



## Minutes

### January 13th Board of Directors

📅 Wed January 13th, 2021

🕒 7:30pm - 8:30pm CST

📍 Remote

👤 **In Attendance**

#### I. **Roll Call**

Charlie called meeting to order @ 7:32. Attending: Charlie Fry, Paige Sikkema, Jennie Shamburger, Henry Clark, Bob Kizer, Dusti See, Erik Cozzad, Ainsley Dodson, Emma Burke, Anna Lackner, Eddie Adams, John Burke, Kate Zabler. Committee Chairs: Donna Dormiani, Clay Pruitt, Herb Schwab, Travis Sandifer, Natalie Melenric, Dana Skelton, Mark Martinez. Gulf Staff: Julie Bachman, Tom Hasz, Loren Fischbach.

#### II. **Mission Moment**

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

#### III. **Approval of Minutes**

**Decision:** Motion to approve minutes from 11.18.20 BOD meeting. Motion made and seconded.  
Minutes approved.

#### IV. **Old Business**

No old business.

#### V. **Officer/Chairperson Reports**

Julie's time to speak will be moved up to after Henry on the agenda.

##### a. **General Chair**

Committee chairs reminded to post meeting schedules and minutes from meetings. Need to email Julie with this information. If you are on a committee and cannot make meetings or contribute, please ask to be let go so committee can do work moving forward. If you want to be a part of a committee, please contact the committee chair.

Nominating committee needs to be picked - five members including an athlete. Herb pointed out that nominating committee needs to be elected at next HOD meeting. Best way is to have interested persons who wishes to be nominated to serve on the nominating committee to contact Charlie. That way, those names can be voted on with nominations from floor at the HOD meeting. Clarification is minimum of five persons on committee. Any number over six persons would require two athletes. Eligibility is a factor. Any member of HOD can be nominated to serve on this committee. Serving on this committee is term limited.

##### b. **Admin Vice Chair**

Several meets have sent fines for no shows. There are no Gulf sponsored meets right now. Opinion is that if team sponsored meet vs Gulf sponsored meet, then they set fines and the Gulf should not be collecting these fines since they are team sponsored. Pre-Covid non-Gulf sponsored meets had wording taken from Gulf meets with specific wording saying fines paid to Gulf Swimming and other sanctions. Paige opened floor to discussion. Henry agreed with Paige's logic. Info appears to be taken from Champs meet wording including \$50 fines for no shows at finals. It was stated that hosting an Invitational means taking on inherent risk of collecting fines. Herb recommended Sanctions look at this prior to announcement approval. Natalie has no problem looking at verbiage submitted and confirming fines going to correct place. Paige confirmed Circle-In and no shows and No Shows for finals of prelim/finals meets are biggest issues. No motion needed - just clarification on rules. Not correcting a Gulf rule.

Bob asked about meets previously held that had this wording. If meet announcement was incorrect, and money stated as going to the Gulf, then it should be collected. Tom said club has no recourse to collect fines beyond not inviting team back. Question about statement that Gulf not collecting fines. Paige asked if she should go back and look at wording in meet announcements involved in this issue. If wording says Gulf to collect, then Gulf will collect for teams.

### c. **Finance**

**Decision:** Henry requested approval for athlete/coach/official reimbursements. Added NCSA, NISCA and Open Water Nationals - consistent with previous years. Air fare and hotel reservations have lowered in cost for now. Question about reimbursement for pre-paid expenses with meets being cancelled after tickets purchased. Moving forward, anyone planning for a travel meet is assuming risk that it could be cancelled. Tom doesn't think Gulf should be responsible for this prepaid reimbursement. Henry presented opposite viewpoint and cited precedent from 2020 at start of pandemic. Charlie clarified if money couldn't be returned from deposits then they were reimbursed amount due for travel only if credit not issued. Situations may have changed at this point. Tom stated that refundable tickets can be purchased but these costs aren't worked into calculations. Charlie asked for motion to approve approval for athlete / coach / official reimbursements by Henry. Motion made and seconded. Tom qualified that presentation is only for athletes but coach and official will be similar. Motion passed for athlete reimbursement rates. Julie to post on website. Motion made to reimburse athletes for lost cost if meet cancelled same as was reimbursed last year. Motion seconded. Tom clarified that we reimburse up to rates just approved for 2021. Herb asked to add the non-refundable amounts. Lost costs cover this wording. Motion passes.

Henry summarized financials for this year. Gulf finished at a loss in operating income but positive in investments. Averaging last two years, we are finishing in the black. Moving forward, we need to closely watch numbers to continue finishing well enough to take us into next year. Meets added to travel fund need to be added to budget. Motion made and seconded. Motion passed.

### d. **Sanctions**

Natalie submitted report. No additions at this time. No questions from floor.

### e. **DEI**

Mark submitted report about select camps for DEI - name changing to regional camps and our year for Southern Zone to attend. Waiting on final word about camps being held. Girls 11-13 and Boys 12-14. Selection criteria in report and SC and LC times from 2019 and 2020 will be accepted for application. Cost would be \$75 for athletes and Gulf covering rest based on past procedures. Question about how many athletes can attend. Attendance based on times so top athletes picked - not sure yet how many from Gulf would be chosen at this time. It will be stated in application that max amount payable by athletes will be determined based on number of swimmers chosen from the Gulf to attend.

### f. **Safe Sport**

Erik spoke to the number of teams (11) working on Safe Sport certification. Paige asked for clarification of numbers on report. That reflected percentages completed but he will get back with more information. There is a point system involved.

g. **TPC**

**Decision:** Clay said Feb meet templates posted for Texas Super Series challenges. Feb/March/April formats. Distance Duel, Sprint Shootout and Texas Shootout - designed to be progressive and cumulative. Motion to approve meet series in Clay's TPC presentation made and seconded. Meet series design approved.

## VI. **Executive Director Report**

a. **Updates**

Julie updated membership numbers and thanked Loren for her help with these reports.

1. **Membership**

Julie presented current and projected membership numbers. Down 3400 athletes. Numbers in line with USA Swimming numbers. Other LSCs not as active have lost less swimmers. Report also broken down by age groups. Conclusion is that during pandemic, families have decided not to swim and teams have lost pool space. Important to get feedback from these families and working on a survey to send. Hoping for good feedback. Input welcome into information/questions to put into the survey. Email ideas to Julie.

Julie reported on clubs closing.

2. **LEAP Certificaton**

Leap Governance

(<https://docs.google.com/forms/d/e/1FAIpQLSc4Mgt28nsPY9od1IT11KFRFhdfnzTNfAuSMfTzWNYS5W0ktg/viewform?gxids=7628>)

Leap Programming

(<https://docs.google.com/forms/d/e/1FAIpQLSfGJDQ3pBo2QxNLQHhGWK1575gw6hBqDfxH7waMrea4hq4nJg/viewform?gxids=7628>)

Leap Communications

([https://docs.google.com/forms/d/e/1FAIpQLSf8KeUrjnKiT2rqwTQMWltnF5Syig\\_DcWs799ipi5U1AD5QMg/viewform?gxids=7628](https://docs.google.com/forms/d/e/1FAIpQLSf8KeUrjnKiT2rqwTQMWltnF5Syig_DcWs799ipi5U1AD5QMg/viewform?gxids=7628))

Julie working on these requirements and links included in docs to see what USA Swimming is asking for. Julie will be reaching out to various BOD members to help gather information to check boxes.

3. **LEAD Academy**

170 athletes currently involved in this program. Reaching out to teams now to add athletes for next session. Thanked Club Development committee for encouraging teams to participate in this program.

4. **Hasty Scholarship**

2021 Hasty Citizen Scholarship applications have opened up. Info has been sent to coaches and will be sent to athlete committee. Applications due March 15th. \$4000 is available for Scholarship awards. Currently able to award TWO \$2000 scholarships.

b. **2021 Member Programming**

Talked with Henry about financial situations moving forward. Reality is no one knows what is going to happen. Julie believes swimming is best youth sport now. Gulf should be spotlighting and help recruit new swimmers to the sport. Henry stated that Texas still a destination for families moving. This is good for future once pool space issues are resolved as swimmers join and rejoin.

c. **12 Month Plan**

d. **Member Recruitment**

## VII. **New Business**

Reminder to get observation requests to Rick Kehlenbach at least 10 days in advance of HS meets. Registrations of officials on forms will be checked with USA Swimming database.

Andy Korda (BTA) working to get another Sectional meet for those who didn't get in. Lewisville is available to rent to an outside LSC to host a second Sectional meet if needed. He has this information for teams wanting to possibly host this meet. Austin Swim Club also stated they would host an outdoor Sectionals if interest is there.

Herb asked if these were "Sectional like" or hosted by USA Swimming. These aren't funded by USA Swimming. Working to bring back a Texas Sr Circuit schedule and hope to have something out by next month. Southern Zone asking for Sectionals information. None of these meets being discussed are true Sectionals. Herb suggested that one of these meets be a true Sectionals and contact USA Swimming. Andy and Herb to continue this discussion.

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### **Parking Lot**

Disability Swimming Coordinator named - Kim Audibert. Motion to approve her for this position made and seconded. Motion approved. She will be holding a Zoom meeting on Tuesday the 19th at noon for coaches to introduce opportunities for coaches and athletes within the LSC and nationally.

Charlie said next BOD meeting will be April 7th. Next HOD meeting will be January 27th. Motion to adjourn made and seconded. Meeting adjourned at 8:44pm.