



Minutes

6/24/2020 Board Meeting

📅 Wed June 24th, 2020

🕒 7:30pm - 9:00pm CDT

👤 **In Attendance**

Roll Call

Meeting called to order @ 7:35pm. Attending were: Charlie Fry, Paige Sikkema, Jennie Shamburger, Bob Kizer, Dusti See, Louis Demetriades, Katie Shelburne, Noelle Marsh, Ainsley Dodson, Jimmy Gavin, Eddie Adams, Kate Zabler, John Burke, Tom Hasz, Julie Bachman, Loren Fischbach, Natalie Melenric, Herb Schwab, Travis Sandifer, Mark Martinez.

Mission Moment

Charlie read Mission Statement: Gulf Swimming provides opportunities to learn, grow and strive for excellence, developing leaders through competitive swimming.

Approval of Minutes

Decision: Approval of minutes from 6.10.20 motion made and seconded. Minutes approved.

Old Business

No old business.

Officer/Chairperson Reports

a. General Chair

1. Meet Sanctioning

Decision: USA Swimming will begin sanctioning meets again in July. Governor Abbott will be reviewing youth athletics on June 30th for possible changes to current guidelines. USA Swimming will sanction meets following city and state guidelines. Louis Demetriades said the meet applications / invites should say we will follow all current state/local guidelines. Julie Bachman said we also need to state that all times will only count for an LSC championship (LSC meets only) - not TAGS or Sectionals. Times would count for Gulf Champs or Gulf Age Group

Champs. Charlie Fry also feels that Gulf Swimming and the Gulf BOD needs to be protected from any legal actions if someone attends a Gulf sanctioned meet and contracts Covid 19. Travis Sandifer said there should be a meet participation waiver to attend the meet similar to the team waivers for practice. Gulf Swimming should get an attorney to draft the verbiage specifically indemnifying the Gulf.

Julie stated that USA Swimming does not cover infection from Covid 19. Charlie would like Julie and Tom Hasz to get legal review and advice on drafting a waiver to protect Gulf Swimming and the Gulf BOD. Regardless of being able to prove where the virus was contracted, a waiver of this type is needed to protect the LSC, the Gulf BOD and the meet host club. Bob Kizer discussed the difference between Director and Officer insurance vs LSC insurance. Tom said the Gulf LSC BOD is indemnified by USA Swimming. Charlie asked Julie and Tom to report back after consulting a lawyer before we begin sanctioning any meets.

By allowing times to only count for specific LSC use/qualifications, this is how USA Swimming is addressing the issue of fairness across the country. Until all LSCs can get sanctioned meets, times will not count towards national qualifications. Katie Shelburne asked if there was an athlete voice on the committee. Bob clarified that this decision was made by staff and voted on by the USA Swimming BOD including the athlete representatives at the national BOD level.

Paige Sikkema cautioned about all the new statements that would need to be included in the meet invitations - this will include information about social distancing, mask requirements, temperatures and other requirements. Herb Schwab suggested the TPC come up with a boiler plate template and specific clubs could add information pertaining to them. Bob asked if we need to mandate a complete list of rules regarding Covid 19 policies included in the invitations at the time of sanction submittal. Paige said this information is vital for parents, coaches and swimmers so they know exactly what to expect. Bob asked if we need to require this information at the time of sanction or publish the Monday of the meet. Herb said the information about Covid 19 precautions would need to be in the invitation because some teams could decide to attend or not attend based on these requirements. Bob pointed out that what is published at the time of sanction may not need to be requirements by the actual meet date. Charlie said we need to be transparent to everyone and suggested that if applying for a meet sanction, all Covid 19 procedural information should be included.

Travis asked if we have the ability as an LSC to say we aren't ready for a meet regardless of date USA Swimming will begin sanctioning meets. He said there is so much to think about with presumptive protocols, in addition to actual policies and procedures and this would also need to be included. Charlie doesn't want sanctioned

meets in our LSC until we have all the information we need to put our swimmers and families in a meet environment. Charlie asked Travis as Risk Management chair to work with TPC on guidelines that may be needed. Charlie motioned for Gulf Swimming to not sanction any meets until the Risk Management Coordinator and the TPC have a template in place with a deadline of July 8th to put this information into practice. Motion seconded. Bob asked if a sanctioned intrasquad meet would fall under this motion. Amendment to motion that this sanction rule not apply to single team or intrasquad meets. Louis Davis mentioned that there are no guidelines in place for officials on deck at these intrasquad meets and would this mean no sanctioned meets unless there are guidelines in place for officials. Louis stressed the need for guidelines for officials as well. Jason Wedlick said if we aren't ready as an LSC to offer something, what would be purpose of a single club hosting a meet and would this not open up clubs to more risk. Amendment to the motion failed. Original motion passed.

Natalie Melenric said that from a sanctioning perspective, if/when teams feel they can hold a meet they should be looking now at staff and meet volunteers and expiration dates for certifications. Charlie asked Julie to send out an email to all teams to check certification dates for anyone on their team who would work at meets. Julie said she and Loren Fischbach could get specific on certifications and deadlines. Paige said the Red Cross is currently extending certification deadlines for possibly 30 days. Tom Jones said the officials updated their credentials every two weeks on their website and sending out monthly reminders. Tom also mentioned that it's taking 4-8 weeks for background check clearance at this time.

b. Athletes

Katie summarized the Athlete Committee meeting last week and the complete report is attached to the agenda for tonight. New Sr Rep will be Ainsley Dodson (RICE). Jr Rep will be Anna Lackner (Swim Ohana). Emma Burke (PEAK) is the new At Large Representative. Other new Athletes' Board members are:

Napoleon Nasta-Terraza (KATY) is Programming and Events Committee Rep. Noelle Marsh (MAC) is Leadership Rep/Gulf Finance Committee member. Sami Johnson (RICE) is TPC Committee leader. Juliana Gaddis (HCAP) is DEI Committee leader. Ty Triche (ESA) is the Officials Liason / member of Gulf Officials Committee. Lani Hong (SWAT) is the Personnel Liason / member of the Gulf Personnel Committee. Madison Thorp (SSS) is the Nominations Liason / member of the Gulf Nominating Committee. Caleb Ozenne (ESA) is the Safe Sport Liason / member of the Gulf Safe Sport Committee.

All new Athlete Committee members and contact information is included on report in Boardable.

c. Governance

Decision: Bob moved to list the new list of duties presented by Herb Schwab and put into the policies and procedures manual for Gulf Swimming. Motion seconded. Tom Jones said there were changes needed with regards to the Officials information. Charlie clarified that those were by-laws changes that needed to be voted on at an in person HOD meeting. Rick Tobin said the Officials information was in the document being discussed and would need to be changed before voting. Anything pertaining to makeup of members are by laws changes. Once the by law changes are voted on, then the policies and procedures are updated. Rick asked that wording be correct for proposed changes. Motion passed.

d. **TPC**

1. **Virtual Meet Schedule**

Mark Martinez presented the virtual meet schedule calendar. Still being worked on with Julie Bachman, Clay Pruitt and Travis Sandifer. A group will be running a test meet with the Swimmingly app and the results should be posted by next week. A bracketed swim meet is in the works for late August with a two week window to swim and turn in results by next day. There are also some fun events planned with no required participation. A calendar will be published for the membership. Julie said this is a fluid situation and other ideas will be welcome.

Julie said Swim Outlet gave \$5000 to apply to cover the first three months of the 25 teams who have voted to use Swimmingly. Charlie thanked her for her work on this.

e. **Operational Risk Coordinator**

Decision: Travis presented his report. Documents under the agenda and presented at meeting. The first document is an operational risk safety manual. USA Swimming puts these out for LSCs and teams with regard to all the operational risk assessments and requirements. Our LSC may customize this manual for Gulf Swimming.

Next document was USA Swimming reopening plan. Everyone should have this document and a reopening plan / use plan once clubs reopen. This is a living document as policies and procedures change. Travis said each team should have a policies and procedures with regard to a positive Covid 19 test, especially with the rates of infection currently in Houston. Travis said viral tests give viable information vs antibodies testing. He presented sample document from policies being used by KATY Aquatics. Both positive testing polices and prolonged contact policies need to be in place for each team. He discussed the difference in testing procedures listed by the CDC. Anyone with symptoms should be immediately referred to their health care provider. Charlie asked if there was a preferred testing method. The link on the document Travis presented shows the differences between the antibody test and the viral test and what information each gives. There is another link to guidance based on contact / exposure, specifically within 6 ft for longer than 15 minutes. Tracing should begin at least 2 days before symptoms present. Clubs should be tracking attendance and swimmers by specific lane. Information on the identity of the infected person must remain confidential for legal reasons. Waiver needed for all members. Screening questions should be required for all staff and swimmers and persons who enter the facility. International, domestic and local travel rules/policies need to be stated clearly for your membership. Travis will continue to update document. Charlie appreciated the work Travis has put in to get this information out to everyone.

Motion to require each Gulf Club to list an operational risk coordinator and backup coordinator and their current contact information with the Gulf Swimming registration beginning with new registrations for the upcoming year (2021 year). Motion seconded. Motion approved. Travis would also like clubs to send a name and contact info in now for current safety coordinator so they can be sent this information.

Travis asked Jason Wedlick to report any additional information he's learned from team parents in the medical center. Jason said that hospitals are nearing capacity and contact is increasing. Close contact regarding a parent in the same household vs a coworker or passerby needs to be determined with regards to policies. He urged all teams to have these policies in place to be proactive vs reactive. Harris County is currently at Level 2 and if it goes to Level 1, clubs may need to reassess what they are offering at that time. Risk management is paramount for all clubs.

Executive Director Report

Julie recommended a documentary on Netflix called Athlete A - it reminds everyone how serious

protection of our athletes is to us as an LSC.

New Business

Parking Lot

Jason asked if there has been discussion among the Gulf BOD with regard to an LSC statement regarding the Black Lives Matter movement or looking into employment and hiring practices around diversity and using this as an opportunity to educate our LSC on current and future DEI initiatives. Charlie asked Mark to look into this. Mark also mentioned an upcoming webinar posted on the Gulf Instagram account. Katie said the link can't be clicked through via Instagram but will post the information on the website and get it posted with a workable link. Bob said we should add a statement from Gulf Swimming and this topic should be on the agenda for the next BOD meeting. Charlie and Julie to work on this document.

Next meeting will be in two weeks. Charlie urged everyone to stay safe and cautious.

Motion to adjourn meeting made and seconded. Meeting adjourned @ 8:50pm.