



BoD Minutes

May 19, 2025

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

BoD members present.

Lucas Ferreira (GA) General Chair
Jeff Wilson (FST) Finance Vice-Chair
Kevin Sullivan (OAC) Treasurer
Nancy Harmon (PAC) Secretary
Greg Gillette (ASL) Senior Vice-Chair
Jason Frankel (GOLD)

Wes Hamborg (FST) Tech Planning Chair
Mike Radford (ABSC) Age Group Vice-Chair
Ava Kornegay (RAYS) Junior Athlete Rep
Brook Kubik (SA) Safe Sport Chair
Tommie L. Jackson (CAD) DE&I Chair

BoD members absent.

Mike Wardwell (GOLD/PAC) Admin Vice-Chair
Wil Bayer (SA) Coaches Chair
Landry Liston (BT) Sr Athlete Rep at Large

Joel Witt (SST) Junior Coaches Representative
Ishaan Narvekar (TWS) Jr. Athlete Rep at-Large
Charlotte Foggin (ABSC) Senior Athlete Rep

GASI Swimming staff present

Sammie Burchill, Executive Director

GASI Swimming staff absent.

Others Present

Amanda Hamborg (FST) Governance Chair
Karl Krug (SPAC)

Jason Lamb (SA) SWIMS Coordinator
Vanya Cherneva (TWS)

Call to order, approval of minutes.

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

Motion:	<u>W. Hamborg</u>	<u>to approve BoD minutes from April 16, 2025 (G. Gillette 2nd).</u>
Discussion:		none
Vote:		approved by acclamation
Resolution:		April 16, 2025, minutes approved

APPROVED

Board of Directors Appointments

Motion: L. Ferreira to approve the following appointed positions to the BoD (N. Harmon 2nd).

Technical Planning Chair: Wes Hamborg (FST), 2nd term

Officials Chair: Jason Frankel, 1st term

Safe Sport Chair: Brook Kubik, 2nd term

DE&I Chair: Tommie L. Jackson, 2nd term

Discussion: none

Vote: approved by acclamation

Resolution: Board of Directors appointments approved

Motion: L. Ferreira to approve the following LSC Standing Committee positions (T. Jackson 2nd).

Disability: Teresa Coan (CW)

Operational Risk: Brook Kubik (SA)

Discussion: none

Vote: approved by acclamation

Resolution: LSC Standing Committee appointments approved

L. Ferreira stated that the Open Water Chair position will remain open at this time. M. Green is the former Open Water Chair, and she has taken a new position with her club. He has reached out to her but has not heard back. He is working with K. Sullivan looking for other potential options. A lot of the work has fallen to K. Sullivan and the Age Group Committee, but another individual is needed to lead this committee. Looking at those who have been involved in Zones.

Officer Reports

Athletes (A. Kornegay) Present, no report submitted.

- A. Kornegay reported as this is the end of the school year the committee has not met. L. Ferreira asked when they would get started on recruiting next year's Junior Athlete Representatives. A. Kornegay replied that she and C. Foggin would be getting together next week to discuss it.

Finance Committee J. Wilson) Present, report submitted.

- Income:
 - Current Sanction income is \$21,000. This is \$4,000 less than last year at this time but it is on track with the budget.
 - Registration income is almost \$9,000 less but with summer registrations coming in hopefully that will bump back up. It is only \$12,000 behind the overall budget for the year.
 - Total revenue is up \$11,000.
- Expenses
 - Looking at Budget vs. Actual, the committee removed investment expense from the expense area. It was being tracked, but it is actually a reinvestment of assets because it is dividends that have come in.

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- Open Water Zone expenses came in nicely.
- Finance Committee is going to start their budgeting processes earlier this year, hoping to get it done before Championship season. Attached to today's agenda as well as the calendar there is a Budget Request Form. The Committee would like this returned by June 23, 2025. The goal is to have a conversation with each of the Chairs, talking through any expenses. The committee requests any expense over \$5,000, please attach calculations or a quote for justification of expenses. The goal is to track the budget closer.
 - L. Ferreira pulled up the document and noted that it was a .pdf.
 - J. Wilson stated it should have been an .xls spreadsheet. He sent the correct version to the BoD.
 - Any questions, call or email J. Wilson or K. Sullivan.

Discussion:

- L. Ferreira reminded the Board that last year we had to pass a motion to suspend the requirement for posting the budget because the deadline for posting was missed due to requests coming in late. The goal is to not have this happen this year.
- L. Ferreira mentioned that often Chair's just repeat year after year the same request. He asked that each Chair actually review their expenses and assess real needs.
- J. Wilson added that the spreadsheet shows the past 4 years of expenses for reference.

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

W. Hamborg presented the 2025-2026 Short Course Calendar, approved by Tech Planning. L. Ferreira added that the Speedo Winter Junior Championships will be in Indianapolis. W. Hamborg noted that there is a bid for the Northwest Divisional meet, Nitro. He will update the calendar after this meeting. The Fall House of Delegates meeting will be added after decision in the June Board of Directors meeting.

Motion: W. Hamborg to approve 2025-2026 Short Course Calendar (G. Gillette 2nd).

Discussion: none

Vote: approved by acclamation

Resolution: 2025-2026 Short Course Calendar approved

Age Group Committee (M. Radford) Present, report submitted.

- L. Ferreira stated that he saw that LC Age Group State Championship has already been Sanctioned; two months in advance of the Age Group meet, congrats, excellent.
- The Age Group Committee is tabling the buyback option for this summer's meet.
 - The committee would like to hear opinions from more people in the LSC.
 - How much should it be?
 - How much flexibility do Host Clubs have?
 - Where do the fees go to?
 - Host Club?
 - LSC and if so, what bucket?

Discussion:

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- L. Ferreira reviewed that the Age Group Committee is looking into an option for swimmers to buy back into their State Champs if they fail to scratch an event and no show for finals. This is being incorporated at the National Level, with any fines collected go to the Host Club.
- M. Radford shared the thought process behind this option at the National level is that athletes have traveled and have the expense of hotel and transportation as well as meet fees. When being kicked out of the meet it leaves a bad taste for the athlete, coaches, and parents. This is a definite issue in a time where we are seeing retention concerns. The same thing can be true at our LSC Championships as we have athletes that must travel a good distance to compete. The committee felt that there should be an option to get back into the meet. They felt \$200 (national level) was too high, but \$25 is too little.
- The current Georgia Scratch Rule does allow the Meet Referee some flexibility with the rule to make a judgement based on circumstances.
- N. Harmon weighed in that if this is implemented for a State Championship any fine levied should come back to the LSC, not the Host Club. Any funds collected at Age Group Championship could go to the Zone fund and funds collected at Senior could go to the Travel Fund.
- W. Hamborg likes the buyback option when you have families that have traveled. They have already committed to the meet, can't cancel hotel reservation. They are already on the hook for the expense. This would allow the athlete back into the meet, but it would still send a message. He would prefer to not have the collected fine go to the Host Club, as they are in control of running the meet and making sure things go smoothly. He feels that if the Host Club received the funds, it might create a conflict-of-interest situation.
- K. Krug, asked how would Age Group feel if Senior did not support this option for their meets? M. Radford responded that having it consistent across both meets would be preferred. But he felt that the retention concerns are bigger at the Age Group level. It's thought that a high school athletes should have it a bit more together than a 14&under. He would have to take it back to his committee to see if opinions change, if Senior doesn't want to follow, but based on previous discussions, he feels they will move ahead.
- K. Krug also asked if this is just State Championships or would it include Divisionals, or any prelim/final meet? The committee discussed it and there was some interest in opening it up to other meets, especially larger meets that attract out-of-state teams. For right now, they are specifically focused on Age Group State.
 - L. Ferreira noted that the reason this is being discussed is because the Scratch Rule needs to be rewritten if this is to be implemented. Once this is in place other meets could follow it if they wish.
 - At this stage, ideally Age Group and Senior would agree on what they want and rewrite the Georgia policy to allow it. His general feeling is that he agrees with the overall concept and feels better about the money not going to the Host Club. He agrees with W. Hamborg as this might be seen as a conflict of interest if the Host Club profits. The collected funds for the Senior meet going to the Travel Fund is good. He questioned noting that the funds collected from Age Group should go to the Zone Fund, as the Zone Fund is actually supported by the General fund. It is a little harder to track. He'd like to see it accounted for as Fine Income.

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- L. Ferreira asked J. Frankel if he wanted Officials to discuss. In his mind there is a difference in the intent of the law and the letter of the law. The Meet Referee has the discretion to look at the situation and assess the consequences. J. Frankel weighed in that making the rule a little more black and white could help with interpretation.
- A. Hamborg added that Governance had preemptively looked into this. There will need to be a change to the Scratch Rule in our Policy and Procedures. There are other LSCs that have buy backs that we can look at. Both Maryland and Iowa are using it. Iowa has a tiered system where it is higher fine for Senior swimmers than Age Group swimmers. It also affects a number of committees (Age Group, Senior, Officials, Coaches). It will be important to get them all to weigh in.
- G. Gillette said he will be holding a Senior meeting tomorrow evening (May 20, 2025) and they will be discussing this. He will loop in M. Radford, J. Frankel and whomever else needs to be included and have something ready for next month's meeting. It seems we have time as we are not trying to implement this summer.
- L. Ferreira agreed that this hits a lot of committees. He'd like Age Group, Senior and Officials to discuss and come back to the BoD next month with their recommendation.
- 13-14 50's of Stroke State Records
 - The Committee voted to start tracking records for 13-14 50's of strokes as these are now Olympic events. L. Ferreira asked Senior Committee if they will be following? G. Gillette responded, yes, it is on their agenda tomorrow night. The events are already in the LC Senior meet this summer, so he will follow up and dot the I's and cross the Ts.
 - L. Ferreira said this will be interesting as we really don't offer these events very often. G. Gillette replied that he will be altering some of his meets to include them. L. Ferreira agreed that will be the trend even if it's a slow trend. J. Lamb has already written the language to include in our Policy manual.

Admin Vice Chair (M. Wardwell) not present, no report submitted

L. Ferreira reported that the new By-laws that were approved at the Spring House of Delegates meeting have been uploaded to the Georgia Swimming website.

General Chair (L. Ferreira) Present, no report submitted.

USA Swimming is asking for us to elect our delegates to the USA Summit (ABM) which will be held in September, in Denver. We get 4 voting delegates. 3 coaches, and 1 non-athlete/non-coach (J. Frankel). L. Ferreira must submit the names by July 15th. He will be reaching out to determine who will be going. He feels it is Important to be there in person.

Officials Chair (J. Frankel) Present, no report submitted.

- C. Wasmuth decided not to do a 2nd term as her father was ill. He passed last week, and we would like to send our condolences to her and her family.
- J. Frankel reported on the streamlining of the Meet Sanction process.
 - Working on an online form. You enter the information and it produces a word version. The template is down to 2 ½ to 3 pages. It is a lot smaller than what we have been using. It takes a bit of time at first but after that you have your information saved to be reused in the future. Unfortunately, Championship meets are still large as there is so much information

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that is different from other meets. All unnecessary information has been removed and anything that can be linked is linked. In worst case scenario you are able to cut and paste. There are still a few kinks but it's on the right track. J. Frankel added that eventually the idea is that the application will be included, so it is one stop for everything. Whomever is inputting the information will then be able to send it out to everyone for review and then submit it for Sanction.

- L. Ferreira noted that they are looking for beta testers. J. Frankel asked if you use it, please make sure you put TEST in the name. He put the link in the chat. L. Ferreira sent the link to Board members.

Administrative Reports

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

- Crazy week. Reported that her dog had been attacked by an off-leash dog, resulting in 16 stitches. He's doing well.
- Registration reports submitted. We are finally even with last year's numbers of Premium members. J. Wilson just reported that we are still behind in registration income but there is a lag. We should be catching up.

Committee Reports

- none

Old Business

Unregistered swimmers competing in Sanctioned meets.

- Discussed in last month's BoD meeting and HoD meeting that we have a number of swimmers competing in Sanctioned meets that are not registered with USA Swimming. It remains a problem as it is a liability issue to the Host Club.
 - J. Lamb (SWIMS Coordinator) tracked occurrences over the last month.
 - It is not yet a large number. However, there will probably be an uptick as more meets take place.
 - J. Frankel added that they try not to let unregistered swimmers compete. This can be a daunting task, especially at the beginning of short course or at larger meets where you could have pages of athletes that needs to be verified.
 - J. Lamb also noted that on his report he added a column that stated whether the athlete showed up on the pre meet recon report. Two swimmers did not and there is no explanation for this. He did compare files, and the swimmers were on the original file but did not show on the RECON report. Additionally, he recreated the files and reran the report. They did not show up the second time either. This could be a concern if we are talking about fining an athlete, if they were not identified prior to the meet.
 - K. Karl asked did we ever find out if this situation voids the insurance policy for the entire meet or just the specific athlete in question. L. Ferreira believes it is the entire meet.
 - W. Hamborg reiterated that he thinks we should be fining these athletes, even the ones that do not show up on the recon report. We are always pretty lenient when there are

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exceptions or extenuating circumstances. He feels that if we would levy fines people would understand that you are not to sign up for meets if you are not registered with USA Swimming. It is not the job of the LSC or the Host Club to catch this. He thought that if you levy the fines teams would learn pretty quickly that we're not messing around. He feels \$100 fine for first occurrence per athlete and \$100 fine per event for any future meets which is maximum allowable by USA Swimming. He feels if we'd levy the fine at the first meet, we won't see the second occurrence.

- L. Ferreira asked if there was a motion.
 - Brook Kubik offered to make a motion.
 - L. Ferreira stated that if we have a motion, we should be pretty clear on the language.
 - J. Frankel added that he thought that this should not go into effect until the beginning of Short Course season when everything starts over. That first meet generally is a bigger one and you'll find a large number of unregistered swimmers. Given the initial fine of \$100 it gives them the wake-up call and if they don't comply, they will get hit with the bigger fine at their next meet.
 - L. Ferreira felt we would be sending the wrong message if we waited for SC season as there are those not in compliance now.
 - B. Kubik again offered to make a motion to levy a fine of \$100 for a first occurrence of swimming unregistered. With further discussion, she would add \$100/event for any subsequent meets.
 - W. Hamborg felt that before we have a motion we should send this request through the proper channels having Governance review the policy and have a final version presented to the Board for a vote next month.
 - B. Kubik stated she didn't see that it is necessary to go back through Governance. This is a liability issues as well as a Risk Management issue. The language does not need to be any more polished than if you swim unregistered you are fined \$100 the first time, and \$100 per event any subsequent meet until registered.
 - L. Ferreria added the caveat to that is the LSC can only charge the clubs. The fine is to the individual but through the clubs. If clubs do not pay their fines they are prevented from ultimately competing in championship meets.
 - K. Krug stated that this was discussed in Senior Committee. It will be a tall task, and we'd need to revise when entries are sent in to give time to have this report sent out. He agrees that it's not up to the Host team to make sure everyone is registered. His team recently came across an athlete who appeared registered but was not. It's not cut and dry. He suggested that there be a consistent date across all meets that this report is run and returned to the teams. This would give enough time for teams to verify, especially if we are levying fines and collecting money. L. Ferreira said he was not sure how that could be done as each club sets its own deadline.
 - S. Burchill stated that technically the Meet Director is to send entries to the Registrar no later than 7 days before the meet for verification. This is in the meet information but has not been enforced.

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- J. Lamb observed that there are different types of noncompliance. There is the athlete that just doesn't register and there is the athlete that just started swimming, and he ends up in a meet and has no idea he's not registered properly. Most of the swimmers on the list are in the second situation.
- W. Hamborg stated that this is just going to come down to teams properly educating their parents. With his team, when someone signs up for a swim meet they go to an event page, and they are given the necessary information that his team presents to them. Every team needs to put up a banner that says "do not register for this meet unless you have previously registered with USA Swimming. Click this link to register." Teams have to take ownership. Some teams in the LSC are not good at administering but that should not cause an issue to those hosting meets. This is a means to clean up this situation.
- L. Ferreira feels that at his club (albeit a smaller club) it is pretty easy to see who is registered with USAS. The counter argument is that the larger teams have more athletes, but they also have more resources to handle this situation.
- N. Harmon added that we talked about the fact that we would actually be fining the clubs, not the individual. If they (the club) received this bill, it might be motivation for them to look into who is registered and who is not. L. Ferreira agreed, perhaps they will pay better attention to who is entering the meet.
- L. Ferreira noted that there will always be exceptions, and we do not need to be addressing them.
- L. Ferreira asked how billing would be handled. K. Sullivan stated that he receives the file, and he invoices the club directly.
- N. Harmon asked where would the money go, General Fund? K. Sullivan said that it would have to be decided. L. Ferreira said it could go to the fine line item. To reiterated though, the goal is not to collect fines, the goal is to get everyone registered. But we do need to know where the money goes if we start to collect it. K. Sullivan stated that considering we have not closed in the black for a few years, the General Fund is the simplest answer. It is the LSC that is losing money on the registration.
- W. Hamborg's suggested wording in the chat:
 - \$100/swimmer first offense, \$100/event for a swimmer's second offense, invoiced to the team, deposited into general fund (fine revenue).
- J. Lamb asked hypothetically what happens if the host team comes to a guest team the Thursday before a meet and gives them a list of unregistered swimmers. W. Hamborg replied teams signed a form that states that you would not enter an athlete that is not registered with USA Swimming. It's at the bottom of the meet information. Maybe this is something we need to start recommending as a best practice. All teams need to be sure they are collecting this form.
- K. Krug added perhaps we should just be using OME. The only way to enter your swimmers with OME is that they are registered. L. Ferreira replied that it is an issue of cost. It would create an even bigger issue.

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- W. Hamborg wanted to remind the Board that we have always been very willing to look at exceptions and work with extenuating circumstances. We will be lenient.
- L. Ferreira recommended that we should table this with the intent of coming up with the correct language and bring it back to the Board next meeting.

Motion: W. Hamborg table discussion of fining unregistered swimmers (T. Jackson, B. Kubik 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: Discussion is tabled until Old Business, next BoD.

New Business

- none

Announcements

L. Ferreira is not available June 18, 2025, originally scheduled BoD meeting. Asked that we reschedule for either Monday, June 16, 2025, or Wednesday, June 25, 2025.

Next BoD Meeting:

Monday, June 16, 2025, 8:30pm

Adjournment

Motion: W. Hamborg to adjourn (T. Jackson 2nd)
Discussion: no discussion
Vote: Unanimous approval
Resolution: meeting adjourned 9:2pm

Respectfully submitted:

Nancy Harmon

GASI Secretary

May 20, 2025

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Submitted Reports

Finance Committee



Budget vs Actuals
2024-2025.pdf



Georgia Swimming
Budget Request For2025-26



Georgia Swimming
Budget Req

Tech Planning Report



Tech Planning
Committee Report



Short Course
MCalendar Draft 2025

Executive Director



Executive Director
Report May 2025.pd

Registrar



Georgia Swimming
Club Membershio 2



Georgia Swimming
Club Membershio 2



LSC Transaction
Summary 2023-2024.



LSC Transaction
Summary 2024-2025.

Age Group Committee



Age Group
Committee Report N

DE&I Committee



Georgia Swimmng
Diversity Camp Repc



Georgia Swimming
Diversity Camp Repc

Governance Committee



Governance
Committee Report N

SWIMS



Unregistered
Swimmers Report.pc

General Chair no report submitted

Athletes Committee no report submitted

Admin Vice Chair no report submitted.

Senior Committee no report submitted

Coaches Committee no report submitted.

Officials Report no report submitted

Safe Sport no report submitted.

Operations Risk no report submitted.

Disability Committee no report submitted.

Personnel Committee no report submitted.

Sanctions Committee no report submitted