APPROVED

BoD Minutes
February 19, 2025

This meeting was held via Zoom, beginning at 8:30pm.

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
Wil Bayer (SA) Coaches Chair
Wes Hamborg (FST) Tech Planning Chair
Clarice Wasmuth (DYNA) Officials Chair
Charlotte Foggin (ABSC) Senior Athlete Rep
Ava Kornegay (RAYS) Junior Athlete Rep
Brook Kubik (SA) Safe Sport Chair

BoD members absent.

Kevin Sullivan (OAC) Treasurer
Mike Radford (ABSC) Age Group Vice-Chair
Landry Liston (BT) Sr Athlete Rep at Large
Tommie L. Jackson (CAD) DE&I Chair
Joel Witt (SST) Junior Coaches Representative
Ishaan Narvekar (TWS) Jr. Athlete Rep at-Large

GASI Swimming staff present

Sammie Burchill, Executive Director

GASI Swimming staff absent.

Others Present

Amanda Hamborg (FST) Governance Chair
Teresa Coan (CW) Disability Chair
Heather Boyer (SPAC) Sanction Chair
Karl Krug (SPAC)
Jason Lamb (GOLD) SWIMS Coordinator
Greg Gillette (ASL)

Call to order, approval of minutes.

L. Ferreira called the meeting to order at 8:35pm.

Motion: R. Copeland — to approve BoD minutes from January 22, 2025 (M. Wardwell 2nd).
Discussion: none
Vote: approved by acclamation
Resolution: January 22,2025 minutes approved

Officer Reports

Athletes (C. Foggin) Present, report submitted.
C. Foggin reported that the committee had not met this month, however they continue to work on their Swim Across America fundraiser. They are working on the design for All-Star Towels and looking for ways to build the committee with additional athlete representation.

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

- R. Copeland (from Argentina on his way to Antarctica) reported that our revenue is behind what we were last year, and we are slightly behind budget.
    - This is the result of lower registration numbers, but they are coming back up.
    - Sanction fee income is half where we were last year at this time. It is a concern and he and. K. Sullivan are investigating. Hoping to have a better understanding by next meeting, specifically whether it is less participants or other competitive factors.
- Expense
    - Administrative expenses are slightly under budget and a little over what we had YTD last year.
    - Zone Team, just starting to get expenses in on Open Water Zones. S. Burchill is working on this.
    - Received Audit report.
        - Auditors reported no significant issues, and our financial position looks good from a net asset standpoint.
        - Concerning the committee is that we have lost money over the last two fiscal years. We need to address this at some point (raising fees, or other revenue generators).
        - The good news is that our investments have appreciated greatly year over year, taking care of any losses. Our balance sheet still looks good.
    - Senior State 4-day format.
        - Finance Committee has no objection to the format provided the budget ramifications are understood.
        - Senior Committee will be presenting a request from ABSC for guaranteed income from the meet. The position of the Finance Committee is that ABSC and the Senior Committee need to give them a request for specific dollar amount, and it needs to be something that the LSC can afford to carry.
    - Any question on the Audit report, they will get the Auditors on a call to address.
    - L. Ferreira asked if the Audit report needed to be approved by the BoD. R. Copeland responded yes but since it was just posted he will put it on next month's agenda for approval, thus allowing time for review and questions.

Senior Committee (H. Convery) Present, report submitted.
ABSC request for financial guaranteed for hosting LC Senior State.

H. Convery presented that when the Long Course schedule was bid, Senior Committee indicated that they wanted to go to 3 ½ days or possibly 4-day meet. It was a work in progress and there were discussions with J. Foggin (ABSC). It sounded like it could be done. As ABSC began to consider running the meet, they have now come back to the committee stating that they cannot commit to the meet without having a better sense of finances. They only made $7,000 last year and it was a lot of work. Hearing their concern. the committee asked them to come back with a specific proposal. J. Foggin came to the next meeting and stated it cost them about $12,000/day. They could not keep doing this for just a $7,000 profit. ABSC felt that they would need to clear $10,000/day. That would mean a gross income of $22,000/day. Most of their income comes from meet entries. They receive no kickback from hotels and obtain lower merchandise sales than from meets with younger participants. The problem with this meet is that it competes with the higher-level National meets (i.e. Futures), taking approximately 60-80 of our top athletes. Unlike SC Senior State in the winter, it can be a much smaller meet. ABSC is asking for a $10,000/day guaranteed profit in order to run a 4-day meet. The Senior Committee felt the LSC was not going to guarantee a $40,000 profit so they began discussing other ways to raise profits for the host, whether it be lowering the qualifying standards in order to increase participation or increasing entry fees.

The committee sees a number of issues with this request, primarily that ABSC has not turned in any report for the last 3 Senior meets that they have hosted, which they are required to do. Additionally, we are taking J. Foggin's word that it is costing $12,000/day. At Tech you have to pay for timing, and it is $14,000/day; ABSC does not pay for timing. So essentially, he is saying it costs as much as at Tech. The Senior Committee determined this needed to be reviewed by the Board of Directors. H. Convery saw no problem with changing the qualifying times but there is an issue of changing the meet fees after the meet has been bid. They would need Board approval to take the fees as high as $20.00 and then there is the issue of the guaranteed ROI of $10,000/day. The lower standards would mean more participants at $20.00 per entry. That would bring them closer to their expected ROI. However, the LSC could still potentially be on the hook for up to $20,000. Also, this would mean a longer and possibly overcrowded meet, but they would make their $40.000. Right now, we guarantee $3,000.

- L. Ferreria reminded everyone that the Finance Committee was against this request. R. Copeland stated that they would not be opposed to a moderate increase but going from $3,000 to $40,000 is too much and not fiscally responsible.
- M. Wardwell asked if the committee is set on the 3 ½ day or 4-day format or would they reopen the bid if ABSC decided not to host? H. Convery was not sure; it was not discussed. He did not think this was presented as an ultimatum, but he did not know. The meet was definitely bid as a 3 ½ day meet. If it doesn't pass, the next step would be to take it back to ABSC and ask if they wanted to withdrawal. Or another option would be to have ABSC step back, run the meet as a contract employee of GASI, run just the parts that only they can run (i.e., the timing). GASI would then host the meet as they do not need to make money. If the LSC takes over all the State meets, as this is the only one that normally does not make any money, it could balance out any losses. It's just a hard meet to run with the expectation to make money.
- L. Ferreira reminded the Board that we have discussed taking over the State meets in the past. At that point there was little interest. Perhaps it is time to revisit this if we are at the point that we are not able to offer our athletes the best meet due to the Host needing to make a profit. The LSC could run it at cost. GASI, would run it to the benefit of the swimmers. There would extra work and some extra costs to the LSC.
- H. Convery reiterated that GASI's position as a LSC has been slipping in the USAS universe and especially in Senior swimming. This expansion was viewed as a way to make Senior swimming

more exciting. Our LC Senior State should be the biggest thing on our calendar. It should be a centerpiece meet, and it just isn't right now.

- M. Wardwell stated he was not opposed to raising funds a bit, but the idea of guaranteeing tens of thousands of dollars to host a meet, that they chose to bid on, is dangerous financially and a slippery slope. He also did not feel good about raising entry fees to $20.00, equal to National meets. This is not a way to get athletes excited about a meet. There might be a world where we have to go back to ABSC and tell them there is no guarantee and we end up having to rebid the meet. He is sure there are other pools that could host this meet with lower costs.
- L. Ferreira added that the higher-level meets do charge $20.00 per entry but they do not have the additional swimmer surcharges that we charge.
- R. Copeland reiterated his committee is not opposed to looking at options but would like to see a financial summary before funds are committed.
- W. Bayer (as someone who has been fortunate to run State meets that make money) stated that making money is not the focus. Swim Atlanta wants to make it a fun, fast, exciting environment for the swimmers. He was not opposed to guaranteeing funds; he supports ABSC's request, maybe not $10,000/day, but he felt we do need to increase the guarantee.
- It was noted that Georgia Tech is once again available this summer due to some changes at Tech.
- H. Convery, understanding that there seemed to little or no support for a guarantee of $10,000/day suggested that a motion be made for half that amount at $5,000/day giving them a guarantee of $20,000. There would also be a requirement of complete financial disclosure prior to the funds being issued. L. Ferreira concurred that we need to see actual receipts, we cannot disperse money without seeing actual numbers. It will be an expectation moving forward.
- N. Harmon stated to simplify the issue we are now going from the LSC offering a guarantee of making up to $10,000 on the State Meet, to guaranteeing $20,000, no matter what income the host team has earned. Currently, if a host does not make $10,000 on the meet the LSC will make up the difference. Therefore, if the host makes $18,000 the LSC will pay them $2,000. If they earn nothing, it will cost the LSC $20,000. H. Convery replied, yes.
- C. Wasmuth added that any motion made should include that any funds are dependent upon actual receipts turned in. H. Convery agreed that this has been understood but it is not written anywhere. Some teams comply better than others. But going forward this should be mandatory. L. Ferreira stated that the requirement would come down to the Finance Committee requiring this prior to writing the check.
- M. Wardwell wanted to point out that during the meet bid process every team that hosts a meet runs the risk of not making money at their meet. It is the cost of doing business. They do not have to bid for this meet. L. Ferreira agreed but the one caveat to the State Meet is that the Senior Committee controls what this meet looks like, not the host. The host therefore has less say. M. Wardwell stated that perhaps we need to go back to the 3-day format and in the future know that this will be a 4-day meet. H. Convery added that when the meet was bid ABSC knew that the committee had done work on expanding the meet to 3 ½ days. The only outstanding question was whether it was an extra ½ day or a full day. L. Ferriera said then the meet is at

least a 3 ½ day meet, as bid. H. Convery said yes, but ABSC could just walk away. We have no way to legally make them run the meet.

- H. Convery stated that he is making this motion on behalf of ABSC. He wanted to remind everyone that he is a staunch supporter of keeping costs down and he feels $40,000 is a lot of money.

Motion:	H. Convery	Guarantee $20,000 profit to the Host of the LC State Meet, if it is run as a 4-day meet (C. Wasmuth 2nd).
	Discussion:	C. Wasmuth requested to add make receipts mandatory. L. Ferreira felt this was part of Finance Committee responsibilities. Not needed in motion W. Bayer asked about changing entry fee amount. W. Hamborg stated that it should go back to Senior Committee as they set the amount. This does not need Board approval. C. Wasmuth stated just to make sure if they make $21,000, we give them nothing. L. Ferreira stated that is correct.
	Vote:	vote taken, 3 aye, 4 nay
	Resolution:	motion fails.

L. Ferreira requested H. Convery take this back to Senior Committee for discussions with ABSC.

Age Group Chair (M. Radford) Not present, report submitted.

- L. Ferreira asked if anyone had anything to say about the Peach State Meets, as both hosts were on the call.
  - W. Bayer stated Swim Atlanta had a blast running the meet and he really enjoyed working with W. and A. Hamborg to organize the meet. He felt the meet went off well, but we need to make it feel more like a championship meet. He hadn’t finished the financials yet but feels they will be OK. Their goal was to run a fun meet for the swimmers and that was accomplished.
  - W. Hamborg had fun hosting. They had some fast swims. He had a decent number of swimmers from his own team that were just at the Peach State meet but will now be in Savannah to compete at Age Group State next weekend. The exciting environment allowed them to get up and go fast to get their cuts in a way that a typical last chance meet couldn’t; 10 & under had a great championship meet as well.
- L. Ferreira asked for the date of the next Age Group Committee meeting. W. Bayer noted that it is usually held on Sunday, at Age Group State (February 22, 2025), between sessions.
- Age Group State Championships will be held in Savannah, February 21-22, 2025. Host team is ready.

Officials Chair (C. Wasmuth) Present, report submitted.

- C. Wasmuth reported that she and A. Hamborg have worked together on the pilot program to streamline our Sanction process. It has gone to the Governance Committee for matching the rule book. A. Hamborg reported that the new language is ready and is being held for approval at the spring HoD. Governance felt that it is not a policy change but just housekeeping and there was nothing that prevents anyone from going forward on revising the actual template. It was decided that the Sanction Chair and committee should be in charge of the changes. C. Wasmuth felt that she and H. Boyer could work on it but believed it needed a coach's perspective. W. Bayer and G. Gillette volunteered. The goal is to bring updated document to the March BoD.

- C. Wasmuth was approached by a College level Meet Referee to allow the Officials who worked on his meet to be added to OTS so they could get credit for their sessions. This request came after the meet took place. The LSC has a process where you apply, submit information 45 days in advance through the Sanction Chair, and cost $50.00. The result of this is that times go to SWIMS and Officials sessions go into OTS. It's work on our side to create this event. Initially she told the individual no. It not only is in our P&P but the USA Rule book states an application for approval or observation must be made In advance, and it's up to the LSC what timeframe that entails. We do occasionally make exceptions if close to the deadline. C. Wasmuth contacted USAS to see if we were missing something since the request was not requesting the times to go to SWIMS. 202.7 applies to NCAA meets, all the times go to the SWIMS database. USAS told her it was up to the LSC if we wanted to create something in OTS so these Officials could get session counts for these college level meets. The only downside is that it is extra work for our staff/volunteers. She sees no harm in doing this and she does not want to discourage these volunteers. L. Ferreira stated that if he understands correctly, they are not asking to have the meet entered as approved or observed. They are just asking to have their sessions added to OTS. C. Wasmuth replied yes. H. Boyer stated that she didn't understand why they couldn't come before the meet. It's not really the effort or work it's more the level of disrespect that it's just expected that we will do this, despite the process. C. Wasmuth noted that this may set a precedent. H. Convery thought we should only do it if they pay the $50.00. M. Wardwell asked if these are Officials that are doing things for the LSC on a regular basis. C. Wasmuth responded yes. N. Harmon asked about needing a Sanction number to create the meet in OTS. H. Boyer responded no, just a Meet Director or Meet Referee and sessions. N. Harmon went on to say that perhaps they didn't ask because they didn't know that it was needed (to make the request before the meet). In the past this has been the procedure. C. Wasmuth did state that a previous Sanction Chair did allow this, but this is not the current policy. N. Harmon went on to say that there is a benefit to the Officials in that if they are applying for higher level meets, if OTS shows their participation, in say ACCs, SECs, NCAAs, it show a higher level of experience. C. Wasmuth added that is shows that you are doing more for swimming. M. Wardwell said whatever the Official's committee is recommending is what the Board should follow. C. Wasmuth said she will allow this meet to be put into OTS. Any meets in the future need to follow the proper procedure for entering meets into OTS. C. Wasmuth stated that she didn't think we should charge the $50.00 fee for the Sanction number as it is not needed, and she did not think we should be profiting off volunteers. M. Wardwell suggested that the Officials Chair and Sanction Chair get together and put together a process to be used to enter future NCAA meets. L. Ferreira suggested to C. Wasmuth that this situation with the NCAA meets is unique, and she may want to look into writing an update to the Policy Manual to address this situation.

Motion: C. Wasmuth allow Official's sessions to be added to OTS for NCAA meet (M. Wardwell 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: Officials will receive their sessions for NCAA meet participation.

- K. Krug asked about literature in Peach State Meet Information about removal of times if they are not designated as Bonus times. Does anyone know when that was implemented? It's the first time he had seen it in the information. C. Wasmuth says that it's been in both Senior and Age Group for a while. M. Wardwell further clarified that the change for Peach State was that if they had not met the time and it was not noted as a Bonus swim they were pulled out of the meet. In the past they were able to pay a fine. L. Ferreira said it seems a bit draconian, but he could see the rationale behind it. W. Bayer stated he didn't think C. Loprinzo pulled anyone out. K. Krug stated that he is in favor of the policy he just wanted to know when it started. W. Hamborg asked if historically could you enter with a slower time? M. Wardwell said yes, if you didn't make the time, you just paid the fine. L. Ferreira said if that was allowed in the past it was a procedural error. If one enters slower than the cut without designating Bonus you are seeded ahead of the Bonus swimmers. This is a question that should go to M. Radford, Age Group Chair.
  - A. Hamborg, using Captyn (team management software), they have figured out how to transport out their Bonus designators. Also, after hosting a meet this weekend, with Bonus swims, at least ½ the teams do not submit their report with their entries. It is pretty easy to pull an exception report and flag them as bonuses. If a team had too many bonuses or had kids entered with no cuts, they communicated with the coach and corrected the problem. We did not just let them swim. L. Ferreira noted that he thinks that is how C. Loprinzo handles it as well. The downside is the extra work on the meet host.
  - L. Ferreira remarked that it looks like there is still some training to be done with coaches and maybe we're halfway there. It doesn't sound like anyone got pulled out of the meet. Ideally, we want to be flexible but along with following our rules as much as possible.

General Chair (L. Ferreira) Present, no report submitted.
USA Swimming announced the appointment of Chrissi Rawak as President and Chief Executive Officer.

Administrative Reports

Executive Director (S. Burchill**)** Present, report submitted.

- L. Ferreira reported that there were a flurry of registrations with the Peach State Championships, so they served a valuable purpose in increasing premium memberships. We are now tracking less than 10% behind last year.
- S. Burchill reported that she had a meeting with USA Swimming last week, specifically Joel Shinofield (Managing Director of Sport Development) and Jake Grosser (Marketing and Communications). They discussed USAS's interest in using Georgia as a pilot LSC for a new promotional program to bring more value and USA Swimming presence to the LSC. It is in the very preliminary stages, but they threw out a number of different ideas, whether it be running

camps, or bringing Olympians to the LSC. They would help by provide marketing support to bring more attention to the sport of swimming across the state. They would aid GASI in seeing where we are succeeding and help us track down where geographically we could find greater opportunities for increased registration. Their next step is to put together a presentation to bring before the Board, ideally in the next few month. This presentation would be to let GASI know of their presence in our market and their plans. This is an opportunity for both coaches and athletes at no cost to the LSC. L. Ferreira asked S. Burchill, “There is nothing they need from us now. They will be reaching out with a detailed proposal”. S. Burchill replied, “Right, this is more a heads up at this time that this stuff is coming. They will reach out when they have a more detailed plan”.

- **Discussion**:
  - A question was asked why USAS is not just giving the LSC the money to do this? Why are they not working with the LSC, as we are the ones who know the state.? S. Burchill did not have an answer. She did feel that there is a benefit for USAS in addition to Georgia Swimming. It is a way to bring more swimming knowledge to the state not just promoting Georgia Swimming’s knowledge.
  - A follow up was asked about the focus. Is it more for Goldfish or Big Blue, like swim school, or USA Foundation or geared more toward Clubs? S. Burchill felt it was toward the Clubs. They specifically spoke of summer league swimming, knowing that is a big thing here. How could we get more registrations for year-round swimmers out of that base. Several voiced the question of why not just ask the coaches. They would know.
  - There was a general feeling of paranoia expressed due to previous interactions with USAS where some have been fooled by them in the past. There big mistake is that USAS want to administer top down, and they come in with a bunch of nonsense that isn’t appropriate because they didn’t ask the ones who know. S. Burchill stated that she did get the feeling that they were avoiding the Clubs, and they just want to present this as this is what they are doing. It was then suggested that she go back to them and give them a few names of individuals to contact.
  - There is an innate fear on this Board that USAS is moving to eliminate LSCs. Some people are cautious, viewing this as a potential first step toward this goal. The feeling is that USA Swimming wants to get ahead of our customers, not allowing us to pitch our own LSC. They do not know this to be the case but are saying it is the feeling of some at this meeting.
  - Others, on a positive note, felt that this could be an opportunity for us as well.
  - It was hoped that it is also more of a focus outside the Atlanta Metro area.
  - It was noted that these feelings were not unfounded. The recent survey, sent out to Coaches by USAS, left the impression that they were testing the waters for removing LSCs and nationalizing under the NGB.
  - L. Ferreira thought it was good that they reached out to S. Burchill but feels that there should be a presentation to the Board prior to implementing anything.
    - It was a feeling that this currently does not seem to be the case.
    - S. Burchill said she is cautiously optimistic that this is not the case. She hopes if we provide feedback that they will listen. They are looking to promote the sport as a whole.

- L. Ferrreia stated the reality is that there is not much we can do. Unfortunately, the contract we signed four years ago made us beholding. However, if they did make a move in this manner, they also have a national representative body to respond to, which is their House of Delegates. Additionally, they just appointed a new president, and we do not know what direction they will take.

In conclusion, there was concern and apprehension about the motives of USA Swimming. GASI is open to hearing what they have to offer but would like the courtesy of a presentation prior to any implementation across the state.

Motion: R. Copeland before GASI commits to anything, USAS must do a detailed presentation to the Board (W.Hamborg 2nd)

- Discussion: no discussion
- Vote: Unanimous approval
- Resolution: USAS must present their proposal to GASI BoD prior to implementation.

Old Business

Legislation Change: Sanctions. Discussed last meeting will be brought to spring HoD for approval.

New Business

Announcements

Next BoD Meeting:
Monday, March 17, 2025, 8:30pm
Spring HoD Meeting
April 19, 2025 (Hybrid)
Location TBD
Time TBD

Motion: M. Wardwell change next BoD meeting to March 19, 2025 due to St. Patrick's day (W. Bayer 2nd)

Discussion: N.Harmon will not be available March 19, 2025
Vote: Unanimously rejected
Resolution: Next BoD meeting will be March 17, 2025.

Adjournment

Meeting adjourned 10:03pm

Respectfully submitted:

Nancy Harmon
GASI Secretary
Feb20, 2025

APPROVED

Submitted Reports

Finance Committee

February Finance Committe report 202

February Budget vs Actuals 2025.pdf

February Statement of Activity 2025.pdf

2023-2024 Audit

GSI Independent Audit Report 2023-2

GSI Final Trial Balance 2024.pdf

GSI Independent Audit Report 2023-2

Executive Director

February Exec Director 2025 report

Registrar

February LSC YTD Transaction report 2

February LSC Transaction Summar

February LSC Transaction Summar

February LSC Club Membership 2024-2(

Officials Committee

February Officials Chair report 2025.pc

Sanctions Committee

February Sanction Update report 2025.

Senior Committee

February Senior Committee Chair rep

General Chair no report submitted.
Athletes Report no report submitted.
Admin Vice Chair no report submitted.
Coaches Committee no report submitted.
Personnel Committee no report submitted.
Age Group Committee no report submitted.

Safe Sport no report submitted.
Operations Risk no report submitted.
Tech Planning Committee no report submitted.
Governance Committee no report submitted.
Disability Committee no report submitted.
DE&I Committee no report submitted.