



Gulf Swimming, Inc.  
Gulf Swimming Board of Directors Meeting  
May 6<sup>th</sup> 2020 @ **7:30pm**

Reminder: Next House of Delegates Meeting  
TBA **8:00 PM**

Reminder: Next Board of Directors Meeting  
May 20<sup>th</sup> 2020 **7:30 PM**

Reminder: Next Technical Planning Committee Meeting  
Bid Meeting May 13<sup>th</sup> 2020 **7:30pm** via Zoom

Charlie Fry, General Chair, called the Gulf Swimming Board of Directors Meeting to order at 7:31pm. Meeting was held via Zoom call due to state mandates.

The following voting members (bold) and committee coordinators (italicized) and office staff (asterisk) were present and represented a quorum:

<b>Charlie Fry</b>	<b>Erik Cozzad</b>	<b>Eddie Adams</b>	<i>Herb Schwab</i>
<b>Paige Sikkema</b>	<b>Louis Demetriades</b>	<b>John Burke</b>	<i>Mark Martinez</i>
<b>Jennie Shamburger</b>	<b>Katie Shelburne</b>	<b>Kate Zabler</b>	<i>Clay Pruitt</i>
<b>Henry Clark</b>	<b>Noelle Marsh</b>	<b>Tom Hasz*</b>	<i>Donna Dormiani</i>
<b>Bob Kizer</b>	<b>Ainsley Dodson</b>	<b>Julie Bachman*</b>	
<b>Dusti See</b>	<b>Jimmy Gavin</b>		

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

Motion to approve Boardable copy of minutes from 4.22.20 meeting made and seconded. Motion approved.

**OLD BUSINESS:**

Tom Hasz asked for clarification about motion from 4.22.20 to reimburse swimmer fines for SC 2019. He clarified that this affected just swimmer fines. He also inquired about checks for reimbursement being sent to teams or to parents. Because each club process was unknown, Paige Sikkema recommended paying

the reimbursement for fines to the teams and they could then reimburse based on how they processed team fines. Tom suggested reaching out to teams that have not yet paid fines to let them know fines were rescinded. Paige and Loren Fishbach agreed to this idea.

No other old business.

#### **NEW BUSINESS:**

Tom Hasz has been working on an amended budget with the cancellation of meets. Dr. Henry Clark reviewed the budget and spoke with Tom regarding updated meet related expenses. Convention expenses have also been updated. Budget remains the same for the Gulf Banquet as decisions to move or cancel have not been made. The fee requirement for the speaker has been met and no hotel contract has been signed to date. Henry and Tom agree on all edits. Henry motioned to approve the amended budget as presented. Motion seconded. There was a question about the time to discuss the Gulf Banquet. The actuals in budget from January to April 2020 were also explained. Some line items showing as negatives because refunding or fee reimbursement has not happened yet. Biggest loss is in airline ticket costs. The banquet speaker fees to date reflect work already done with the LSC. Motion approved.

#### **OFFICER REPORT** **GENERAL CHAIRMAN**

Charlie Fry

1. COVID 19 Task Force. The task force has met twice. Task force members are : Travis Sandifer (Chair), Bob Kizer, Jimmy Gavin, Mike Swain, Mark Martinez, Katie Shelburne and Julie Bachman. They have sent out information with three main questions as a start. First, how to help TPC come up with creative solutions for competitions in response to COVID 19. Task force breakout groups felt that focus on non-sanctioned events would be best way to start with sanctioned events further down the road. Several formats were discussed as well as listing of hygiene protocols needed to run meets. Discussion will be ongoing, and meetings will be weekly. Second question was how to reduce numbers of people on deck to follow smaller numbers as result of COVID 19. Many ways to run meets that cut down or eliminate touches and number of people on deck were reviewed and many meet platforms were compared. The Swimmably App looks like the best platform for non-sanctioned events. Task force will continue to investigate this as to reducing costs for the LSC and sponsorship opportunities. As we move into sanctioned meets, the Dolphin watches showed promise as a technology to use. Third question was how to increase the number of officials in response to smaller meets because of COVID 19. The original Officials rep for the task force, Matt Sale, stepped down and now Mike Swaim will take his place on task force and will be a part of all future meetings. The task force will continue to work with USA Swimming for ideas and input. Currently, all meet designs are virtual and one team at one site. There is nothing to vote on at this time. If there are any questions for the task force, Travis asked that they be sent to Julie

Bachman to compile. Donna Dormiani asked for clarification about unsanctioned meets and number of sites. Travis said this situation is very fluid and some numbers will be dictated by government entities. The task force groups are meeting weekly to respond to the constant changes.

2. Changes to USA Swimming Membership Dues. USA Swimming stated that new registrations will begin on June 1, 2020 instead of fall 2020 for the 2021 year. Registrations will be updated and details regarding general end of year for registrars will be provided to the LSCs in the next few days. Previously, the Gulf BOD had discussed making decisions closer to August 1<sup>st</sup> 2020. Loren Fishbach has received some new registrations and is holding them until a decision is made. Bob Kizer clarified that these new registrations will begin in June of 2020 and run through 2021. The issue would be filing registrations now and then having these members pay two fees – one for 2020 and then the new one for 2021. This became an issue now that some clubs may be back in the water prior to June 1<sup>st</sup>. Current LSC registration fee is listed as \$0. Herb clarified that this decision is needed now so BOD can vote and make decision on behalf of HOD. Because registration fee for 2020 is now set at \$0 and fee for 2021 is set at \$15, we should treat the June 1<sup>st</sup> date as if it's Sept. 1<sup>st</sup> in a normal year. Bob Kizer motioned that the already approved Gulf premium athlete registration fee for 2021 be applied to all new registrations beginning June 1<sup>st</sup> 2020. Motion seconded. Clarification that the amount for 2021 is now \$15 per previous BOD meeting approval. Herb clarified that any registrations received at this point can be held till June 1<sup>st</sup> because this period is within the USA Swimming guidelines and will help eliminate confusion. Henry said that swimmers will need to fill out the 2021 form in these cases and Tom confirmed that there will be a \$2 increase in the USA Swimming fee so the updated form needs to be on the website. Once form is received, Loren can add the Gulf registration fee information. Tom also clarified that anything sent in between today's date and the end of the month is covered by this motion. Loren asked for clarification about non-athlete registration fees for 2021 as this affects Jr Coaches who may possibly be on deck. Tom said this was not part of the motion and their fees will still be \$25. Motion approved.

## **ATHLETE REPRESENTATIVES**

Jamie Morgan

## **EXECUTIVE DIRECTOR REPORT**

Julie Bachman

## **VICE – CHAIR**

Paige Sikkema

## **SECRETARY**

Jennie Shamburger

**FINANCE VICE-CHAIR**

Dr. Henry Clark

**SENIOR VICE-CHAIR**

Bob Kizer

**AGE GROUP VICE-CHAIR**

Dusti See

**SAFE SPORT COORDINATOR**

Erik Cozzad

**COACHES REPRESENTATIVE**

Louis Demtriades

**COMMITTEES AND COORDINATORS REPORTS****OFFICIALS CHAIR**

Donna Dormiani

Donna spoke to the documents in the Boardable agenda for review. Some are ideas for the task force. Virtual trainings for new officials will be in line with USA Swimming trainings for new officials and hope to start on June 1<sup>st</sup>. Information will be posted on website and sent to team reps and parents. Officials will be found to help with virtual sanctioned meets and unsanctioned meets only need two officials and they do not have to be certified. Donna then spoke to documents presented to update the by-laws and the handbook so the Officials committee can move forward with elections. Herb clarified that any by-laws changes need to be approved by the HOD and published for review by specific dates prior to HOD meeting. HOD can vote on by-laws amendments, but during this time, Herb suggested they be vetted by the Governance Committee. Governance can review the amendments to current by-laws and present them at next HOD. Tom clarified that the changes submitted by the Officials that were handbook related were made and published. Herb clarified that changes to the Bob Stallings Award procedure would need to be voted on as part of policies and procedures. Henry motioned to adopt the changes to the Bob Stallings Award as presented by Donna Dormiani. Motion seconded. Tom asked why meet referees would be removed for consideration for this award. Donna said the Officials committee feels this recognition needs to be given to other officials and is inline with the original spirit of the award. Motion approved. Herb requested that Donna send him the specific documents for Governance Committee review as to changes in the by-laws.

**SANCTIONS COORDINATOR**

Natalie Melenric

**TECHNICAL PLANNING**

Clay Pruitt

**NTV COORDINATOR**

Rick Kehlenbach

**RECORDS COORDINATOR****DISABILITY SWIMMING COORDINATOR**

Jennie Shamburger

**EQUIPMENT COORDINATOR**

Eddie Adams

**CLUB DEVELOPMENT LIASON**

Dana Skelton

**DIVERSITY EQUITY INCLUSION COORDINATOR**

Mark Martinez

**OPEN WATER COORDINATOR**

Seth Huston

**SAFETY CHAIR**

Todd Johnson

**CAMP COORDINATOR**

Mandy Norris

**GOVERNANCE**

Herb Schwab

**ADDITIONAL NEW BUSINESS:** Herb stated that current by-laws frequently reference the Policies and Procedures manual. He is asking the Governance Committee to write up duties of BOD members and committee chairs so all can realize specific duties and document can be use onboard new members. He suggested that each person send a one-page document about their position and duties and committee will work with Julie to put this into an evergreen document as to how BOD, officers and committee chairs should do their job. Staff, committee chairs and coordinators should also send in this document. May 27<sup>th</sup> was set as deadline for these documents. Timelines and deadline information (ex. Ladder of Success procedures) should also be included in document. Loren will check old files from Darcey Baron and send these descriptions to Julie. Then people could update previously published job descriptions.

Tom asked for permission to put changes to registration/financial plan into current document. Henry agreed he should do that. Bob Stallings Award changes will also be included.

Eddie Adams asked about possibility of Gulf LSC holding a virtual HOD meeting since it will be done by USA Swimming during virtual Convention week. Julie and Herb both cited specific Texas state laws with regards to 501C3 organizations. A virtual Gulf HOD meeting would conflict with current by-laws as well. Next Gulf HOD meeting is set for June 24<sup>th</sup>. It was asked if it could be a town hall meeting with no voting needed. Eddie asked that the 501C# laws be clarified and if at all possible, the June HOD meeting be held remotely. Herb clarified that currently, the Gulf by-laws allow for BOD and committee meetings but not for holding an HOD meeting. This was an intentional decision because no mail in, electronic or proxy voting supports the face to face meeting. Julie and Herb also said that all Gulf members are welcome to attend the BOD meetings in addition to the other informational meetings the Gulf is providing during this time. Charlie will get clarification from USA Swimming and state laws and ensure that our by-laws are being followed. Eddie thanked Charlie for looking into this situation.

Clay Pruitt gave the TPC 2020-2021 schedule update in case normal scheduling is resumed. Ballots are set to close on 5/12 and meeting will be held on 5/13. Meeting will be an announcement format. Any holes in schedule that need to be filled will be considered by TPC. They will make recommendations to BOD to add to calendar hopefully prior to June formatting meeting. Clay showed sample ballot and information included about each team bid by meet. Julie to send this out to all teams. Dusti See asked if TPC meeting set for June 10<sup>th</sup> was open and anyone could attend. Clay said meeting was open but there was the possibility of a closed session if needed. Anyone with concerns should contact a TPC member now.

Tom said the LSC 990 would need to be submitted by May 15<sup>th</sup>. Comments sent in were addressed by Tom. He will send current document to Henry for signature.

Charlie said the hope is that all teams can be back in the water by middle of this month. He cautioned all teams to be safe as they return to the water and to follow safe procedures and documents sent out by USA Swimming.

Next BOD meeting set for May 20<sup>th</sup> at 7:30pm. Motion to adjourn meeting made and seconded. Meeting adjourned at 8:52pm

***Notes taken on 5.6.20 and posted on Boardable same day. Formally recorded and submitted for posting 5.20.20 by Jennie Shamburger, Gulf Secretary. Minutes will be formally approved at next Gulf BOD meeting on 5.20.20.***