



## BoD Minutes November 19, 2025

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

### **BoD Members Present.**

Lucas Ferreira (GA) General Chair  
Mike Wardwell (GOLD/PAC) Admin Vice-Chair  
Jeff Wilson (FST) Finance Vice-Chair  
Nancy Harmon (PAC) Secretary  
Greg Gillette (ASL) Senior Vice-Chair  
Mike Radford (ABSC) Age Group Vice-Chair  
Jason Frankel (GOLD) Officials Chair

Crystal Tavares (LA) Tech Planning Chair  
Ava Kornegay (RAYS) Senior Athlete Rep  
Kyrie Ericson (RAYS) Jr. Athlete Rep  
Wes Hamborg (FST) Coaches Chair  
Brook Kubik (SA) Safe Sport Chair/Op Risk  
Tommie L. Jackson (CAD) DE&I Chair

### **BoD Members Absent.**

Ishaan Narvekar (TWS) Sr. Athlete Rep at-Large  
Joel Witt (SST) Junior Coaches Representative

McKenna Thacker (ABSC) Jr. Athlete Rep at-Large  
Kevin Sullivan (OAC) Treasurer

### **GASI Swimming Staff Present**

Sammie Burchill, Executive Director

### **GASI Swimming staff absent.**

### **Others Present**

Amanda Hamborg (FST) Governance Chair  
Kelley Griendling (DAQ) Open Water 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. Thanked everyone for joining.

<b>Motion:</b>	W. Hamborg	<u>to approve BoD minutes from October 20, 2025 (M. Wardwell 2<sup>nd</sup>).</u>
Discussion:		none
Vote:		Unanimous approval
Resolution:		October 20, 2025, minutes approved.

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Elections were held by the Senior Committee to elect a new Coaches Chair, as W. Bayer had termed out. W. Hamborg will move from Technical Planning Chair to Coaches Chair. According to our bylaws the Coaches Chair may also serve as the Technical Planning Chair, however, both are big jobs.

L. Ferreira requested a motion for Board approval to appoint Crystal Tavares to the position of Technical Planning Chair.

**Motion:** W. Hamborg to approve the appointment of Crystal Tavares to Technical Planning Chair, effective November 19, 2025 (M. Wardwell 2<sup>nd</sup>).

**Discussion:** M. Wardwell asked about the calendar approval meeting tomorrow evening November 20, 2025. W. Hamborg stated that he intended to finalize the calendar prior to turning everything over to C. Tavaras.

**Vote:** Unanimous approval

**Resolution:** **Crystal Tavares approved, Technical Planning Chair, effective Nov.19, 2025.**

## **Officer Reports**

**Athletes** (A. Kornegay) Present, report submitted.

L. Ferreira noted that the Athletes are still looking for Athletes Reps from all the clubs. A. Kornegay added that yesterday A. Hamborg (Governance Chair) sent an email to all committee chairs. If you are still in need of an athlete to fulfill your 20% requirement of representation, please reach out to the athletes committee at [seniorrep1@gaswim.org](mailto:seniorrep1@gaswim.org).

**Finance Committee** (J. Wilson) Present, no report submitted

No meeting was held this month. Reports were not received in a timely manner.

K. Sullivan has resigned as Treasurer, effective November 18, 2025. Committee will be working through this process.

L. Ferreria noted that they did pull some reports. [they were posted].

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

- New LSC Affiliation Agreement effective 2026-2028, signed.
- Attended the LSC Leadership call that was more lengthy than usual. There was a lot of back-and-forth discussion from many LSCs concerning Block Party. USA Swimming stayed on and listened. Additionally, he gave feedback on the new OME. He and others felt that the new system largely misses the mark. Again, he felt that USAS was open to the feedback; if have thoughts please share with them.

**Senior Committee/Travel Fund** (G. Gillette) Present, reports submitted.

- Travel Fund
  - Raised the maximum to the total of the two Junior's trips.
  - Adjusted the travel for Winter Juniors due to the likelihood of air travel.
  - Wording was adjusted so that Athletes who had Futures cuts, but chose to go to another meet (i.e., Senior Zones, NCSA) are now allowed to submit for reimbursement at the Futures level.

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- Motion:** G. Gillette to approve Travel Reimbursement for Senior Zones and NCSA meets, this year, provided the Athlete has the Futures cut, and his team is not traveling to Futures (M. Wardwell 2<sup>nd</sup>).
- Discussion:** J. Wilson added that this was allowed last year but it was based on Futures sites being closed. L. Ferreira shared that we are no longer assigned to a location for Futures so discussion will be needed as to what “closed” means in the future. However, this could allow teams to set their travel plans better. It is the wish of the Senior Committee to include this option. He said this motion applies to this year, and this will need to be a Policy Manual change for the future.
- Vote:** Unanimous approval
- Resolution:** **Travel Reimbursement requested for Senior Zones and NCSAs will be covered for this year at the Future reimbursement level. Policy Manual update is needed for future years.**

L. Ferreira requested that G. Gillette and A. Hamborg work on drafting the legislative change.

L. Ferreira reminded the Board that Travel Reimbursement floats between the Senior Committee and the Travel Fund Committee. It only has to be presented to the Board; it does not need Board approval. B. Kubik asked if G. Gillette is in charge of Athletes with Disabilities, allocating funds to go to Nationals or World Series? L. Ferreira said the money comes out of the same fund, but it is a bit more complicated because dates for these meets are often delayed beyond the committee’s deadlines. In the past the Senior Chair works with the Disability Chair to set allocations.

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

Reminder that the Calendar meeting is tomorrow evening, November 20, 2025. Link is on the website.

## **Sanction Reports**

L. Ferreira reported that he had heard of someone having a problem submitting a sanction request. J. Frankel replied that he was not having any issue. K. Krug was having an issue. It was asking for authorization. J. Frankel said it’s probably a glitch as it is not access specific. V. Cherneva said that there are two links that can be used. The one is just for copy/paste of data. The other one is the word document that may ask for authorization. K. Krug added that there is an error with the meet start date when it is a one-day meet. He was using this for a Block Party meet so his meets are consistent for his membership. It is not allowing one day meets; it is not designed for this type of meet. J. Frankel will look into it.

## **Administrative Reports**

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

- This has been a registration heavy month. We are ahead of last year. We are behind in Premium athletes, but up in Flex athletes. Specifically, we are behind on new registration of Premium athletes but on pace with renewals.
- Had a number of meetings regarding partnerships, current (Speedo), and a new, (Fitter and Faster). Discussed with L. Ferreira about what we can provide for our membership without

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overwhelming them (volume of emails, potential of camps in the area, or sponsorship of our own camps). Plan is to meet with Senior, Age Group, and Coaches Chair separately to hear their thoughts on these opportunities, to see if any of this is even worth considering.

- L. Ferreira added that S. Burchill report noted some of the details and he specifically noted that Fitter and Faster wanted to use our contact list. Discussion ensued of how much was too much. J. Lamb asked that we not sell the list. L. Ferreira responded that is not their intent, and that companies would not have access to our addresses. He felt at this point the Board needed to give S. Burchill some guidelines. She should not have to come back to the Board each time.
  - M. Wardwell added emails could become an issue if you receive too many. He did feel with Fitter and Faster, the athletes are going to them anyway, might as well send them.
  - W. Hamborg said we need to distinguish between sending an email and adding something to our newsletter. If we're doing it too often, people will just start ignoring it.
  - L. Ferreira added, it's a fine line but we need to try to find it to give S. Burchill some direction. M. Wardwell liked the idea of using the newsletter. J. Wilson added that it might even draw more attention to the newsletter.
  - L. Ferreria said that one of the companies that S. Burchill had been talking with was not interested in the newsletter. They just wanted emails. Not sure why.
- L. Ferreira thanked S. Burchill for acting on this request from the Board so quickly. It sounds like the Board is in favor of using the newsletter, but we need to find a way to limit or at least control emails, perhaps only sending them quarterly.
- M. Wardwell did add that dollar value makes a difference. He preferred not to put a cap on it.
- L. Ferreira added that partnerships build relationships and if the company is swimming-related it could be beneficial in the long run, perhaps evolving into sponsorships of our state meets, for example

## **Old Business**

- Update from the sub-committee working to determine LSC Assistance for Championship Meets. Sub-committee sent a proposal but there was no feedback from the Meet Host. L. Ferreira did not want to put it to a vote without their input. He recommended we table this vote until the meet hosts have had a chance to review the proposal and give their input. He asked both the Senior Committee (G. Gillette) and the Age Group Committee (M. Radford) to get with the Meet Hosts (ABSC and SA) to see if this proposal satisfies them. Current proposal fits within the Board's budget so he assumed the Board would approve it, but he'd like to hear from the meet hosts that it works for them.
- Update on non-registered swimmers competing in Sanctioned events, fines levied. L. Ferreira reported that 4 unregistered swimmers competed last month. This is a much lower number than we have been seeing before; not what we wanted but fines seem to be working. J. Lamb reported that there were 3 last month, but one is our first repeat offender. L. Ferreira reminded the Board that the 1<sup>st</sup> offense is \$100.00 but any meet thereafter is \$100.00/event. This athlete would be fined \$600.00. J. Lamb added, this is a situation where he had not received the fine prior to competing in the second meet. They will not see the second fine until mid-December. He is bringing this to the Board's attention as it may become contentious. J.

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Wilson thought he recalled that we would not levy the 2<sup>nd</sup> fine until they were notified of the 1<sup>st</sup> offense. J. Lamb stated that this swimmer was on his list all through LC season. It was, however, the first time the fine was levied on the swimmer. The team has been notified, and the swimmer is now registered. L. Ferreira said J. Wilson could be correct, but we will wait and see if this actually becomes an issue that needs to be addressed.

## **New Business**

Traditionally we have not had a December meeting. However, L. Ferreira recommended, since we have a number of outstanding issues, we should hold the regularly scheduled meeting. C. Tavaras asked that we do not hold it on Monday December 15, 2025 (regularly scheduled date), as she has a conflict and will need to present the Calendar. Wednesday, December 17, 2025, was proposed.

**Motion:** W. Hamborg     December BoD meeting, to be held Dec. 17, 2025, 8:30pm (C. Tavaras 2<sup>nd</sup>)  
**Discussion:**            no discussion  
**Vote:**                    Unanimous approval  
**Resolution:**           **December Board of Directors Meeting will be held Dec. 17, 2025 8:30pm.**

## **Announcements**

Next BoD Meeting:

Wednesday, December 17, 2025, 8:30pm

## **Adjournment**

**Motion:** M. Wardwell     to adjourn (G. Gillette 2<sup>nd</sup>)  
**Discussion:**            no discussion  
**Vote:**                    Unanimous approval  
**Resolution:**           meeting adjourned 9:09pm

Respectfully submitted:

*Nancy Harmon*

GASI Secretary

November 23, 2025

## Submitted Reports

### General Chair



2025 November  
General Chair Report

### Athletes Committee



2025 November  
Athletes Report.pdf

### Finance Committee



2025 November  
Budget vs Actuals.pdf



2025 November  
Statement of Financials



2025 November  
Statement of Activities

### Executive Director



2025 November  
Executive Director's Report

### Senior Committee/Travel Fund



2025 November  
Senior Committee Report



2025 November  
Travel Fund Report

### Registrar



2025 November  
Membership Report



2025 November  
Membership Report



2025 November LSC  
Transaction Summary



2025 November LSC  
Transaction Summary

### Age Group Committee



2025 November Age  
Group Report.pdf

### Officials Committee



2025 November  
Officials Report.pdf

### Governance Committee



2025 November  
Governance Report.

### Safe Sport/Risk Management



2025 November  
Safe Sport Risk Management

**Finance Committee** no minutes submitted.

**Admin Vice Chair** no report submitted.

**Coaches Committee** no report submitted.

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

**Personnel Committee** no report submitted.

**Sanctions Committee** no report submitted.

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