



Minutes

House of Delegates Meeting

 Wed April 21st, 2021

 8:00pm - 9:00pm CDT

 Remote

 **In Attendance**

I. **Roll Call**

Charlie Fry - Gulf Swimming General Chair called the meeting to order at 8:03pm. Jennie Shamburger did roll call of BOD and teams with representation at the meeting. BOD members present: Charlie Fry, Paige Sikkema, Jennie Shamburger, Henry Clark, Bob Kizer, Dusti See, Eric Cozzad, Louis Demitriades, Ainsley Dodson, Emma Burke, Eddie Adams, John Burke, Kate Zabler. Office/Committee Chairs present: Julie Bachman, Herb Schwab, Travis Sandifer, Dana Skelton, Mark Martinez. Teams present: AGS, AMBU, AQUA, BTA, CFSC, ESA, FCST, HCAP, KATY, LTST, MAC, MARC, NOCH, PACE, PEAK, RICE, SHAC, SHRK, SSS, STA.

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 HOD meeting minutes from 1.27.21.
Motion seconded. No changes to minutes as posted.
Approval of minutes passed.

IV. **Old Business**

No old business.

V. **Election**

Decision: Charlie turned meeting over to Herb Schwab to run the elections for LSC positions. Herb read each position and recommendations from nominating committee and asked for nominations from the floor. No additional nominations for General Chair, Admin Vice Chair, Finance Vice Chair, Secretary, Sr Vice Chair, Age Group Vice Chair, Safe Sport Chair, Members At Large, TPC. No nominations from the floor were stated. Motion to accept nominees by acclamation. Motion made and seconded. Motion passed. Tim Bauer asked for the floor and challenged every BOD member to find someone to replace them for the next election cycle.

VI. **Officer and Committee Chair Reports**

Decision: Charlie asked for consent agenda for reports. Gen Chair, Admin Vice Chair, AG Chair, Sr Chair, Safe Sport, Sanctions, Governance had no pull request. Motion to approve all reports not pulled made and seconded. Motion passed.

Finance, Exec Director, Club Development and Open Water pulled.

a. **General Chair**

b. **Admin Vice Chair**

c. **Executive Director**

Decision: Report pulled. Julie Bachman presented initiatives approved at the April BOD meeting. Advertising initiative to grow base and bring new swimmers to Gulf Swimming with targeted advertising via FB and dedicated search engine with teams that present based on search criteria. Advertising platform build out will be owned by Gulf Swimming and cost for platform, maintenance and monthly advertising budget were presented. The time for this is crucial because of the

Olympic bump. Budget is for 6 years of this initiative and total approved at BOD meeting was \$58,000 at high end. This amount has been budgeted. Charlie asked for a motion to approve this initiative and amount. Motion made to accept and seconded. Discussion question about how many entities were bid on this project. Julie said this project was created by Kara Lynn Joyce based on her connection to swimming and coding expertise. Julie said she would be happy to bid other entities.

Question about Kara Lynn's opinion on FB adds vs Google, Instagram and other platforms. Julie said FB is meeting initial customers where they are and having the search engine means we can advertise in multiple ways to drive searches. Question about even field of presentation of teams based on zip codes. Julie said add was initially swim interest then would take them to a search engine within a mileage zone and then team names would be presented - like a net being thrown.

Question about how this net differs from a Google search. Once platform is created it will pop up in Google as well as on FB. Question about disincentivizing advertising for clubs who currently advertise. Julie said there is no incentive or disincentive - this will be another tool for all teams to use. Motion to accept budget amount needed for advertising incentive passes.

BOD Teams Programming - Julie created programming to educate club BOD members and help clubs have healthier BOD management. Kim OShea has extensive USA Swimming experience and \$5000 has been budgeted for her to create programming to help our LSC and club boards. Motion to accept this programming and budget amount was made and seconded. Motion approved.

d. **Finance**

Decision: Dr Henry Clark presented the report. First thing to pass is reimbursement amount for Zone Open Water athlete travel. Instead of going as a team, plan is for parents to bring swimmers to competition. This would allow

parents to collect reimbursement after the trip.

Competition is Sat/Sun morning and expectation is to travel Friday, compete Sat/Sun and possibly travel back Monday so max 4 days is included in figures.. Motion to approve athlete reimbursement for Southern Zone Open Water Championships made and seconded. Terry Jones asked about consideration for additional days for Covid testing and result receipt. Charlie said nothing has been said by Southern Zone about arrival for Covid testing.

Tom said if this situation occurs an additional night can be added if not known at this time. Henry stated some LSCs are traveling as an LSC - no information has been seen in Zone communications. Motion to approve reimbursement amount for OW Zone travel approved.

Several meets have been added to general athlete reimbursement amounts since last HOD meeting. These meets are listed in the report. Tom mentioned one change to Futures - will now be in Fargo ND. Henry motioned to approve athlete reimbursements as presented. Motion seconded. Tom clarified that this is also coach and official reimbursement amounts. Tom said Bob Kizer would like to request an addition of the ISCA LC meet in late July. Motion to amend original motion and add this meet to reimbursement amounts.

Amendment is seconded. Clarification is three reimbursements per calendar year. Question as to why Sectionals isn't included in the list for reimbursements if each team gets a specific amount and why meets are named specifically. Locations and dates factor into decision for reimbursements. Now there is such a split these meets need to be named. Louis asked why we couldn't add Sectionals to that list based on time standards of other reimbursable meets. Terry agreed with this thought and stated that certain levels deserve reimbursement and let coaches and team utilize funds available based on the three per year rule. Call to question on amendment to add ISCA to the reimbursement rates for summer. Motion to add this meet approved. Charlie asked Tom to get those numbers posted to website. Amendment to motion to add

Sectional reimbursement of \$400 made and seconded.

Louis feels that all clubs pay into this fund and adding this meet allows coaches to have options to make the best choices for their team. Henry clarified this amount would be paid to team and not parents like Sr Zones where money is written back to team. Receipts are required. He also asked for percentage of reimbursement for ISCA. Tom said it would be at NCSA level of 80%. Tim said Sr Zones used to be \$250 and got raised to \$400 which was budgeted with the removal of Age Group Zones. He said he realizes the funding is there but it was difficult to get funding for NSCA and ISCA in spring. These are considered Jr National level meets even though not sponsored by USA Swimming. Zones added to take care of the next level of athlete. This summer Zones and Sectionals are on same weekend. This amendment will add up to 40% more athletes. Charlie stated this amount isn't set in stone.

Funding Sectionals this year would be just for this year and revisited next year. Louis agreed that this one time funding would work and meet reimbursement could then be reevaluated. Call to question on the amendment.

Amendment to motion to approve \$400 for Sectionals payable the same way as Sr Zones passed. Original motion to approve reimbursement amounts for swimmers, coaches, officials with amendments added was brought to floor. Travis clarified that TYR Spring Cup meet is on the list. Motion to approve reimbursement rates with amendments added approved.

First Quarter Financials were reviewed from report. After first quarter, LSC is in the black and very healthy. Part of reduced expenditure amounts attributed to pandemic and less travel. These amounts will be greater as more things open up. Gulf LSC dedicated to using funding for education and programming for swimmers and members.

Gulf Investment Policy needed for LEAP recertification.

This needs to be in rules and by-laws. We have always been careful with investment but now is in language that future members can understand. Henry read several of

these policy points. Certain criteria has been set for investments with target values for stocks, bonds and cash. This gives us flexibility to maximize earnings.

Henry made motion to approve financial statements. Motion seconded. Motion passed.

e. **Age Group Chair**

f. **Senior Chair**

g. **Safe Sport**

h. **Sanctions**

i. **Nominating Committee**

j. **Club Development**

Decision: Dana Skelton presented report with two initiatives. Banquet recognition for Officials with budget if \$2500 for 5/10/20 years of service. This initiative was created with Officials committee input. She made motion to approve budget for Officials Years of Service Recognition. Motion seconded. Motion approved.

Education Series created targeting coaches, athletes and parents. Goal is to bring in speakers and have these forums open for anyone in LSC to listen. Motion to approve \$5000 for LSC Virtual Education Series. Motion seconded. Motion passed.

k. **Governance**

l. **Open Water**

Discussed within the Finance reports.

VII. **New Business**

Tim Bauer discussed new legislation for USA Swimming to become compliant with USOPC. There is a special USA Swimming HOD meeting on June 30th. It is critical to be aware of this legislation. Our LSC will go from six voting members to three voting members. Committee makeup will also change drastically. Concern is that

this is all being done virtually. USA Swimming has put together working groups. Currently there are 465 HOD votes and this number will be cut almost in half. None of the athletes on our LSC board will be allowed a vote with this new legislation. This is a critical time in our sport. This will affect number of coaches, athletes and volunteers in our sport. Sr Dev Committee has 8 coaches currently. Two coaches will be deleted and two athletes added with a specific definition for athletes eligible. Concerned we will lose our voice as an LSC. He encouraged everyone to read this legislation and send comments and questions. Jennie asked for the link to these proposals to be send via texting platform. Ainsley said Southern Zone Athlete committee meet and this legislation would effectively cut out grassroots level of athletes. Athletes are encouraged to send in comments so their voices can be heard. Tim supported Ainsley's comments. Top 50% at Olympic Trials in past 10 years is definition of athlete representation in this new legislation. Question was asked about what options we have if this is a requirement from USOPC. Tim said our NGB could apply for a variance. Trump signed changes to Ted Stevens Act which brings pressure to do this at this time. All changes seem to cut out the grass roots sectors of our sport. If this doesn't pass, then USA Swimming will have to figure out how to solve problems. Julie feels that there will be amendments put forth after the open comment period. Ainsley said concern is that USA Swimming BOD will use emergency powers if this doesn't pass. It is crucial that everyone contribute their opinions. Louis said we fund USA Swimming and it's up to us to protect our investment and less representation and less say is unacceptable. We are all obliged to say something and be a part of the solutions.

Parking Lot

Next BOD meeting May 12th at 7:30pm. Champs meets and proposed USA legislation will be discussed. Charlie working on schedule - next HOD meeting isn't scheduled at this time. If one is scheduled, this information will be sent out.

Tom Hasz said audit will be done in May and form 990 needs to be done. These audit results need to be submitted to USA Swimming by May 31st. IRS needs 990 by June 17th. Special BOD meeting can be called when this information is in hand to discuss. Tom will ask auditor for time table. This needs to be approved by BOD and not HOD.

Tim requested a meeting prior to the June 30th HOD meeting at USA Swimming. Charlie to look at dates and information will be sent.

Motion to adjourn made and seconded. Motion approved. Meeting adjourned at 9:23pm.