APPROVED

BoD Minutes
April 16, 2025

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

<u>BoD members present.</u>

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
Mike Radford (ABSC) Age Group Vice-Chair
Wes Hamborg (FST) Tech Planning Chair
Wil Bayer (SA) Coaches Chair
Clarice Wasmuth (DYNA) Officials Chair
Joel Witt (SST) Junior Coaches Representative
Ava Kornegay (RAYS) Junior Athlete Rep
Brook Kubik (SA) Safe Sport Chair
Tommie L. Jackson (CAD) DE&I Chair

<u>BoD members absent.</u>

Kevin Sullivan (OAC) Treasurer
Landry Liston (BT) Sr Athlete Rep at Large
Ishaan Narvekar (TWS) Jr. Athlete Rep at-Large
Charlotte Foggin (ABSC) Senior Athlete Rep

<u>GASI Swimming staff present</u>

Sammie Burchill, Executive Director

<u>GASI Swimming staff absent.</u>

<u>Others Present</u>

Amanda Hamborg (FST) Governance Chair
Karl Krug (SPAC)
Jason Lamb (GOLD) SWIMS Coordinator
Jeff Wilson (FST)

<u>Call to order, approval of minutes.</u>

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

Motion: <u>W. Hamborg</u> <u>to approve BoD minutes from March 17, 2025 (R. Copeland 2nd).</u>
Discussion: none
Vote: approved by acclamation
Resolution: March 17,2025 minutes approved

Officer Reports

Athletes (A. Kornegay) Present, report submitted.

- A. Kornegay stated that all updates are in their submitted report.

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

- R. Copeland reported on the revenue side Sanction income is down $7000 from last year. Registration as well but is augmented by additional revenue from the disability meet therefore showing about $4,000 down. It is still concerning that our registration and sanction income has been tracking lower than last year, and continues a downward trend. He is aware of some proposals to be put before the BoD later in this meeting that could improve our financial position. On the Expense side we are tracking close to last year. Zone Team and Open Water expenses are just coming in, and we will know where they stand in the next report.
- Discussed our Reserve Policy. He did not have balance sheet but will be ready before the HoD. We are required to have 8 months of operating reserves in our investment account which would be $206,000. We also have a Strategic Reserve of $20,000 which are for the Board to do special unbudgeted projects that align with our mission.
- Discussed proposals from Tech Planning that deals with Sanction Fees, no objection to either.
- L. Ferreira noted that discrepancies in last year vs. this year Budget reports are highlighted on this year's report.
- L. Ferreira expressed the gratitude of the Board for R. Copeland's 5 years fulfilling the Finance Vice Chair position. Thank you for helping us get our financing in line. R. Copeland responded, "Thanks, it's been a pleasure".

Coaches Chair (W. Bayer) Present, no report submitted.

- L. Ferreira asked about nominations for Women in Governance. W. Bayer responded that Lydia Scharff from ABSC was selected.
- Asked about the status of Coach of the Year. W. Bayer stated that parameters are set, still discussing when and how to announce it. He personally would like to see it at either a Championship meet or House of Delegates meeting. L. Ferreira reminded everyone that there is money set aside for professional development. If this was announced at a championship meet it would give time to plan to take advantage of these funds.

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

- Have already had many updates on LC Senior State.
- SC Senior State is to be hosted in December by ABSC, with updated time standards.
- H. Convery added that everyone should spread the word that Senior State will be very different this summer. It's 4 days, short course cuts are allowed, 50's of stroke just added with new time standards, your entry will require a proof of times report, and teams must provide timers or officials in proportion to size of their entry.
- L. Ferreira noted that coaches are excited to see what our Senior State will be like this summer. He asked S. Burchill to work on communication to the LSC to highlight the changes.

- J. Lamb added that our Policy Manual may need to be updated as it does not currently track records for the new 50's being added. L. Ferreira stated that we do have some policy changes for rules and that this could be added at the same time those updates are made.
- L. Ferreira thanked H. Convery for his service as Senior Chair for 2 terms. "Thanks for all the work".

Age Group Committee (M. Radford) Present, no report submitted.

- L. Ferreiras asked about bids for Peach State and Age Group meets.
  - Committee has received 4 bids for Peach State.
    - 3 outside the metro area plus SA is bidding to host at Tech
      - WRA
      - Augusta
      - Columbus
    - Selection meeting will take place tomorrow (April 17, 2025).
  - Age Group State has received 1 ½ bids.
    - Columbus, but does not want to host both Peach State and AG Champs.
    - Georgia Tech is not available again next year. Swim Atlanta is a ½ bid as they are not sure they would want to host at Cumming.
- L. Ferreria suggested If teams have no preference, you may wish to decide Age Group State before Peach State, so you have options for both.

General Chair (L. Ferreira) Present, report submitted.

- Shared with the Board his letter that he was thinking about sending to the LSC to rally support for College swimming. He realized that he was running into Georgia spring break, so he has held up on sending. Since there are still changes taking place, he will wait to send it out. Regardless he still feels it will be important for our LSC to provide support for college swimming and other non-revenue sports in general; regardless of what happens with the settlement. We currently have only 3 D1 programs, and very few D2-D3 programs in Georgia. And those D1 programs went much lower on their rosters than has been proposed. We need to sell swimming as a sport attached to education.
- USAS has put out the positions that are invited to this year's Summit, Sept. 24 – 27, 2025.
- USAS is hosting a Legislative session, April 30, 2025. Available to anyone. It will be open discussion about any legislative changes known at this time.
- USAS has hired Greg Meehan as National Team Managing Director.

Officials Chair (C. Wasmuth) Present, report submitted

- Meet Information Template
  - H. Boyer has done a really good job red lining our version to compare with USAS Rule Book.
    - C. Wasmuth will be reaching out to group and will be picking a date to review.
    - L. Ferreira does not think the Template needs to be approved by governance.
    - There are clean up items in the policy manual; we are not changing the intent. The changes are within our Template. There is nothing being put in front of the

HoD. It is housekeeping to align what we are requiring with the USAS Rule Book requirements. Our Policy manual does state that you must use our Template.

- The intent will be to include the changes in our May report for review from others.
- A. Hamborg, in looking at the Policy Manual, stated that it will ultimately take a Policy change as we are removing items from our policy that are not actually required by USAS. It is going to be something that is less burdensome on the host teams. It is not ready to go before the HoD.
- L. Ferreira stated that he feels that the committee should go ahead, make the changes, bring it before the BoD for approval, so things came move forward. Everyone is eager to have the Meet Template simplified. It will then be taken to the HoD at the fall meeting.
- Additionally, L. Ferreira asked C. Wasmuth and the committee to update the template and Policy Manual at the same time. No need to approve the Template but we will need Legislative Policy update for the Policy Manual change.

- C. Wasmuth indicated that she would not be seeking a 2nd term as Chair. Unfortunately, she has family health issues that will be taking more of her time. She enjoyed working with the Board and serving the Georgia Swimming Community. She will still be on deck. L. Ferreira thanked her for all the hard work that she has done.

Technical Planning Chair (W. Hamborg) Present, report submitted

- Calendar meeting scheduled for May 7, 2025.
  - Bids are being submitted but they have not been opened yet. Legislation is going before the house concerning Sanction Fees and it may affect current bids. Calendar will be opened after this meeting. Also wanting to have the Age Group and Senior meets nailed down before setting up the calendar.
- L. Ferreira suggested that S. Burchill should include this information, along with any Age Group hosts, on her communication about changes for Senior State. He additionally asked if W. Hamborg could send a link that is not yet live for those to access once the link is turned on, letting them know when it would be available. This would answer why it is not yet available, and they would have easier access once it is. W. Hamborg responded, if he cannot, he will send out notification that they will be notified and there will be a link at that time.
- M. Radford asked does this mean that we will no longer be going over the Calendar at the HoD meeting. W. Hamborg stated that is correct. The Calendar no longer needs to be approved by the HoD. It is approved by Tech Planning and the Board of Directors. This was done in order to possibly move to a single HoD meeting. Additionally, there is a 2-month grace period where changes can be made. L. Ferreira said this should be highlighted at our HoD meeting.

Administrative Reports

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

- Registration reports posted.
- Working on House of Delegates meeting.
- Lots of work going into Zones.
- L. Ferreira asked about registration numbers for the HoD meeting. S. Burchill not much change but they have until Friday to respond.

Committee Reports

Governance Committee (A. Hamborg) Present, no report submitted.

- Legislative changes to be discussed in New Business.

Old Business

Legislation Change: Sanctions requirements and updating the Meet Template. Discussed during Officials report. Will not be addressed at Spring HoD. No further discussion needed at this time.

New Business

- Legislation Change proposals to Sanction Fees (M. Wardwell, Admin Vice Chair)
  1. Adjust Sanction Fees for Sanctioned and Approved meets from 2% to 3.5%, and remove Sanction fees for Open Water State, Peach State, Age Group State and Senior State meets, effective August 1, 2025. We are trying to impact our revenue in a positive direction. This is just a baby step in hopes that this will be approved as we need to find a way to move the LSCs bottom line in the right direction.
  2. Adjust Sanction Fees for Observed meets. We currently charge $50 for an Observed meet, and recommend that we increase fee to $150. Sanction Chair does a lot of work for Observed meets. Block Party meets are $175 so this seems reasonable.
     - L. Ferreira stated that these changes will be coming out in front of the House of Delegates. They have been reviewed by Governance and discussed by both Finance and Tech Planning committees. It is important and helpful to come before the House with a recommendation from the Board. With no objection from the Board, he combined the two proposals and asked for a motion for recommendation to the house.

Motion: C. Wasmuth recommend legislative change to Sanction Fees (Sanction and Approved 3.5%, Observed $150) (R. Copeland 2nd)

Discussion: no discussion
Vote: Unanimous approval
Resolution: BoD recommends HoD approval of both Sanction Fee changes.

- Fines for unregistered swimmers competing in Sanctioned meets.
  - Tech Planning discussed this and decided to table it. However, after hearing the number of swimmers that are competing unregistered it has been necessary to be addressed.
  - Host teams are not finding out until after the meet is being uploaded to SWIMS that unregistered swimmers have competed. Recon reports are being sent back to the teams

and there are swimmers that are not being fixed, as well as repeat offenders. In speaking with W. Hamborg (Tech Planning Chair) L. Ferreria noted, this could potentially invalidate the Host Clubs insurance, especially in the case of repeat offenders. We actually have, in our Meet Template, a fine of $100/event for an unregistered swimmer that we have not been enforcing. He was not sure if it is in our Policy Manual, but it has been in the Meet template for a while. Question to the Board, should we bring this up to the House or just begin enforcing. We should probably not just begin enforcing however, he felt, we should not continue to ignore this issue.

- C. Wasmuth noted from a Meet Referees perspective, you run the Recon report, unregistered swimmers are not to allowed to swim. Perhaps it is not getting to the meet referees. It does put the club at risk. Occasionally at the beginning of the year there has been leeway to register by the end of the day or weekend. But the registration needs to be done.
- J. Lamb noted that if a policy needs to be written, we need to be careful with our wording. He shared that there is no separate report from USAS that a swimmer competed, and they have no idea who they are. USAS technically does not have a report of unregistered swimmers. There is a report of swimmers not in good standing. It contains other situations in addition to unregistered swimmers. SWIMS must have a valid USAS Registration ID to upload times. He'll be happy to assist in writing this policy to make sure situations are covered.
- The Recon report that they run out of Hy-Tek highlights what is incomplete whether it be APT, registration, a birthdate or a name mistake. C. Wasmuth stated that it was surprising to her that we could get to a LC Senior State without the swimmer being registered.
- H. Convery indicated that the process is that the Meet Director sends the file to the Registrar who sends back the report. It is then passed off to the coaches and there is currently no requirement to track down to see if they correct the issues. If there was, it would make hosting a meet more difficult, sometimes it's one hundred kids. He's not sure that the coaches even know that their swimmers are not yet registered. If there was a hefty fine, it might be good incentive.
- J. Lamb did note that the pre-meet Recon report does note that a swimmer is not registered. His point was that there is no easy report post meet with this information.
- B. Kubik stated the most important factor missing in this discussion is that if an unregistered swimmer is injured the host team is liable. There is no insurance to protect the host team. From a Risk standpoint, that is a huge liability that no team would want to undertake.
- K. Krug agreed with H. Convery where this puts a lot of burden on the coaches. He would stress getting this report out sooner. At his recent Divisional meet did not get a report until 2 weeks after the meet. Piggy backing off of B. Kubik's comment if it in fact invalidates the insurance could we just make it that you cannot compete? L. Ferreira mentioned that the issue is who tracks prior to the meet. He feels it would be a lot more work for the Meet Director.

- W. Bayer stated he has no problem bringing this to the Coaches meeting and reminding them this affects their insurance during practices as well.
- C. Wasmuth added that the Meet Referee should be checking the Recon report as well. In an ideal world, like at championship meets, this is done. However, W. Hamborg said often times at smaller meets the MR is blowing whistles and dealing with 50 other things. He could see where that happens at championship meets. At the bigger meets the AR works with the Admin Team to reconcile issues. You have enough hands to handle things the right way.
- J. Lamb receives two reports from SWIMS. The first are valid times, the second is a report of times that are associated to swimmers that USAS recognizes but has some sort of issue attached. It may be the swimmer was registered last year but not this year, or APT not up to date for example. However, if the swimmer has never been registered or recognized, the times are just lost.
- L. Ferreira asked J. Lamb, so you see a report that of swimmers not accepted? J. Lamb replied Yes. This then needs to go back to the coach and have them look into it, L. Ferreira responded.
- M. Wardwell added that this is a reactive way of handling the situation. We need to be more proactive. With APT, we have needed to show the Meet Host or MR a screen shot that the swimmer has complied. It should be the same with registration. We need to verify that swimmers are legal to swim. L. Ferreira agreed that we do not want to be reactive but questioned the best way to handle this issue. L. Ferreira stated the question remains, whose responsibility is it to verify swimmers and what if that does not get done? We do not want to create a system of fines; we want to have all swimmers legally competing. How do we make sure this is happening and how do we enforce it?
- K. Krug asked, “could we do like the National level? When you get the psych sheet you see an asterisk or dollar sign to indicated there is an issue”. According to H. Convery no, that is not possible. It’s going to go back to the team submitting the entry. We need to add to our meet information that no swimmer may swim until they show proof of USAS membership.
- W. Hamborg shared that he feels that we have 3 options. 1) hefty fines so people comply upfront, 2) you send in entries, but you are not seeded, you are kicked out of the meet, you can do a late entry at the meet if you register. Or 3) both, you receive a fine and then may swim as a deck entry.
- N. Harmon asked,” Don’t swimmers have to be registered even under the circumstance of practicing with a team”? L. Ferreira stated the reality of the situation is that teams have gone elsewhere to get coverage. The circumstance arises when someone enters a USAS swim meet. The host team becomes liable at that this point. C. Wasmuth stated that all swimmers in a Sanctioned meet must be a USAS member. That is why we have Approved and Observed meets.
- We need to begin to track this issue. Letting things go on as they are is not enough. W. Bayer thinks the Coaches committee, Age Group, Senior Committees should all address this concerns within their meetings. C. Wasmuth said the

Officials can help as well. L. Ferreira said we need to look into this further to understand the scope of the problem.

- W. Hamborg asked J. Lamb to start tracking this issue to help us understand. This will help us how we need to address this. J. Lamb stated that this issue may have been more prevalent in 2024 due to the way USAS processed new registration. He will track going forward.

Announcements

Spring HoD Meeting
April 19, 2025 (Hybrid)

Location: UGA Griffin Campus
Flynt Building Room 305
1109 Experiment St. Griffin GA 30223
GPS: 101 University Dr, Griffin GA 30223

Park in visitor parking lot at the main entrance at the corner of University Dr and Higgins Rd.

Time: 1:30pm in person check-in
1:45pm Zoom attendees let in to meeting
2:00pm Meeting

Food and Drinks provided to in-person attendees.

- Strategic Planning Session, following the House of Delegates Meeting.
  - The idea is to get the conversation started.
  - It will be only in person, (if you have thoughts, please share them with L. Ferreira).
    - We will be looking for key performance indicators, how we can improve, how we can get there.
    - Nothing is final, we are just looking to get started.

Next BoD Meeting:
Monday, May 19, 2025, 8:30pm
Wednesday, June 18, 2025, 8:30pm

Adjournment

Motion:	R. Copeland	to adjourn (W. Bayer2nd)
	Discussion:	no discussion
	Vote:	Unanimous approval
	Resolution:	meeting adjourned 9:44pm

Respectfully submitted:

Nancy Harmon
GASI Secretary
April 18, 2025

APPROVED

Submitted Reports

Finance Committee

April Finance Committee Minutes

April Finance Committee Minutes

Budget vs Actuals 2025.pdf

LSC Transaction Summary Sept 2023-

LSC Transaction Summary Sept 2024-

Statement of Activity)ct 2024 - Ma

Athletes Report

April Athletes Report 2025.pdf

Executive Director

Executive Director Report 4-16 Meetinç

Registrar

Club Membership 2025.pdf

Georgia Swimming Club Membership Bı

General Chair

April General Chair 2025.pdf

Tech Planning Report

April Tech Planning Minutes 2025.pdf

Senior Committee

Sr committee meeting minutes 4.1

2025 SR LC CHAMPS Doc.docx

2025 SR LC CHAMPS QTs (rev. 4.16).pdf

Disability Committee

April Disability Committee Minutes

Officials Report

April Officials Report 2025.pdf

Admin Vice Chair no report submitted.
Coaches Committee no report submitted.
Personnel Committee no report submitted.
Sanctions Committee no report submitted.

Safe Sport no report submitted.
Operations Risk no report submitted.
DE&I Committee no report submitted.