike	Wardwell	PAC	Admin Vice Chair
Ian	Goss	RAYS	Coach
Mark	Keaveney	RAYS	Coach

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First	Last	Team	Role
William	Iglar	RAYS	Jr. Athlete Rep at large
Wil	Bayer	SA	Coach
Brook	Kubik	SA	Safe Sport/Op Risk Chair
Eric	Pingel	SA	Official
William	Guichard	SA	Sr Athlete Rep at large
Vesna	Schelnutt	SFY	Coach
Heather	Boyer	SPAC	Sanction Chair
Astrid	De León	SPAC	Official
Karl	Krug	SPAC	Governance Chair
Josh	Hanson	SPAC	Coach
Max	Carlson	SPAC	Coach
Alex	Taylor	SPAC	Coach
Rayleen	Soderstrom	UNAT	Official
Peter	Soderstrom	UNAT	Official
Rob	Copeland	UNAT	Finance Vice Chair
Amanda	Hamborg	WRA	Official
Wes	Hamborg	WRA	Tech Planning Chair

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Submitted Reports

General Chair



Age Group Committee



Disability Committee



Admin Vice Chair



Officials Committee



Sanctions Update

Finance Committee Rough



GASI Legislation Change
Form/State Records



Senior Committee

Technical Planning
Committee



Operations Research/
SafeSport Committee

