



# HoD Minutes April 20, 2024

This meeting began at 1:00pm. Georgia Tech, Atlanta GA, and via Zoom

## BoD members present.

Lucas Ferreira (GA) General Chair  
Rob Copeland (UNAT) Finance Vice-Chair  
Kevin Sullivan (OAC) Treasurer  
Nancy Harmon (PAC) Secretary  
Hugh Convery (GA) Senior Vice-Chair  
Sydney Pepper (DYNA) Age Group Vice-Chair

Will Guichard (SA) Senior Athlete at-large  
Wes Hamborg (WRA) Tech Planning Chair  
Wil Bayer (SA) Coaches Chair  
Tommie L. Jackson (CAD) DE&I Chair  
Charlotte Foggin (ABSC) Junior Athlete Rep  
Brook Kubik (SA) Safe Sport/OP Risk Chair

## BoD members absent.

Mike Wardwell (PAC) Admin Vice-Chair  
Clarice Wasmuth (DYNA) Officials Chair

Holly Mattson (HURR) Senior Athlete Rep  
Landry Liston (BT) Junior Athlete Rep at-Large

## 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  
Theresa Coan (CWGA) Disability Chair

Eric Pingel (SA) Officials Vice Chair/Training  
Heather Boyer (SPAC) Sanction Chair  
Full Participant List by Club see Pages 17-19

## Call to order, approval of minutes.

L. Ferreira called the meeting to order at 1:04pm. Mission and Vision statement of Georgia Swimming (GASI) presented.

**Motion:** W. Hamborg to approve Hod minutes from August 26, 2023 (S. Pepper 2<sup>nd</sup>)  
**Discussion:** no discussion  
**Vote:** Approval by acclamation  
**Resolution:** August 26, 2023, minutes approved

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## **Officer Reports** (see attachments for submitted reports).

**Athletes** (C. Foggin) present, no report submitted.

- C. Foggin gave the update of the Athletes Committee over the past 6 months.
  - Worked on All Star Towels.
  - Discussed how to Increase Athlete participation in LSC.
  - Created a new fund raiser for Divisionals.
  - Currently reviewing Southern Zone Athlete Summit Applications, sending out acceptances soon.

**General Chair** (L. Ferreira) present, no report submitted.

L. Ferreira thanked everyone for attending both in person and online. He noted that this may be the biggest attendance at a HoD meeting ever.

- He stated that he has been working with the Personnel Committee, new job proposal to be presented later in the meeting.
- Board of Directors meetings have been following a slightly different format. Each committee chair submits their report in advance, and this has allowed the Board to focus on items that need to be discussed. It is a much better use of time, and we have a record of what is happening within each committee.
- Has been attending USA Swimming Monthly LSC Leadership Call gathering information and bringing it back to the LSC.

**Admin Vice Chair** (M. Wardwell) not present, report submitted.

L. Ferreira spoke on behalf of M. Wardwell.

- The Admin Committee has been working on updating and clarifying mandatory By-Law changes and our Policy manual.
- Submitted the legislative change for adding the Personnel Committee to our Policy and Procedures document, a past overcite.
- M. Wardwell has been sitting in on many committee meetings, lending valuable advice.
- Any questions please contact M. Wardwell directly at [vicechair@gaswim.org](mailto:vicechair@gaswim.org).

**Finance Chair** (K. Sullivan) present, reports submitted.

- K. Sullivan presented that our financials are tracking well, better than they have in the past. Figures are going as planned. We are slightly ahead of budget.
- Reports posted:
  - Statement of Financial Position.
  - Statement of Activity.
  - Budget vs Actuals.
- Reminded the HoD that we are close to Budget season.
  - Specifically, if you have an overbudget expense, need to put it in writing. Submit to K. Sullivan and/or R. Copeland.

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- Finance Committee meetings are held on the 2<sup>nd</sup> Tuesday of the month at 7:30pm. Links are posted on the website.

**Coaches Representative** (W. Bayer) present, no report submitted.

- L. Ferreira thanked Wil Bayer for stepping up to take this position. He noted that his next order of business is to name the Junior Coaches Representative.

**Secretary** (N. Harmon) present.

- All Board of Director and House of Delegates are up-to-date and posted on the website.

**Senior Vice Chair** (H. Convery) present, report submitted.

- H. Convery advised that his committee has been busy setting standards and finalizing Meet Information for LC and SC State meets. They have had the added business of setting standards for the Travel Fund working specifically with the Disability Committee to add Para athlete reimbursement.
  - LC State
    - He reminded the House that only Long Course cuts will apply for LC qualifications.
    - Also reminded the House that our Senior LC Meet will be held at ABSC and is the same week as Futures, Zones, and Summer Championships (combined Jr/Sr National meet).
      - It was first thought that this would overload our Senior Championship, but it seems that many will be attending these other meets.
      - Need, especially our Officials, to remember to make sure our State meet is covered before we start filling these other meets.
  - SC State has been awarded to ABSC (Athens, GA), 1<sup>st</sup> week of December.
    - 1<sup>st</sup> time in a long time this meet will not be held at Georgia Tech.
      - This is the result of increasing cost of Georgia Tech and the increasing difficulty working with Georgia Tech.

**Age Group Chair** (S. Pepper) present, no report submitted.

- S. Pepper noted that her committee has been working on the Peach State Championship. This is a new meet that was previously part of Age Group State, known as the 10 & Under/B cut meet (JO meet). It will now be held on a separate weekend in two locations, North and South. It is still considered a State Championship meet and will be a protected weekend.
  - Warner Robbins has been awarded the South location.
  - SA, GA/SPAR, GOLD, DYNA, Cherokee submitted bids for the North location, vote taken later in this meeting.
- Zone selection criteria has been reworked. Selection will be based on time standards. The Board will need to approve this legislation because details were not finalized in time

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for the HoD deadline. This will be posted in the next 30 days on the website and there will be a blast email as well.

- Zone Head Coach is still needed.
- SC Age Group State Meet.
  - Age Group is recommending GCAT as host.
  - There are some changes to Time Standards. They will be posted in August.
- LC qualifying Standards remain the same.
- Teams that did not provide Proof of Times for SC State, should be on the lookout for invoices. They will be sent out in the next few days. There were quite a few teams that did not respond by the April 15, 2024, deadline.

**Discussion:** L. Ferreira reiterated that the Peach State Championships is quite a change from the SC Championships and there were those surprised by this the last time we talked about this. There will not be a 10&U/B cut (JO meet) meet the same weekend as SC Age Group State. This meet will be held in 2 locations, north and south, on a separate weekend. Age Group State will be 11-14 only.

Zone selection will still take place at the LC Age Group meet but it will be based on Time Standards, no longer on place. You must still swim in the LC meet. The goal is to send athletes that are more likely to score rather than to just fill the team.

L. Ferreira noted that this is Sydney Pepper's last meeting as Chairman of the Age Group Committee. He thanked her for doing a great job and fulfilling her entire 4-year term.

**Officials Chair** (C. Wasmuth) not present, no report submitted.

E. Pingel, Officials Vice Chair and Georgia Training Chair, represented C. Wasmuth to present the Officials report.

- USA Swimming National Officials Committee (NOC) has revised Officials advancement criteria, effective February 1, 2024.
  - All LSCs now have the same advancement criteria for Officials.
  - It is a watered-down version of our advancement.
  - Details are available on the Georgia website, Officials tab.
- Currently, we have 282 officials registered. 20 officials have yet to register for 2024. We do have apprentices in the pipeline.

**Technical Planning Chair** (W. Hamborg) present, report submitted.

- Vote Peach State Championship North site.
  - Bids entered. All bids will follow pricing and guidelines set by the Age Group Committee.
    - Swim Atlanta – location Georgia Tech (Wil Bayer).
      - Offering 2 pools, running concurrently. Manages the time efficiently, good for families, timers, and coaches.
        - 10 & Under.
        - 11–14-year-olds.

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- Experienced with running Age Group meet.
- Free live stream.
- Excited to put their spin on a meet for the swimmers who need all the fun and excitement of a big meet.
- SA will honor the mandated prices despite the fees at GT.
- GA/SPAC – location GAC. (Hugh Convery).
  - Morning/afternoon sessions. Create a different environment.
    - 10 & Under in the morning.
    - 11-14 in the afternoon.
  - Have experience running a raffle meet that is fun and exciting. More money could go toward this as their costs would not be so high.
  - Free Parking.
  - Two teams hosting.
- DYNA – location Chamblee (Jesse Lewis).
  - Two pools, running concurrently.
    - 10 lanes inside.
    - 9 lanes outside in the dome.
    - Extra pool space for warm up/warm down.
  - Plenty of parking with offsite parking if needed with shuttle.
  - Meet will be streamed.
  - Hotels nearby.
  - Experience with large meets (950 athletes at Woodie B).
- GOLD – location Cumming (Mark Schilling).
  - Hold lots of meets.
  - Separate sessions.
  - Fun hot heats, fun things, nice awards.
  - Plenty of parking.
  - Volunteer base ready, no begging for timers.
  - Lots of hotels nearby.
- Cherokee – no one present to review bid.
- Vote results: Peach State Championship (North only)
  - North: Swim Atlanta with 64% of the vote will host.
  - South awarded to WRA, location Warner Robbins.
- Peach State Championships.
  - Teams will not be assigned; they may choose the location to attend.
  - Each side will have an athlete limit.
  - It will be 1<sup>st</sup> come 1<sup>st</sup> serve. Once a site is full you may only attend the other site.

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**Motion:** R. Copeland to approve the '24 – '25 Short Course Calendar (W. Bayer 2<sup>nd</sup>)  
**Discussion:** below  
**Vote:** Approved  
**Resolution:** 2024 – 2025 Short Course Calendar approved.

**Discussion:** H. Convery complimented the Tech Planning Committee and all the coaches for what may have been the fastest Calendar Approval meeting ever. He noted that everyone came prepared and that made the difference.

J. Foggin (ABSC) advised that his January meet may change to January 25, 2024, due to the scheduling of the UGA vs LSU meet. W. Hamborg replied that is not a problem as every meet on the calendar may make changes, without cause, until July 1, 2024.

W. Hamborg noted that the Calendar needs to be set today but changes may be made until July 1, 2024. There is another process to add a meet.

Tommie Jackson asked why both the DE&I meet and DE&I Camp appear in red on the calendar. W. Hamborg stated that LSC events appear in red, some are protected weekends.

**Safe Sport and Operational Risk Chair** (B. Kubik) present, report submitted.

- B. Kubik reported that on the Operational Risk side the LSC has been doing better.
  - 27 incidents, of which 8 were air quality related at the same event.
  - This is significantly less than we have had in the past.
- Safe Sport (USA Swimming initiative).
  - 5 major reports this year.
  - Recognition is low. Only 15% of teams are Safe Sport certified.
    - There are 6-7 teams rolling off by the end of August.
    - She realizes there are still many steps and hoops to jump through. However, It is now easier than before to certify. Most teams have most of what they need. The biggest part that is missing is a need for at least 10% of athletes and parents to be trained. She can help fulfill this requirement.
      - USAS monthly ZOOM certification is still available (90 min).
      - B. Kubik is now able to set up a custom online certification class (30 min or less) taking less of your parents' time. It is now accepted by USAS. She'll gather names and emails, send them to the Safe Sport reporting site and that's your requirement.
      - USAS has additional classes on their website that parents may take on their own. You may have more than 10% take this and you gather more points.
      - A reminder that Safe Sport rules are found online. B. Kubik will send out a mass email if that would be helpful to understand requirements.
    - Questions, contact B. Kubik, directly.

**Diversity, Equity, and Inclusion Chair** (Tommie L. Jackson) present.

No report.

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## **LSC Standing Committee Reports**

**Disability Chair** (T. Coan) present, report submitted.

T. Coan reported that the Disability committee has been busy working to inform and educate the LSC about Para swimming.

- The committee has made recommendations to the Senior and Age Group Committee concerning the State meets, State qualifications, participation in finals, and qualifying for points that will go into effect this LC season.
- They successfully hosted the Fred Lamback meet, securing donations for this meet that is a Para qualifier as well as a Para Certification meet. Several athletes were domestically classified at this meet, this allows them to move on to be internationally classified.
- They made recommendations to the Travel Fund Committee for Para athletes to be reimbursed for travel to meets. They received reimbursement to meets that are equal to meets able-bodied athletes receive funds.
- As Para swimmers must travel for many of their meets (FL, MN, OH, IN, MD) the committee has introduced a legislative change that would put the Disability Chair on the Travel Fund Committee in order to have a Para presence when decisions on funding are being discussed. T. Coan and the committee members have been active in letting membership know why they feel this is important and she encouraged everyone to stay to hear about and vote on this legislation. It is the last item on the agenda.

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

K. Sullivan spoke on behalf of the committee.

- Finalizing Zone selection.
- GA Swimming Open Water Championships.
  - Currently finalizing Meet Information.
  - May 4-5, 2024, Waycross GA.

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

- In 2023, 136 sanctions were issued, 134 meets held.
- Currently for 2024, 61 meets have been sanctioned with 3 being processed now.
- Updated the Sanction template with the following:
  - Change on number of Stroke and Turn Officials that must be included (now 2).
  - Necessary accommodation form for SWAD swimmers is added.
  - Clarification of language.
  - Replace reference of FINA to World Aquatics.
- Time Standards – if you have time standards with parallel cuts, they are required to be in the Meet Information.
- Recommend teams that are hosting AAU meets to not try to Sanction. USAS is making it increasingly difficult and time consuming to do so. If you do choose to have the meet

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Sanctioned, please make sure you give the Committee the full 45 days to process. It will need extra time.

**Discussion:** W. Bayer asked what is involved with this new Sanction template? It is becoming increasingly difficult to manage all of the templates. Why can't we just use the previous Meet Information and make the changes there? H. Boyer replied that basically you will be able to if there are not any changes. You should be able to copy and paste. She is working on an alternate system where you won't have to do that but due to some logistical constraints, she has not been able to get a version ready for testing. With this version you would just enter the dates, officials, information that changed, basically what you would have cut and paste. If you send in the 2023 version, she will not return it as nothing has changed but the new version will be on the website. W. Bayer asked if this was the end of all the changes. H. Boyer stated that hopefully with the new template if there are changes you will not see them. She did note that these are changes from USA Swimming and not something that she or her committee is requesting. W. Bayer thanked her for all she does.

- T. Coan questioned the Fred Lamback meet, it will be done under World Para Rules. She asked if she, R. Soderstrom or Glenda could contact her directly to figure out the paperwork. H. Boyer said yes, that's fine. She stated that Para meets are approved or observed meet and USA Swimming has no problem with them. It is specifically the AAU meets where they are more stringent.
- R. Soderstrom shared that the Fred Lamback meet needs to be an approved meet not observed meet.
- USA Swimming has approved, from the National Subcommittee, an editable .pdf of the necessary accommodation form. She will send it to H. Boyer and J. Pepper for placing on the website. There is no change to our form as we were the beta test site. It was a word document and now as a .pdf, it will be easier to fill out.

**Divisional Chair** (C. Tavares) present, no report submitted.

- The new Divisional Meets ran very well.
  - Meets had anywhere from 460 to 585 athletes participate.
- If anyone is interested in moving to the NW Division, please let the Committee know. Looking for small to medium size teams.
- Committee is looking forward to growing these meets and making sure everyone has that end of season championship experience.

**Travel Fund Chair** (H. Convery) present, no report submitted.

No report.



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**Governance Chair** (K. Krug) present, report submitted.

Amanda Hamborg (incoming Governance Chair) presented the Governance report.

- The committee has been working on the Candidate Survey and continues to receive responses. This is really good for succession planning. The committee feels that we need more engagement at the committee level, so we have more representation, choices, and those willing to run these committees.
- Coaches Committee Chair, filled. Wil Bayer (SA).
- The committee produced the following Slate of Candidates.
  - Admin Vice Chair Mike Wardwell (PAC).
  - Treasurer Kevin Sullivan (OAC).
  - Age Group Chair Mike Radford (ABSC).
  - Governance Committee.
    - Noah Ayers (ASL)
    - Chandler Mulford (DYNA)
- Reviewed upcoming Legislative Changes forms.
- The committee currently meets anytime there is something to review; specifically looking at how changes interact with our governing documents. We weigh in, send out any questions or additional thoughts to the appropriate committee, and make recommendations to the Board of Directors.
- The Committee is aware of discussion around article 9.4 of our by-laws. We will be seeking more information before we make any changes.

**Personnel Committee** (M. Wardwell) not present, report submitted.

L. Ferreira presented for M. Wardwell that the committee met and is presenting to the House the following information concerning the LSC paid positions.

- The Executive Director role is a newly created position.
  - This position will combine the current LSC paid positions (Business Manager, Registrar) into one paid position.
    - The goal is to allow this position to better serve and add value to the LSC membership.
      - More time will be allocated to educating the LSC.
        - Employee will be more available to the clubs.
        - Employee will be able to travel to clubs to learn firsthand their needs.
        - Employee will be present at all State Championships.
      - No change to the LSC budget will combine salaries into one.
      - This has nothing to do with the individuals who currently fill these roles. They are aware and have been doing a good job.
      - The Committee will not be rushing into this. They will bring candidates to the BoD. Interviews will be conducted through the summer with an August 1, 2024, target date for hiring.

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**Discussion:** T. Coan asked who is on the Personnel Committee. L. Ferreria replied that the Personnel Committee is defined by the By-Laws, and it is comprised of the General Chair, the Treasurer, the Admin Vice Chair, and the Senior Athlete Representative. Term limits are defined by the position. T. Coan wanted to know if the members will have any financial background? Will they have knowledge of how money is spent? L. Ferreira replied that the process will not change. Money is still handled by the Finance Committee. The idea is that this individual will handle the communication, the website, registration, and work on setting up camps but have time to help clubs and committees as well. The job description is shared on the website. Any questions or feedback, please contact the members of the committee.

## **LSC Staff Report**

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

- Reports posted.
  - Georgia Swimming Club Membership Breakdown for 2024.
  - 2023 LSC Transaction Summary Report.
  - 2024 LSC Transaction Summary Report.
- Currently, as of April 20, 2024, we have 7,694 athletes registered. At the end of 2023 season GASI had 8,875 athletes. This is 87% of the total registered at that time. This percentage is tracking equal to numbers across USAS. They (USAS) are looking for a bump from the Olympics this summer.
- SWIMs is much better. It still has issues, but USA Swimming is working hard to make it easier to navigate, to add enhancements, as well as fix bugs.

**Business Manager** (J. Pepper) present.

No report.

## **Slate of Candidate Election**

- All positions were unopposed.
- Vote Results.
  - Approved by acclamation.
    - Admin Vice Chair Mike Wardwell (PAC), 1<sup>st</sup>Term.
    - Treasurer Kevin Sullivan (OAC,) 1<sup>st</sup> Term.
    - Age Group Vice-Chair Mike Radford (ABSC), 1<sup>st</sup> Term.
    - Governance Committee (2 positions open).
      - Noah Ayers (ASL), 1<sup>st</sup> Term.
      - Chandler Mulford (DYNA), 1<sup>st</sup> Term.

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## Old Business

None.

## New Business

- Legislative Change: By-Law housekeeping changes.
  - Approve New LSC By-Laws – housekeeping changes, mandated by USA-Swimming – Effective April 21<sup>st</sup>, 2024.

**Motion:** W. Hamborg approve housekeeping changes to our By-Laws, per USA Swimming (S. Pepper 2<sup>nd</sup>)

Discussion: no discussion

Vote: **approved** by acclamation

Resolution: Bylaw changes accepted, eff. April 21, 2024.

- Proposed Legislative Change: Define duties of the Personnel Committee. (M. Wardwell). Recommended by BoD and Governance Committee.
  - Establish the duties of the Personnel Committee. No changes being made, merely adding to the Policy and Procedures manual. Eff. April 21, 2024.

**Motion:** S. Pepper Add duties of Personnel Committee to Policy and Procedures Manual (G. Gillette 2<sup>nd</sup>)

Discussion: no discussion

Vote: **approved** by acclamation

Resolution: Policy and Procedures Manual will be updated. Eff. April 21, 2024.

- Legislative Change: (R. Copeland, Finance Committee) Past Due financial Obligations. Recommended by BoD and Governance Committee
  - Language will be added to Policy and Procedures that allow GASI to prevent those with financial obligations due beyond 60 days from participating in LSC events/meets until paid/fulfilled. Effective May 1, 2024.

**Motion:** W. Hamborg Disallow participation in GASI events if financial obligation is outstanding beyond 60 days (N. Harmon 2<sup>nd</sup>)

Discussion: no discussion

Vote: **approved** by acclamation

Resolution: No participation in LSC events if unpaid financial debt is beyond 60 days. Effective May 1, 2024.

- Legislative Change (Wes Hamborg, Tech Planning) Propose change to setting of the Calendar. Recommended by BoD and Governance Committee.
  - This is a change to the meet bid process. Approval will allow more flexibility to setting our calendar. It will uncouple the approval process from the HoD and allow the BoD to adjust and approve as necessary. This proposal was originally tied to discussions to move to just one HoD meeting a year. Tech Planning would still have a meeting to set the Calendar, the BoD would then have the authority to approve. Eff. August 1, 2024

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**Motion:** S. Pepper      Allow BoD to approve Calendar, rather than HoD (H. Convery 2<sup>nd</sup>)  
**Discussion:** no discussion  
**Vote:** **approved** by acclamation  
**Resolution:** BoD will approve Calendar, eff. August 1, 2024.

- Legislative Change (W. Hamborg, Tech Planning) Surcharge changes. Recommended by BoD and Governance Committee.
  - Current Surcharges were set 15 years ago; the market has changed. This change will allow up to \$10.00 Surcharge to be applied at any facility in the LSC, allow for a \$15.00 Surcharge for Divisional or State Championships in a Georgia facility, and allow Surcharge at Georgia Tech and UGA up to \$30.00. The increases would go into effect August 1, 2024, and therefore would allow any meet just bid, to make changes, if they so desire. The Surcharge would be subject to the 2% Sanction fee. Historically, they have been exempt but the Finance Committee felt that it was necessary to protect the LSC budget.

**Motion:** A. Hamborg      Increase Surcharges for use of Georgia Facility Policy and Procedure 2.0, 3.0 (G. Gillette 2<sup>nd</sup>)

Discussion:

- J. Foggin asked about the wording of 2.1.1.1 and noting that better wording would be to add State Championships and associated meets so if there is a name change or a new type of meet is included, it still applies. L. Ferreira noted that the Age Group Committee may still stipulate costs and take this into consideration when accepting bids. He asked specifically about the Peach State Championships, as the North site is Georgia Teach. Per S. Pepper, Age Group set the Surcharge at \$15.00. Bid was accepted as such.
- J. Foggin went onto ask about the rational of the 2% Sanction fees as he felt that this will really impact meet income. K. Sullivan replied that with a high surcharge and a low splash fee it could affect LSC income; it was necessary to protect the LSC from losing revenue. The Finance Committee wanted to be proactive as we aren't sure how these changes will affect income. J. Foggin was satisfied with the reasoning but noted that essentially all meet income that a club collects for a meet would now be subject to the 2% fee, except the Travel Fund Fee as that is already going to the LSC. R. Copeland said yes.
- L. Ferreira noted just to be clear if this passes you do not have to charge the amount stated, you just may not exceed the stated amount.
- H. Convery spoke against the increase in Surcharge, a view he held 15 years ago when the Surcharges were first introduced. Swimming is becoming too expensive, and these Surcharges are just for people who host meets that want to make more money. He stated that when the cap came off the meet fees the argument was that it would give clubs more options. He hosts some inexpensive meets, but it attracts only the less wealthy clubs. It has not grown the base. He felt with each increase in expense it is introducing a two-class system. He encouraged everyone to vote against this change.

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- T. Coan asked about the Disability meet and the DE&I meet, as their Surcharges have been waved. L. Ferreira noted that this can be overturned by the BoD.

Vote: **Failed** (ballot vote)

Resolution: No change to Policy and Procedures 2.0, 3.0.

Legislation change (H. Convery, Senior Chair) LCS Records. Recommended by BoD and Governance Committee

- Two years ago, it was noted in our LSC Records that Open had a different meaning than intended. There were non-Georgia Athletes holding State records as a result. This change clarifies language allowing only registered Georgia Athletes who achieve a record-breaking time in a meet, in sanctioned or approved by GASI, USAS, or World Aquatics to be recognized as a Georgia LSC record holder. Swims performed at NCAA meets while representing a college team are not eligible.

**Motion:** S. Pepper clarify LSC Rules language 8.5.1.(H. Convery 2<sup>nd</sup>)

Discussion: no discussion

Vote: **approved** by acclamation

Resolution: Policy manual 8.5.1 updated with Rules language clarified, eff. April 21, 2024.

Legislation change (B. Kubik, T. Coan, Disability Chair). No recommendation from the BoD and not recommended by Governance Committee.

- This is a request to change the makeup of the Travel Fund Committee by adding a position specifically filled by the Disability Chair. Policy and Procedures Manual 4.4.5.

**Motion:** B. Kubik change makeup of Travel Fund by adding Disability Chair. (T. Coan 2<sup>nd</sup>)

Discussion:

- T. Coan spoke on behalf of the Disability Committee. This request is to allow the Disability Committee to have an individual present at the Travel Fund meetings that are familiar with the needs of the Para athletes. They feel that they can provide more accurate, up-to-date information from the present active person. They see this as an opportunity to educate and inform the committee, giving a voice to the differently bodied athlete. They would like to have a seat at the table that determines these funds in order to create parity, equality, and equity to all athletes within our swim family. They want to be actively involved and not be the box that is checked.
- K. Krug addressed Governance concerns in that the Disability Chair is an appointed position. Everyone on the Travel Fund Committee is an elected member of the Board. They have all signed documentation that they understand the fiduciary responsibility to the LSC when dispersing funds. T. Coan replied that there is a different way to look at this as the Disability Chair is appointed by the General Chair who is an elected official of the Board. By placing the Disability Chair on the committee there is an individual in place who has knowledge of the Para world.
- R. Copeland asked if we add this individual, do we need to add an athlete? L. Ferreira clarified he was mistaken when he said that at the BoD meeting, that would not be necessary.

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- J. DeCarlo felt that this may need to be an exception to the practice that Disability Committee members are appointed, not elected. By making the Disability Chair an elected position we may not get a person with as much knowledge of the Para world. G. Gillette responded that he doesn't necessarily agree that by making it an elected position we would lose expertise. There are several coaches in the LSC involved with Para and have Para knowledge. He felt we may need to make this an elected position and encouraged the Board to consider this. L. Ferreira noted that this is a different motion but could be considered at a later time.
- S. Potter added that there are three groups of athletes that are recipients of these funds. Swimmers going to Zones are represented by the Age Group Chair. Juniors, Nationals, and Trials reimbursement is represented by Senior Chair. In the spirit of full transparency and communications recommendations for the Para Athlete should come from the Disability Chair. He supports putting that person or his/her designee on the Committee.
- A. Hamborg, speaking as the incoming Governance Chair, first asked for a point of clarification if the Age Group Chair is on the Committee for Zone funding. H. Convery replied no, those are budgeted funds. She then stated she did not believe this solves the actual issue. Our LSC has bent over backward to be inclusive. These are open meetings. Everyone already has a seat at the table. Everyone in the LSC is encouraged to participate in our meetings. This is the avenue for your voice. Travel Fund has included funding for Para athletes. The mechanics are in place to allow Disability to receive funds. The avenue for a voice is already happening. The Travel Fund receives recommendations from the Senior Committee; recommendations for Para athletes comes from the Disability committee. A. Hamborg wanted everyone to know that she cares very much for Para Swimming and did not want it to be thought that she does not want the Disability Committee to be heard. She just feels that changing the integrity of this committee is not necessary as the avenue for communication is already in place. She feels that the mechanism is there, and we need to figure out why it's not working.
- J. Foggin agreed that meetings are open. He found it hard to believe that the Travel Fund Chair would not take the advice of the Disability Chair. With the understanding that there is a limited amount of money to divide up, he felt we need to be looking for an effective solution to the problem. What is truly the problem? Is it a question of not receiving their fair share of the funds or is it just a problem of communication and representation?
- B. Kubik felt that including the Disability chair on this Committee would provide a voice allowing for conversation. We are all the same swim family. In her family, no one is cut out and everyone gets input. She felt that optically this looks bad for Georgia Swimming. You may attend the meeting and provide input, but you may not have a seat at the table. She stated that they (Disability Committee) have appreciated the support that they have been given but for parity and equity they need a seat and a voice. They want to provide guidance and allow for education. The addition of one member is not a lot.

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Membership is currently 4 members, 5 does not make it unworkable. It is still a small committee. It will allow for guidance and education. It could solve a lot of problems. It would provide transparency, it could stop hard feelings, it could stop polarizing issues. Why is the Age Group Chair on the Committee? There are junior athletes that travel. Why is the Senior Chair on the Committee? They represent swimmers going to Junior Nationals, Nationals and Trials. Why is the Senior Athletes on the Committee? To give a voice of the Athletes? The Para Athlete must travel all over the US to swim. They have one local meet. They swim in able-bodied meets and contribute to this fund. They should be represented.

- J. Foggin clarified that this legislation is not about a seat and a voice. Our meetings are open. Both are already available. As was stated, everyone may attend. All this legislation does is change the makeup and the voting of this committee and if we are talking about good governance we need as an LSC to pay close attention to our By-Laws and our Policy and Procedures. Additionally, we need to pay close attention to any precedence we set. He appreciated all that has been said but if we as an LSC want only elected people dispersing funds we need to change this to an elected position or we can recognize that the Disability Chair has everything she/he needs at this time, equal to all in the LSC.
- J. DeCarlo, said it's his understanding that our By-Laws do not say this has to be an elected position. As it is an opinion, perhaps we need to make that change and then make the Disability Chair an elected position. But in the meantime, he feels keeping the Disability Chair off the committee is the wrong thing to do.
- W. Hamborg voiced his concern and asked about representation. We have a rule that we have 20% Athlete representation on a committee. Where would it stop, does Disability need to sit on, for example, on the DE&I, Finance, Age Group, and Senior Committees? Do we need to go back and change the organization of our governing documents to comply with this request?
- K. Krug clarified that the Governance Committee was not opposed to Disability being on the committee. They did not endorse this change because our current governing practice is that only elected members may decide on the disbursement of funds.
- J. Foggin responded that we should not be looking at which Chairs are on this committee, we need to look at this from a good governance perspective. If the precedent set by the LSC says only elected officials may deal with money, then we need to follow these principles. If the LSC thinks the Disability Chair should be on this committee then steps need to be taken to make this an elected position. We need to follow the principles of good governance. There is no one on the Governance Committee, or who have questioned this proposal, that doesn't want the Disability Committee to not have a voice. It is a question of following our governing documents that we have worked very hard on to get ordered and put together in a sensible working fashion. We need to keep them that way by ensuring that we are following them, not only what is in the By-Laws, any but precedence set in the past.

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**Motion:** S. Pepper Call the question to end the discussion, (not debatable, requires 2/3<sup>rd</sup> majority to pass).

Verbal vote taken in room and online, approved to move on to voting on the Legislative change.

Vote: **Failed**

Resolution: 4.4.5 Travel Fund Committee makeup will remain the same.

Next House of Delegates meeting.

- The Board will set the date.
- **Discussion:** Should we continue with a Hybrid meeting or go back to in person meetings (Committee and HoD)?
  - 60 people attended this HoD online, biggest attendance ever.
  - W. Hamborg spoke in favor of having at least one House of Delegates meeting in person. He said as a young coach he learned a lot about how GASI operates. An in-person meeting has a different feel. It's an opportunity to get to know people. You can get different insight when sitting in the room. Lively discussion at the Committee level is more likely in person.
  - J. DeCarlo likes the idea of at least one in person meeting. It's good to get to know and hear from people you wouldn't normally meet. It's a very different feel than meeting behind a computer screen.
  - R. Copeland agreed that you get a lot out of being in the room during discussions. But it is nice to dial in from the islands but still be part of the meeting.
  - L. Ferreira said having the committee meetings at the same time hopefully encourages more to come to the HoD, and more participation from general members at all levels.
  - H. Convery stated that Senior and Age Group Committees are looking for more participation. L Ferreira noted that meeting schedules are on the website.

**Motion:** W. Hamborg adjourn Spring HoD. (E. Pingel 2<sup>nd</sup>)

Discussion: no discussion

Vote: approved by acclamation

Resolution: meeting adjourned 3:20pm

L. Ferreira ended the meeting by thanking everyone for their participation. There was a lot of healthy discussion and the LSC is better by having this type of representation. Really appreciate everyone's time.

Respectfully submitted:

*Nancy Harmon*

GASI Secretary  
April 25, 2024



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## 2024 Spring House of Delegates Participants

McKenna Thacker	ABSC
Charlotte Foggin	ABSC
Jonathan Foggin	ABSC
Mike Radford	ABSC
Lydia Scharff	ABSC
Shannon Metzler	ASL
Noah Ayers	ASL
Greg Gillette	ASL
Georgia Morris	ASL
George Groves	ASL
Rebecca Smith-Pattillo	ASL
Evan Freed	ASL
Mike Groves	ASL
	Business
John Pepper	Manager
Tommie L. Jackson	CAD
Theresa Coan	CWGA
Katrina Flanders	CWGA
Steve Potter	DAQ
Melissa Wilborn	DAQ
Ryan Bell	DYNA
Tom Cuticchia	DYNA
Jesse Lewis	DYNA
Ian Murray	DYNA
Joey Morgan	DYNA
Alissa Cook	DYNA
Mary Buzeta	DYNA
Clayton Forde	DYNA
Cecelia Tripp	DYNA
Sydney Pepper	DYNA
Hugh Convery	GA
Lucas Ferreira	GA
Karin Mack	GA
Caitlin Martin	GA
Andrea Haskins	GA
Violet Pincombe	GA
Angela Hines	GCAT
Bill Forrester	GCAT
Beth Murphy	GOLD
Mark Schilling	GOLD
Alan Rabstejnek	GOLD

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Karen Carr	GOLD
Mark Walleshauser	GOLD
Emily Saugstad	GOLD
Penny Walleshauser	GOLD
Austin Sumrall	GOLD
Susan Mechler	Guest - OH
Andrew Hebert	HURR
Crystal Tavares	LA
David Menchinger	LA
Danielle Chaney	LIFE
Kevin Sullivan	OAC
Nancy Harmon	PAC
Joseph DeCarlo	RAYS
William Iglar	RAYS
Ian Goss	RAYS
Allison Touart	RAYS
Pike Hightower	RAYS
Lora Thompson	Registrar
Wil Bayer	SA
Will Guichard	SA
Brook Kubik	SA
Eric Pingel	SA
Ryan L'Roy	SA
Michael Mahroum	SA
Jordan Jones	SA
Catherine Sakaris	SA
Caleb Weir	SA
Hannah Sakaris	SA
Harrison Andrews	SA
Jeff Hike	SA
Edgar Crespo	SA
Amanda Weir	SA
Chris Davis Jr	SA
Rick Vogler	SA
Jackson Parker	SA
Chris Davis	SA
Noah Ditmer	SFY
Vesna Shelnut	SFY
Karl Krug	SPAC
Heather Boyer	SPAC
Josh Hanson	SPAC
Astrid De Leon	SPAC
Fred Stearns	SPAC

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Amanda Tarpley	SPAC
Karl Krug	SPAC
Heather Boyer	SPAC
Rayleen Soderstrom	UNAT
Rob Copeland	UNAT
Amanda Hamborg	WRA
Wes Hamborg	WRA
William Rankine	WRA
Iris Ochoa	
17702961461	
17702622256	
Evie Houston	
Rakel Becraft	
Virginia Jane Hultgren	
Anna Buckley	
Emma Mathis	
Emily McCarthy	
Dennis Lugemwa	

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## Submitted Reports

### Admin Vice Chair



Admin Vice Chair  
Legislation Change Report Required By-



Admin Vice Chair  
Report Required By-

### Personnel Committee



Georgia Swimming  
Executive Director R

### Finance Committee Reports



Finance Statement  
of Financial Position



Finance Statement  
of Activity.pdf



Finance Legislation  
Change Past Due Fi



Finance Budget vs.  
Actuals FY24 P&L.pd

### Senior Committee



Senior Committee  
Legislation Change

### Technical Planning Committee



Tech Planning  
Legislation Change



Tech Planning  
Legislation Change

### Operations Research/ SafeSport Committee



Op Risk  
injury-chart.png.url



Op Risk Incident  
Report 2024.pdf



Op Risk Incident  
Report 2023.pdf



ssrp-gaswimming.p  
ng.url

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## Governance Committee



Governance  
Report.pdf

## Disability Committee



Disability  
Committee Report.p



Disability Change  
Makeup of Travel Fu

## Sanctions Committee



Sanction  
Committee Report.p

## Registrar



Registrar LSC  
Transaction Summa



Registrar LSC  
Transaction Summa



Registrar Club  
Membership.pdf