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**BoD Minutes  
November 11, 2021**

This meeting began at 8:30pm via ZOOM

## BoD members present

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| Steve Potter (DAQ) – General Chair | Ed Saltzman (DYNA) – Officials Chair |
| Rob Copeland (SCAT) – Finance Vice-Chair | Brook Kubik (DCS) – Operational Risk Chair |
| Joe DeCarlo (RAYS) – Treasurer | Jarrod Hunte (DCS) – Coaches Chair |
| Nancy Harmon (SCAT) – Secretary | Elizabeth Isakson (GOLD) – Senior Athlete Rep |
| Hugh Convery (GA) – Senior Vice-Chair | Hannah Burke (GA) – Senior Athlete at-Large |
| Sydney Pepper (DYNA) – Age Group Vice-Chair | Rachel Todebush (SPAC) – Junior Athlete Rep |
| Matthew Grant (VAST) – Tech Planning Chair | Mike O’Shaughnessy (GOLD) – Safe Sport Chair |
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## BoD members absent

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| Jonathon Foggin (ABSC) – Admin Vice-Chair | Kevin Sullivan (OAC) – Open Water Chair |
| Meredith Green (BAY) – Coaches Vice-Chair | Grace Ann Byerly (TWS)- Junior Athlete at-large |
| Tommy Jackson (CAD) – DEI Chair |  |

GASI Swimming staff present GASI Swimming staff absent

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| John Pepper, Business Manager | Lora Thompson, Membership Coordinator |
| Veronica Burchill, Director of Social Media |  |

## Others present

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# Call to order, approval of minutes

S. Potter called the meeting to order at 8:37pm. Mission and vision statement of Georgia Swimming (GASI) presented

**Motion:** (B. Kubik): to approve BoD minutes from October 13, 2021 (R. Copeland seconded)

Discussion: no discussion

Vote: Unanimous approval

Resolution: October 13, 2021 minutes approved

# Officer Reports

**General Chair** **(S.Potter)** no report

**Admin Vice-Chair** **(J. Foggin)** not present, no report

**Finance Committee (R. Copeland, J DeCarlo)** Finance committee will meet next Tuesday, currently working on policy and procedures. R. Copeland reported that it has been a good financial year. J. DeCarlo working on closing books for 2021. Closing delayed by a banking error that has been resolved. Several accounts receivables were outstanding and are in the process of being corrected.

**Discussion**: S. Potter praised the Finance Committee for taking on an impossible task and getting GASI 990 filed, and audit complete for USA Swimming. A lot has been accomplished in the last 15 months.

**Senior Chair (H. Convery)** Brief meeting was held. Discussion centered on Senior State. Committee approved spectators and the 7:30am start time for Friday. Meet is now set for Friday warmups 7:30am, Prelim start time 9:00am. Saturday/Sunday warmups 9:00am, with Friday, Saturday, Sundays, Finals 5:00pm warmup. Began discussion for Long Course state and received an update on Travel Fund

**Discussion**: H. Convery complimented Swim Atlanta’s efforts working with Georgia Tech concerning Senior State.

**Discussion**: E. Saltzman noted that although spectators will now be allowed Georgia Tech has stated they will no longer live stream the sessions.

**Age Group Chair (S. Pepper)** Age Group committee approved moving all relays to prelim sessions. There will be no relays swum in finals. Friday, 10 & under 500 freestyles will be moved to the end of the JO sessions (approximately 3:00pm-4:00pm). Goal is to get the swimmers out earlier. Age group will follow the 9:00am start schedule.

**Diversity (T. Jackson)** not present, no report

**Secretary (N. Harmon)** present

**Registrar (L. Thompson)** not present,via email, registration is nearly double last years numbers, at this point (2020). J. DeCarlo noted that registration is now available both online and by check. And that that he is in the process of systematically moving registration, towel sales and ultimately sanctions online. S. Potter noted this is a good upgrade.

**Business Manager (J. Pepper) V. Burchill**,” Thank you Thursday” video debuted on Spotify, at 7:00am Nov. 4, 2021, on Spotify. The first broadcast featured an interview with Karl Krug. With 49 downloads the 1st day, this is an excellent way to recognize our LSC members. Hoping to ultimately get monetary sponsorships and publish to additional media platforms. Starting a new marketing campaign, Friday, creating a video with the help of additional LSC members. The Year in Review video was completed and will be released in December. USA Swimming contacts will be notified via email each time something is released. Generally focused on expanding our outreach. V. Burchill will investigate notifying both SwimSwam and Swimming World for even greater media presence.

**J. Pepper**, report posted. Submitted the first order of All-Star Towels (243 towels, $9720.00). Next deadline end of next month with an additional order in April. Hoping to increase demand with swimmers receiving towels throughout the year. A conversation took place with Speedo, more to report later. A planned meeting with Chick-Fil-A will be at the end of the month to discuss sponsorship opportunities.

**Discussion**: Some coaches are concerned that the new procedure for All-Star Towels has been confusing for parent and teams. Although the effort is appreciated the new method dilutes the All-Star celebration of all the athletes at the end of the year that we used to achieve. It is felt that even though we’ve lost the banquet we should have an annual naming of All-Stars at which time the towels are issued.

**Open Water (Kevin Sullivan)** not present, no report

**Officials (E. Saltzman)** working with W. Bayer on Senior State. Approximately 20 officials signed up, including 1 from Ohio and 1 from Southeastern, OQM approved.

**Technical Planning (M. Grant)** shared with the BoD the committees current Mission Statement, Vision Statement and Philosophy for moving forward. Committee members were polled as to what was most important. They felt that athletes first, coaches second, with the focus on development of swimmers while supporting elite athletes for success, was best for moving forward.

**Discussion**: Summary Surcharge Statement (request from the Sanction Chair for clarifying surcharges).

Rules and Regulations are confusing to teams. This statement specifies when and where surcharges may be applied. This summary statement will be used by the Sanction Chair to help clarify to teams requesting to add surcharges to meets. Teams may reach out to the HoD if they wish to request surcharges outside of GASI Rules and Regulations

**Resolution**: as this statement is for clarification and states the specifics of Rules and Regulations the Sanction Chair is free to use as a quick summary.

**Discussion**: Concerns over number of hours invested in sanctioning meets. The volume of meets and late filing are adding manhours. A particular problem is Sanctions requested within 21 days or less. Waiting on facility approval plus easing of rules during COVID have both contributed to the problem. It would be easier to get the Sanction request earlier and make small changes than to wait until, for example, a facility is approved. It’s estimated that sanctioning is taking close to 1000 volunteer hours this year. BoD feels we need to ease back into the 45day rule. It was suggested that a $50.00 filing late fee should be applied for any meets requested within the 45day window.

**Resolution**: S. Potter asked M. Grant to have Sanction Chair (E. Pingel) put together a motion to bring to the BoD that once passed will be sent on to the HoD for the $50.00 late fee.

**Coaches Chair (J. Hunte)**. working with M. Green on ideas for making Coach of the Year, Age Group Coach of the Year and Elite Coach of the Year, more merit based. Focus will be on performances at state meets for Coach of the Year and Age Group Coach of the year. Elite Coach of the Year will be for coaches that take swimmers to Nationals. Still processing information received from previous state meets. Looking to see if there is value. Will continue to use current system for nomination and voting until new system is worked out.

Sent email today inviting coaches to 1st Coaches Zoom Education series. Topic will be “Swimmer Retention”. The idea is to share knowledge of what teams are doing in/out of water to retain their swimmers and make swimming more inviting in their community. All level coaches invited. Tuesday, November 23,2021, 12:00pm-1:00pm.

**Safe Sport (M. O’Shaughnessy)** Please use [safesport@gaswim.org](mailto:safesport@gaswim.org).

Report submitted. Focus is on ongoing training opportunities and a Safe Sport workshop this weekend. As Southern Zone Safe Sport chair coordinated a meeting for LSC Chairmen. Consensus was that it is getting harder to get buy in. Georgia has 24 teams certified with 10 undergoing process. Still missing approximately 10 teams.

**Discussion**: When hearing reluctance for buy in, has there been any discussion on the inherent flaws of the current program? M. O’Shaughnessy noted that he has discussed with Colorado that the program is complicated and clunky and needs to focus on ways of promoting Safe Sport and protecting athletes at the club level. There have been discussions on trying to streamline the program, making it an easier, more effective, and meaningful program. It was noted that the current program has helped to create an environment to deter predators but that there is the additional issue where USA Swimming is not always in control of facilities. The program is still being rolled out and it is a complicated process. Goal for Safe Sport is heightened awareness.

**Discussion**: Has the national committee considered that by limiting adults in locker rooms creates opportunity for peer-on-peer bullying which, according to the CDC, is a greater issue than adult on child predator relationships? Point has been addressed and current feeling is that keeping adults out has more benefit.

**Discussion**: It was noted that the current Safe Sport training takes 1 ½ hours to complete. Question was asked if other programs might be more time effective, mentioning specifically Darkness to Light, which is more concise yet still applicable. The national committee is aware of this issue.

**Athletes (Hanna Burke)** Filmed the Year in Review video which will be put out on the GA Swimming YouTube Channel. The Annual Food Drive dates will be November 22, 2021 – February 27, 2022, and it will include both monetary donations through an online link as well as donations at the State meets. Athletes Leadership Summit will be held late April/early May.

**Discussion**: S. potter noted it will be important to get the Year in Review video out to the Athletes Committee at USA Swimming. V. Burchill agreed

**Operational Risk (B. Kubik)** meeting postponed. 2 reported occurrences, both handled

# Old Business

None

# New Business

**Motion:** (H. Convery): to cancel the December 8, 2021 board meeting (S. Pepper seconded)

Vote: Unanimous approval

Resolution: December 8, 2021 BoD meeting cancelled

# Announcements

Next BoD meeting – Wednesday, January 12,2022, 8:30pm

# Adjournment

Meeting adjourned by S. Potter at 9:36pm

Respectfully submitted:

**Nancy Harmon**

GASI Secretary

October 21, 2021