

## **I. Roll Call**

Meeting called to order at 7:31p:m. Meeting held at Marriott Westchase hotel. Secretary took attendance. Attending: Charlie Fry, Paige Sikkema, Jennie Shamburger, Travis Sandifer, Henry Clark, Dusti See, Bob Kizer, Anna Lackner, Sami Johnson, Louis Demetriades Jr, Kate Zabler, John Burke, Eddie Adams. Gulf Staff: Julie Bachman, Loren Fishback, Tom Hasz. Coordinators/Committee Chairs: Brian Walls, Herb Schwab, Kim Audibert, Gilbert Legaspi, Dana Skelton, Mark Martinez.

## **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**

Motion to approve BOD minutes from 6.23.21 made by Bob K. Seconded by Paige S. Minutes approved.

## **IV. Old Business**

No old business.

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

### **a. General Chair**

t Southern Zone meeting April 21st-24th in Denver.. Charlie recommended everyone who usually goes to Convention should go to this first meeting. Any changes to attendance can be made after this first meeting.

Zone Open Water May 13th-15th in Florida. Fly into Orlando and then drive an hour outside of Daytona. National Open Water April 1st - 3rd. April 10th set for Gulf Open Water Qualifier. 6 swimmers per age group / per gender. If 6 per age group in swim, they will automatically make team (11-12, 13-14, 15-16, 17-18). As many placed from actual OW meet as possible. Other spots filled with top 500 swimmers SC for 11-12 and mile for older age groups. Will now be scoring Zone meet to 24th place. Goal is to fill roster in each age group. Guidelines on limits for pool times/alternates list TBA.

Sr Zones Update: Original reimbursement amount was \$300 and now it's \$400. Upcoming locations will be more expensive. This year, meet in Morgantown WV will require flight into Pittsburgh and drive to location. 2023 will be in Tupelo, MS. More swimmers going to these meets and it's getting more expensive. 250 swimmers went to last Sr Zones. Charlie recommended looking at travel reimbursement for this meet. Julie asked if there is a way to look at this from a need basis. Bob said this would be extremely complicated and amounts should be even across the board. Gilbert called attention to amounts given based on caliber of meet. Tom said this should be discussed at next budget meeting in January 2022. Higher level meets are 80 / 85 / 90% reimbursed. Suggestion for 70% for Sr Zones discussed as a baseline. Suggestion that prior to budget meeting in Jan, Tom could work up what 70% reimbursement would have been for most recent meet. This way comparison could be made between current and future amount. Exact percentage of reimbursement could then be discussed. Tom said an accurate count of swimmers attending these meets would be helpful. It was discussed that these numbers would be difficult to get from all teams. Gilbert also spoke to popularity of meet for in state vs out of state. Tom will work with Travis, Henry and Julie to work up a best estimate with and without proposed bump for this specific meet.

Coaches meeting had great attendance. Charlie thanked all coaches who attended. Working groups continuing. Working on date for another meeting.

## **b. Executive Director**

Julie presented Gulf Swimming Coaches Assistance Fund proposal. This was inspired by a Gulf coach's health situation and how we could help. Being a 501-C, ability to help very limited. Question of what could be done for coaches in crisis. A fund can be set up within our organization to financially assist coaches in need (healthcare costs not covered by ins or other financial hardship). Lawyer and accountant both say it can be done.

Executive Director feels this is great way to support coaches in addition to supporting our athletes. This will benefit both full time and part time coaches in our LSC. Initial recommendation is to fund it with \$100,000 first year and continue to look for additional ways of funding (community support, sponsorship, outside support, etc). This would be an initiative with purposefully designated funds to help coaches in need with tier of \$5000 or less and \$5000 and above. There would be a committee who would review requests for financial assistance. Concerns of privacy issues would mean it would be staff specific - not as much personal information would be needed with request. Definition of need is broad. Question about distribution of Level 1 and only one person reviewing awarding of funds. Question about this being financially responsible with single person making this decision. Concerns from coaches about privacy and concern about fiscal responsibility of one coach awarding up to \$5000. Three people could be involved in this process and keeping the committee for the Level 2 funding awards. Gen Chair / Finance Chair / Treasurer / Exec Chair are discussed in proposal as the committee and this committee should review and award for both levels. Travis asked about limits on individual requests or LSC to donate on yearly basis and a max amount.

Kate suggested spending \$50,000 first year and then revisiting if more needs to be spent with monies being replenished. doesn't need to be specified. Monies will be replenished. Proposal will continue to be refined and brought to HOD meeting.

LEAD Summit Trip report presented by Matt Sanspree. This was first conference he attended with female athletes and it was a very positive experience. His team is now implementing ideas learned at the summit with his team wet side and dry side and with regard to fundraising/sponsorships and especially the presentation on sleep and it's effect on athletes. Positive changes with his team resulting from the information learned at the Summit. Coaches who went were able to make professional connections and he thanked Julie and the BOD for this opportunity. Experience had huge impact on him, staff and swimmers. Feedback from all who attended was positive. Original presentation was agreement to send 10 coaches each year, but can't find this proposal in minutes. Julie is encouraging male coaches to get more involved with the LEAD courses and at future Summits. Charlie said this would be revisited.

### **c. Club Development**

Dana Skelton announced 2 new members on committee and next meeting Oct. 12th. Next educational talk will be Oct. 30th with Palo Alto coach and focused on 10 & Under coaches. Next goal is something for parents and swimmers. Looking for presenters for these talks.

### **d. Finance**

Travis Sandifer presented financial report. LSC balance sheet / 3rd quarter financials and budget don't reflect payment due to USA Swimming of over \$300,000. We are currently at a net loss as of end of September. Annual budget currently negative \$300,000. Travis encouraged better planning of expenses for year and not changing in middle of the year to keep budget healthy. He pointed out that splash fees still not being collected and this year there is a registration reduction which limits revenue coming in. Expenditure requests and approved spending need to be evaluated, specifically the Find a Team program. Exit strategy needed on hold on splash fees and current reg fee decrease. Money will also be coming in for December meets. Travis said revisiting splash fees and reinstating reg fees to previous amounts would help. Henry said we should keep these fees at this amount for a year to allow clubs to get funds back from being able to host meets again. Tom brought up Loren's question about the flex program and if it were removed, would those swimmers then become registered swimmers.

Reimbursements for national meets added: USA Open (Greensboro) and Jrs West (Austin). Travis discussed amounts worked for these meet reimbursements for coaches / officials and swimmers. Motion to approve these amounts for reimbursement as presented. Motion seconded. Motion approved.

### **e. Governance**

Herb spoke about the LSC by-laws and showed them on the screen. At the USA Swimming Annual Business Meeting, required changes made to the LSC by-laws. The DEI chair must be a voting member of the LSC BOD moving forward. The governance committee proposed adding to include this position and remove a single Member At Large position to keep the voting members at 15. DEI Coordinator will be elected at same time as other LSC BOD members. Transitional plan proposed for changes taking place in Jan of 2023. Between that time and time of elections, Gen Chair could appoint current BOD member as DEI chair on Jan 1, 2023. Actual DEI Chair would be elected with other members in May 2023. Mark will stay in appointed position until Dec. 31st 2022. Suggestion from floor to have an At Large Member resign on Dec 31st 2022. Herb not sure if this would work as transition plan. Herb requested that this by-laws change be on the January 2022 HOD meeting.

Bob asked about change in national HOD to 33% athlete representation and what it means for our LSC. USA Swimming now has to have 1/3 10 year + athletes. This doesn't affect our LSC representation. Makeup of USA Swimming HOD was changed at ABM. Now only 500+ voting members with 33% athlete representation. This affects the Gulf as follows: effective immediately, every LSC gets 1 non coach/non athlete member as voting member, 3 coaching members as voting members. Gulf will have total of 4 votes at next ABM. Governance committee proposing that Gulf delegation always includes Gen Chair as voting member. If Gen Chair is a coach, would be considered one of the three coaching members. If Gen Chair not coach, would be only non coach/non athlete vote from LSC. Proposing that Gen Chair nominates the other three voting persons and BOD vote on three voting members. Motion to approve presented process to elect these specific representatives for voting credentials by Bob. Seconded by Travis. No discussion. Motion passes.

## **f. Officials**

Brian Walls presented report. Training classes have been virtual and easier for people to attend. Three virtual S & T clinics and two virtual Admin Clinics. Total of 66 at S & T clinics and 24 at admin clinics. 19 officials now apprentice S & T officials and 11 apprentice admin officials. Paige asked about coach members who are also officials and how they can get registered as officials. Loren said to email her and she will check those boxes.

Proposal sent out for new certification guidelines. These are guidelines vs hard fixed rules. Officials committee reviewed each section. Meet set up has changed with free market meets and this presents a challenge for official certification. Admin ref requirement of meets needed to work for certification may be revised from 6 to 3. Any future changes will be brought to the board if things don't work. Travis asked about AO class and propose guidelines don't match up. What is presented at clinic vs published guidelines are different. As an LSC BOD, question about what is minimum required by USA Swimming and then compare to what structures are in other TX LSCs and compare and see if our guidelines are too rigid. Concern about inability to get enough officials for all meets.

Brian addressed specific sessions for recommendation certifications with refs and sessions required. Standards of recommendation vary among current referees. Three recommendations allows for a spectrum of opinion. Brian will also have localized refs (northside / southside / west Houston). Issue of those who attended admin ref class - and how to resolve what was presented with printed materials. Communication needed if requirements differ. Admin officials should be looked at differently because these admin officials may only be working home meets with same ref. Request that admin official requirements be reviewed so volunteers aren't lost. Suggestion allowing current AO to be allowed to recommend AOs in training as well as Head Ref. AO is a different position from other officials. Brian to review the AO section.

Brian to present recommendations of two tiers of officials reimbursement: Category 1 and Category 2 meet reimbursements discussed. North TX sent 7-8 officials to Trials, South Tx sent 3, Gulf sent 1. To get to that level, officials must work national meets. It's difficult now to get selected to work these meets and get assigned positions. Too many people competing for those spots. Pro Series meets would allow more opportunity to work these positions. Less than 10 officials doing national meets. Younger officials need to work enough national deck meets to get opportunity to get assigned positions. Pro Series meets will allow them this opportunity. He would like to open reimbursements to Jr Nationals, Pro Series and above meets. Charlie said Tom would need to know ahead of time because some officials have worked different meets (not on our reimbursement list) and then requested monies after the fact. Officials need to let Tom know ahead

of time so numbers can be agreed upon and amounts approved. Brian would like to add both Jrs Nationals and above and Pro Series meets for officials reimbursements and other meets taken off current officials reimbursement list. Henry would like to make motion to accept Brian's proposal to change officials reimbursement for Pro Series and Jr National and above level meets only (Futures not included). Bob seconded motion. Motion passes.

Currently, coaches and swimmers get 3 reimbursements per year. Brian would like to see officials also get these reimbursements either a single 100% and two 50% or three total 50% reimbursements. This would be in line with what coaches get. Bob made motion for officials to get three meets per year reimbursement at same rate as coaches. Motion seconded by Travis. Travis questioned how many officials this would affect. Last year, this involved 7 or 8 officials that currently go to national level meets. Motion passed.

#### **g. Senior Chair**

Dr Henry Clark presented report. Sr meet committee met to discuss ideas from coaches meeting. Idea to bring certain number of swimmers to OTC each year to improve Sr level swimming / offering more incentives and opportunities. Travel would be in June and team chosen from times in Nov through Jan. This may be premature for this year, but could be implemented in the future. Instead, could be a weekend at a neutral facility and pick team and hold practices.. Selection processes will need to be vetted and a budget established. This should be based on what travel / university facility costs would be for this team. U of H will be hosting Sr Circuit meet in May and they want swimming to return. Duel in the Pool at that location. Coaches would also be chosen for these training sessions. Eventually this would become annual event and USA times used to apply for this team and travel to OTC. Total number of swimmers is budget dependent and also based on numbers allowed by OTC. Henry recommended continued work on this so that a proposal can be made in the future. Bob stated that the 11-14 working group is also working on these same types of proposals and both committees will communicate going forward. Charlie asked if both committees were sharing information. As long as AG Chair and Sr Chair involved they can present proposals moving forward.

#### **h. TPC**

Gilbert Legaspi presented report. SC Championships have enough hosts. Sr Champs has hosts and will adjust proportionately based on facility and warm up lanes available. 12 & Under Champs / SSAN cannot host at facility listed in bid but trying to find another facility. Champs 1 got a bid by ESCA with two courses. BTA also host but facility not determined. Time standards will now be determined and published.

July 2022 schedule presented with meet overlaps and Sectionals / TAGS dates confirmed. AG Champs and SR Champs currently on same weekend. Summer Champs weekend after TAGS. Jennie asked about Summer Champs weekend after TAGS. TPC to discuss now that TAGS dates set. BOD can serve as HOD to approve this.

Charlie said BOD has to approve proposed schedule for SCY Champs meet dates. Motion made to approve SC Champs meet schedule made and seconded. Motion approved.

## **VI. New Business**

Henry presented new business. USA Swimming asked Aggie Swim Club to host Futures this summer. They have pool and dates confirmed. Will now be confirmed at next USA Swimming BOD meeting. Henry would like to propose that this become a reimbursed meet. Whenever a national meet is held within our LSC, there is not a reimbursement but this is designed for meets in Houston proper. Attending meet at A&M would require hotel expense for majority of LSC swimmers. Bob clarified that current rule says meet eligible for reimbursement for those not living in Bryan/College Station but those who live in town won't get reimbursement. This is already in by-laws and no motion needed. Rule passed in 2014 for national meets within LSC. Henry counseled that lodging amount seems low and asked that it may be revisited.

Bob asked about AG Champs and Southern Sr cuts. Gilbert said numbers won't be adjusted because all hosts filled. Southern Sr Champs only allows 125 out of LSC swimmers. Number used to be 250. New number allows for more LSC swimmers.

;Follow up / Revisit to motion passed regarding officials reimbursement. Coaches don't currently get reimbursement for Pro Series meets. Bob motioned that effective Jan 1 2022, officials reimbursement for Pro Series meet be same percentage as Jr National reimbursement. Motion seconded. Motion approved.

Mark has update for DEI Camp grant from USA Swimming. Because of Covid and inability to secure facility for camp within time frame required by USA Swimming, Mark is going to request extension to host camp in April 2022.

Next BOD meeting Jan. 12 2022. HOD meeting on Oct 20 2021. Rules of governance will allow HOD meeting to be viewed via Zoom but no proxy speaking or voting allowed. Only votes allowed in person.

Motion to adjourn made and seconded. Meeting adjourned at 9:54pm.