



# HoD Minutes August 18, 2024

This meeting began at 10:40am. Hybrid: Georgia Tech, Atlanta GA, and via Zoom.

## BoD members present.

Lucas Ferreira (GA) General Chair  
Mike Wardwell (PAC) Admin Vice-Chair  
Rob Copeland (UNAT) Finance Vice-Chair  
Kevin Sullivan (OAC) Treasurer  
Nancy Harmon (PAC) Secretary  
Hugh Convery (GA) Senior Vice-Chair  
Mike Radford (ABSC) Age Group Vice-Chair

Charlotte Foggin (ABSC) Senior Athlete Rep  
Landry Liston (BT) Senior Athlete at-Large  
Ava Kornegay (RAYS) Junior Athlete Rep  
Wes Hamborg (WRA) Tech Planning Chair  
Clarice Wasmuth (DYNA) Officials Chair  
Brook Kubik (SA) Safe Sport/OP Risk Chair  
Tommie L. Jackson (CAD) DE&I Chair

## BoD members absent.

Wil Bayer (SA) Coaches Chair

Ishaan Narvekar (TWS) Jr Athlete at-Large

## GASI Swimming staff present

John Pepper, Business Manager  
Sammie, Burchill, Executive Director

## GASI Swimming staff absent.

Lora Thompson, Membership Coordinator

## LSC Standing Committee Chairs Present

C. Tavares (LA) Divisional Chair  
Theresa Coan (CWGA) Disability Chair

Heather Boyer (SPAC) Sanction Chair  
Full Participant List by Club see Pages 9-10

## Call to order, approval of minutes.

L. Ferreira called the meeting to order at 10:45am. Mission and Vision statement of Georgia Swimming (GASI) presented.

**Motion:** W. Hamborg to approve HoD minutes from April 20, 2024 (C. Tavares 2<sup>nd</sup>)  
**Discussion:** no discussion  
**Vote:** Approval by acclamation  
**Resolution:** **April 20, 2024, minutes approved**

# UNAPPROVED

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

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

C. Foggin reported that the athletes have been busy with the following items.

- Working on Swim Across America. Will be working on it earlier next year, beginning to post information in March.
- Continuing Social Media presence and posting.
- Working on getting an Athlete Representative from every team.
- Collaborating with Governance Committee to finalize the make up for the Peach State Awards sub-committee.

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

L. Ferreira stated that he and the Personnel Committee completed the search for the new Executive Director. He introduced Sammie Burchill, who stated that she was extremely excited to get started. He continued by thanking John Pepper and Lora Thompson for all the service they provided the LSC over the years. He added that part of Sammie's responsibilities will be to cover both of these positions in order to keep the budget neutral.

Preparing for the USA Swimming Workshop and Annual Business Meeting, in Denver, September 26-29, 2024. Georgia delegation will consist of the following representatives.

- Voting delegates:
  - Lucas Ferreira, Coach
  - Mike Wardwell, Coach
  - Wil Bayer, Coach
  - Clarice Wasmuth, Non-coaches Rep
- Athlete Rep
  - Charlotte Foggin
  - Eva Kornegay
- Staff
  - Sammie Burchill

**Admin Vice Chair** (M. Wardwell) present, no report submitted.

Continuing to clean up our documents. Currently working on tightening up language in the Georgia Scratch rule. It will have a different look, but it is merely a housekeeping change. There is no change to policy.

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

R. Copeland stated that they got a budget presented to the BoD, but it was not within the 10-day notification period to be presented to the HoD. Therefore, a motion was needed to allow discuss of the proposed 2024-2025 budget.

**Motion:** M. Wardwell suspend 10-day notice rule to allow discussion of proposed 2024-2025 budget (A. Hamborg 2<sup>nd</sup>)

Discussion: non-debatable, requires a 2/3 majority to pass.

Vote: 100% in favor, no opposed, motion carries.

Resolution: Discussion allowed regarding 2024-2025 proposed budget.

# UNAPPROVED

R. Copeland presented the following:

- Budget Income
  - Registration shows income down slightly.
    - Due to 4% USAS charge excluded last year but included this year.
    - Net is a bit lower but actual registration income should be up based on budget.
    - Registration numbers should be up slightly this year.
  - Sanction Fees projecting up.
  - Most Committee budget requests are included.
    - Diversity missed submission deadline and is requesting funding of approximately \$6000.
      - Diversity Camp: \$570 in revenue, with \$6734 in expense.
    - Disability request at \$6000.
      - Disability Meet and Camp showing \$8,800 in revenue and donations with \$15,000 in expense.
  - Pass through items are net revenue neutral.
    - All-Star Towels.
    - Coaches Clinic.
    - Athletes Clinic.
  - Zones has preliminary numbers and will be adjusted when location and team size is known. Will be working with Age Group Committee for actuals.
  - Therefore, looking at a total net revenue budget of approximately \$331,000.
- Budget Expense
  - Staffing
    - Staff salary equal (combined Business Manager and Registrars salaries).
    - Some additional expense for equipment (setup) and travel (later in year).
  - Expected total expense: \$339,000, net deficit \$8,700 (with Diversity inclusion).
  - Balance Sheet: \$738,000 in Investments plus the Travel Fund; total money in the banks \$760,000.
  - Finance Committee feels the LSC is in a comfortable financial position.
  - T. Coan asked for funding for travel to Orlando for a Disability meet in December. R. Copeland directed her to the Travel Fund Committee, specifically H. Convery, for her request.
  - H. Convery asked that no financial reimbursement be made to State Meet Host prior to seeing a complete PNL, which should include any hotel kickbacks, merchandizing, and/or sponsorships. He felt that this has been lacking for a number of years. R. Copeland responded that he would put together a form that would require all the information (income and expense) prior to receiving funds from the LSC.

Vote: approved

Resolution: **2024-2025 Budget Approved**

**Coaches Representative** (W. Bayer) not present, no report submitted.

L. Ferreira stated that we are still lacking one Board member, Junior Coach Representative.

Direct any questions to Wil Bayer.

**Senior Vice Chair** (H. Convery) present, no report submitted.

- Short Course Senior State.
  - Qualifying times approved, using same as last year.
  - Location Athens, meet Host ABSC.
  - 1<sup>st</sup> weekend in December.
- Discussed Long Course Senior State.
  - Approved last week in July, at UGA.
  - Discussed moving to a 3 ½ day or 4-day format.
  - Will return to allowing SCY cuts to qualify for LCM meet, possibly more restrictive than in the past.
- Travel Fund
  - Budgeted last year for a \$40,000 deficit but looks smaller than anticipated amount.
  - Hoping to recoup funds this coming year but looks like USAS has scheduled a Selection meet for June thereby creating two National level meets (TYR). Committee is determined to not have a deficit budget outside of Olympic years. The outstanding question is whether to fund an additional meet. If so, may need to revisit reimbursement amounts. Once they have a location of the meets, the committee will convene and work out numbers.
- Discussed how to raise the bar for our Senior swimmers.
  - Issue is the low number of Georgia swimmers at Trials and other national-level meets (especially Summer Juniors).
  - Suggestions, set goals and objectives, have clinics.
    - Create more competitive opportunities.
    - Possibly, joint training opportunities and clinic for swimmers at that higher level.
    - Incentivize the group right below that to aspire to train hard and reach that level.

T. Coan asked H. Convery if she could submit an email to him to request travel funding for December Disability meet in Orlando. H. Convery replied absolutely.

**Age Group Chair** (Mike Radford) present, no report submitted.

M. Radford presented that the meeting's focus has been the following:

- Upcoming SCY Championship meets.
  - SCY Age Group State Championships (i.e., A cut meet) in February (location Savannah).
    - Revised Qualifying times, those will be tied to Power Point Rankings for the "A" meet.
  - Discussed the introduction of the new Peach State (B cut meet) and 10&Under Championship.
    - Moved to the weekend prior to AG State.
    - 2 locations.
      - Georgia Tech.
      - Warner Robbins.
    - Qualifying times will be approved at the next Age Group Committee meeting, in September.
- LCM Championships. Georgia Tech will not be available next summer.
  - 3 bids have been received:
    - Chattahoochee Gold: Cumming.
    - Columbus Hurricanes: Columbus.
    - Swim Atlanta: Cumming.

# UNAPPROVED

- Did not feel comfortable moving forward with a vote due to questions about each.
  - Cumming:
    - Ability to run chase starts.
    - Length of pool when pads are used on both ends.
  - Columbus: weather policy.
- Will vote at next meeting, after answers are gathered from host clubs.

B. Kubik requested that the Meet Information be sent to the Disability Committee so they can review the Disability scoring prior to publishing. Per M. Radford, the previous Age Group Committee voted to include Disability scoring but the wording was never finalized, this caused issues this past summer. He said he would send it to T. Coan, Disability Chair.

L. Ferreira thanked the Age Group Committee for getting this first draft out so early. It looks like both Age Group and Senior have their Meet Information pulled together and it is appreciated.

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

C. Wasmuth presented:

- 311 current officials, 16 apprentices.
- 38 new to date in 2024. Usually lose 25-30, so a slight gain.
- 21 have advancements from a Stroke and Turn Official.
- Adopted the new R9 rules for advancement policy with little issue.
  - New training available for Starter and AO.
  - Referee class will come in 2025.
- September 1, 2024, Junior Officials allowed.
  - 16/17-year-old swimmers may help officiate 12 & Under meets.
  - 4 apprentice sessions, Stroke and Turn only.
  - Great volunteer opportunity for high school students.
  - If interested, reach out to Georgia Officials Training, E. Pingel.
  - New Open Water USAS standards.
  - All posted on USA Swimming cite, with a link available on our GA Officials page.
- The fall is the biggest time to recruit new officials. 2/3<sup>rd</sup> of Officials come from either being asked by a coach or in a Timers meetings. Resources are available for recruiting, please see the Georgia LSC GA Officials website.

Recognitions and Congratulations to the following officials:

- Junior Nationals Greensboro: named to the assigned team.
  - Nancy Harmon, Deck Referee.
  - Philip Kopf, Chief Judge.
- Pete Junkins Award
  - Heather Boyer, Sanctions Chair.

**Technical Planning Chair (W. Hamborg) present, no report submitted.**

W. Hamborg reported:

- No meeting was held recently; next meeting will be September 23, 2024.
  - This is the result of uncoupling the calendar from the HoD. It now goes directly to the BoD for approval.
    - It allows for more flexibility as we wait on the National calendar.
    - It will allow us to move to just one HoD in the future if we decide to do so.

# UNAPPROVED

- Currently waiting on Age Group and Senior Meet Information and HoD dates.
- Meet Bid application is now open for submission, and the link is currently on the Team Events page, under the calendar.
- T. Coan mentioned that with the Fred Lamback Para Meet they have to wait to work with US Para folks to get that date set. As we know it is hard to get any date quickly. W. Hamborg replied that the meet is on the SC Calendar, and he is speaking of the LC Calendar. T. Coan mentioned that all Para meets are LC. W. Hamborg advised her unless she is moving the meet to the LC Calendar time period the meet is not affected. This request will be made in April.
- Going forward any Tech Planning meeting that sets the Calendar will have 30-day's notice.

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

B. Kubik reported the following:

- Graphs presented showing injuries and incident reports since last HoD. Normal occurrences.
- Safe Sport 360 is attached; it's what we should be using for all our meets.
- Safe Sport quarterly meeting just held.
  - Sent out 3 and 6 month plans for teams to become certified.
    - Only 11% Georgia Teams are Safe Sport Certified.
    - Georgia LSC is toward the bottom; we need to do better.
    - Teams already have in place what is need.
    - B. Kubik will be happy to assist any team (ZOOM available).
  - Questions, contact B. Kubik, directly.

## **Diversity, Equity, and Inclusion Chair (Tommie L. Jackson) present, no report submitted.**

T. Jackson presented:

- Next year's DE&I Invitational will be held at C.T. Martin Natatorium, March 1, 2025, working to secure rental fee.
- Diversity Camp will be held again at Lanier Aquatics, April 26, 2025.
- He encourage all coaches to send their athletes to both the meet and the camp; the meet helps to fund the camp.

## **LSC Standing Committee Reports**

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

T. Coan shared that their Committee has been busy:

- Para Olympic Trials took place in June 27-29, 2024, in Minnesota. Georgia well represented with 7 athletes.
  - McKenzie Coan
  - Gia Pergolini
  - William Rankin
  - Max Kubik
  - Owen McNair
  - Vica Beelner
  - Rachael Keehn
  - CWGA
  - DYNA
  - WRA
  - SA
  - ASL
  - WRA
  - US Aquatics
- Both McKenzie and Gia will represent Team USA at Paralympics in Paris, August 28-September 8, 2024.

# UNAPPROVED

- Shout out to Officials who were on deck at Paralympic Trials. Thank you for all they do.
  - Glenda Orth
  - Susan Mechler
  - Rayleen Soderstrom
  - Peter Soderstrom
  - Amanda Hamborg
- Fred Lamback Meet will take place November 16-17, 2024, at Cumming Aquatic Center.
  - World Para Sanctioned event.
  - Will be offering National Level Classification. Panel coming from Texas, Colorado Springs, and North Carolina. This is huge for our domestic and regional meets.
  - Looking for volunteers and donations to make the meet a huge success.
  - Disability Camp will take place the same weekend after the morning session. This will allow them to cut down on costs for the camp (saving specifically on water cost, and cost of travel for Para classifiers). Very excited to work with the Georgia LSC to make sure we have the best offer for anyone in the whole USA for camps and the meet.
  - Meet Information is waiting on the budget and US Para members who are currently in Germany with Paralympic Team. Will get with whomever to post this on the website when ready.
- R. Soderstrom added that two swimmers with disabilities participated in Age Group Zones this summer. Additionally, the first disability swimmer participated in Open Water Zones in Kentucky, competing successfully. All are making good inroads for disabled swimmers.

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

K. Sullivan spoke on behalf of the committee.

- One bid for Open Water State Champs. Needed specific weekend April 4-5, 2025.
  - Waycross, GA.
- Open Water Zones.
  - April 26-27, 2025.
  - Location, Florida, ocean swim.
- Any questions, contact M. Green, directly.

**Sanction Committee** (H. Boyer) not present, no report submitted.

C. Wasmuth reported for H. Boyer.

- H. Boyer is looking to retire from Sanction Chair in early 2025. We are seeking a new Chair for this position; she will be available for training and questions.
- Taking this as an opportunity to revise current meet information that has become inaccurate and cumbersome.
- L. Ferreira noted that this job in Georgia is too big for one person, we will be looking to build a committee. It would help if when submitting the Sanction request, it be on time, correct, and complete.

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

C. Tavares indicated.

- The Committee is in a holding pattern, next meets are in the spring.
- One team has requested to move divisions. Tallulah Falls.

# UNAPPROVED

**Travel Fund Chair** (H. Convery) present, no report submitted.  
Previously presented. See Senior Committee.

**Governance Chair** (A. Hamborg) present, no report submitted.

Hamborg reported that the Committee has not had anything to evaluate since the last HoD meeting.

- They did review the Scratch Rule request and determined it to be housekeeping changes.
- They are waiting on Age Group Committee for any Zone Qualification Criteria changes.
- There is still an open Board position. Need to fill Junior Coach Representative now. Contact Governance or W. Bayer if interested.
- She asked that everyone watch for the Survey coming out this fall.
  - There are 4 positions to be voted upon at our Spring HoD, General Chair, Finance Vice Chair, Senior Vice Chair, Secretary.
    - 3 positions are in their 1<sup>st</sup> terms (General Chair, Finance Vice Chair, Secretary)
    - Senior Committee Vice Chair.
      - Current Chair is terming out (2 term maximum).
      - Seat oversees the Travel Fund.
  - Survey will also cover those interested in serving on Committees as well.

**Personnel Committee** (L. Ferreira) present, no report submitted.

L. Ferreira said Thank you to Mike Wardwell, Kevin Sullivan, and Holly Mattson for working many hours to hire our new Executive Director.

## LSC Staff Report

**Registrar** (L. Thompson) not present, reports submitted.

- Registration is tracking less than 10% under previous year. This is better than expected as we were worried about AAU influence. Worried what it would do the budget. Hoping for an Olympic year bump.
- Reminder for new registrations. Need to wait until September 1, 2024, to apply to next year. Earlier than that will only apply through December 2024.
- L. Thompson will be turning over duties to Sammie Burchill. She will remain with the LSC through September to help with registration. Any questions during that time reach out to her.

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

J. Pepper's last day with the LSC will be the end of August.

- All All-Star Towel orders must be submitted by end of the month, last date to request is August 29, 2024. He will be placing the order on the 30<sup>th</sup>. This is a hard deadline.
  - We are at about 200 towels to be ordered which is about 70% of our year-to-date order. This is individual orders.
  - Team orders will be billed to club. If an individual (from a club that orders) has ordered it will be pulled and placed in the club order.



# UNAPPROVED

- J. Pepper wanted to say thank you to every single Athlete, Coach, and Official that he met and worked with over the last 18 years both as a coach and in his position as Business Manager. Everyone has been asking what he's going to be doing. He has been working full-time for the US Postal Service since last November. "I wish the best to Sammie; you have a big hill to climb. I am here to help. Thank you to everyone and I appreciate you."

## Old Business

None.

## New Business

None

Reminders for Spring elections. The following positions will be up for election.

- General Chair: Lucas Ferreira, 1<sup>st</sup> term.
- Finance Vice Chair: Rob Copeland, 1<sup>st</sup> term.
- Senior Vice Chair: Hugh Convery, 2<sup>nd</sup> term.
- Secretary: Nancy Harmon, 1<sup>st</sup> term

If interested, please contact the Governance Committee.

**Motion:** C. Tavares      adjourn Fall HoD. (K. Sullivan 2<sup>nd</sup>)  
**Discussion:**      no discussion  
**Vote:**              approved by acclamation  
**Resolution:**      meeting adjourned 11:51am

L. Ferreira ended the meeting by thanking everyone for joining us.

Respectfully submitted:

*Nancy Harmon*

GASI Secretary  
August 28, 2024

# UNAPPROVED

## 2024 Fall House of Delegates Participants

Harvey	Humphries	ABSC	
Mike	Radford	ABSC	Age Group Vice Chair
Charlotte	Foggin	ABSC	Senior Athlete Rep
Greg	Gillette	ASL	
Landry	Liston	BT	Senior Athlete at large
Tommie L.	Jackson	CAD	Diversity Chair
Marianne	Countryman	CAD	
Teresa	Coan	CWGA	Disability Chair
Melissa	Wilborn	DAQ	
Christine	Rolka	DCS	
Jarrold	Hunte	DCS	
Clarice	Wasmuth	DYNA	Officials Chair
Brian	Wrighton	DYNA	
Sydney	Pepper	DYNA	
Jesse	Lewis	DYNA	
Ian	Murray	DYNA	
Joey	Morgan	DYNA	
Hugh	Convery	GA	Senior Vice Chair
Lucas	Ferreira	GA	General Chair
Karin	Mack	GA	
Jacy	MacConvery	GA	
Bill	Forrester	GCAT	
Mark	Schilling	GOLD	
Jennifer	Ladson	HURR	
Melissa	Johnson	HURR	
David	Menchinger	LA	
Crystal	Tavares	LA	Divisional Chair
Dennis	Lugemwa	LCAC	
Danielle	Chaney	LIFE	
Kevin	Sullivan	OAC	Treasurer
Nancy	Harmon	PAC	Secretary
Mike	Wardwell	PAC	Admin Vice Chair
Ava	Kornegay	RAYS	Junior Athlete Rep
Eric	Pingel	SA	
Brook	Kubik	SA	Safe Sport/Operational Risk Chair
Vesna	Shelnutt	SFY	
Karl	Krug	SPAC	
Ishaan	Narvekar	TWS	Junior Athlete at Large
Vanya	Cherneva	TWS	
Rob	Copeland	UNAT	Finance Vice Chair
Cheryl	Loprinzo	UNAT	

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Peter	Soderstrom	UNAT	
Rayleen	Soderstrom	UNAT	
Amanda	Hamborg	WRA	
Wes	Hamborg	WRA	Technical Planning Chair
John	Pepper		Staff Business Manager
Lora	Thompson		Staff Registrar
Sammie	Burchill		Staff Executive Director
Kate	Dallas		
Emily	Hobel		
Maria cruz	Salazar		
Melissa	Kornegay		
Katie	Stiers		
Angie	Wright		

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## Submitted Reports

## Submitted Reports

### Finance Committee



GA LSC Proposed Budget 2024-2025.xl

### Registrar



2024 LSC Transaction Summar



Georgia Swimming Club Membership Br

### Officials Committee



Aug 2024 Official's HOD Report.pdf

### Safe Sport



Isc-sanctioned-meeting-360.pdf



3%20Month%20plan%20toward%20SSFn



6%20Month%20plan%20toward%20SSF

### Operational Risk



injury-chart.png

### Disability Committee Report



August 2024 Disability Report.doc

### Registrar



2024 LSC Transaction Summar



Georgia Swimming Club Membership Br

### Governance Committee



August 2024 Georgia Scratch Rules

**Athletes Committee** no report submitted.

**General Chair** no report submitted.

**Admin Vice Chair** no report submitted.

**Senor Vice Chair** no report submitted.

**Age Group Committee** no report submitted.

**Coaches Committee** no report submitted.

**Personnel Committee** no report submitted.

**DE&I Committee** no report submitted.

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