



Gulf Swimming, Inc.
Gulf Swimming Board of Directors Meeting
January 15th 2020

Reminder: Next House of Delegates Meeting
January 29th 2020 **8:00 PM**

Reminder: Next Board of Directors Meeting
April 8th 2020 **7:30 PM**

Reminder: Next Technical Planning Committee Meeting
April 1st 2020 **8:00 PM**

Charlie Fry, General Chair, called the Gulf Swimming Board of Directors meeting to order at 7:30pm. Meeting was held at Marriott / Westchase, 2900 Briarpark Dr, Houston TX 77042.

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

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|--------------------------|------------------------|--------------------|----------------------|
| Charlie Fry | Paige Sikkema | Eddie Adams | <i>Mark Martinez</i> |
| Jennie Shamburger | Erik Cozzad | John Burke | <i>Mandy Norris</i> |
| Henry Clark | Jamie Morgan | Kate Zabler | |
| Bob Kizer | Katie Shelburne | Tom Hasz | |
| Dusti See | Jimmy Gavin | <i>Herb Schwab</i> | |

MISSION MOMENT: Charlie read Gulf LSC Mission Statement. *Gulf Swimming provides opportunities to learn, grow, and strive for excellence that develops leaders through competitive swimming.* He then read the Vision Statement for Gulf Swimming: *Competitive swimming for all.*

Motion to approve minutes from BOD meeting 10.9.19 was made and seconded. Minutes approved.

OLD BUSINESS: No old business.

CONSENT AGENDA: Charlie asked for agenda items in the Officer Reports that needed to be pulled for discussion. It was noted that officers could pull their own reports. Motion to approve all reports not pulled. Motion seconded. Consent agenda approved and noted below.

OFFICER REPORT
GENERAL CHAIRMAN

Charlie Fry

Items to be discussed under new business.

ATHLETE REPRESENTATIVES Report approved via consent agenda

Jamie Morgan

Executive Director Report

Julie Bachman

Report approved via consent agenda.

VICE – CHAIR

Paige Sikkema

Report approved via consent agenda.

SECRETARY

Jennie Shamburger

No report.

FINANCE VICE-CHAIR

Dr. Henry Clark

Reviewed budget with projected finish in red / actual finish in black. Athlete, Coach and Official reimbursement amounts presented for review not approval at this time. Comment by Tom H about Trials and payment for 10 full days. For Sr Zones at A&M in summer 2020, approval for \$300 athlete reimbursement amount even though meet held within LSC. Tom advised teams with three or more team travel meets not to claim Sr Zones as it is smallest reimbursement amount.

SENIOR VICE-CHAIR

Bob Kizer

No report.

AGE GROUP VICE-CHAIR

Dusti See

Report approved via consent agenda.

SAFE SPORT COORDINATOR

Erik Cozzad

Four Gulf teams now recognized as having completed USA Swimming Safe Sport Recognition program. This puts our LSC in top 5 in the country. Nine Gulf teams have started the process. Goal moving forward is to reach out to these teams and see how we can facilitate completion of items needed for certification. Safe Sport Mondays turning into Coaching Boys into Men (male) and Athletes as Leaders (female). APT training for non-athletes is yearly and expires one year from date of certification. Herb asked Erik to contact USA Swimming / Center for Safe Sport and see if certification can be aligned yearly.

COACHES REPRESENTATIVE

Louis Demtriades

Report approved via consent agenda.

COMMITTEES AND COORDINATORS REPORTS

OFFICIALS CHAIR

Donna Dormiani

Report approved via consent agenda.

SANCTIONS COORDINATOR

Natalie Melenric

No report.

TECHNICAL PLANNING

Clay Pruitt

Henry presented for Clay. Three things from most recent TPC meeting. Discussion about awards being distributed to visiting teams in a timely manner. Discussion about possible fines being imposed if awards not delivered within two weeks.

Should pre-seeded meets become deck seeded due to empty lanes with pre-seeding. Pre-seeding made sense with printed heat sheets, but now push of information to Meet Mobile is immediate. Clarification of single deadline for deck seeding rather than deadline by time of event. Concern about how this would affect young swimmers, but all swimmers need to learn this procedure. TPC would like to go to deck seeding for all events. Athletes would prefer deck seeding to empty lanes. Teams that automatically circle in all then fight the fines imposed for their no shows. Motion to make circle-in / deck seeding procedure at all Gulf sponsored meets. Motion seconded. TPC recommendation was unanimous. Understanding that a survey was requested rather than a motion from TPC meeting. Discussion about ease of pre-seeding for novice swimmers. Athletes suggested deck seeding at Champs meets but keeping pre-seeding at Open or Invitational meets. Because this would be a rule change, motion passed at BOD would then need majority vote at HOD to pass. Motion fails. Suggestion to move forward with TPC survey of LSC with the audience for the survey to be determined.

Set 2020-2021 schedule. Everything shifts a week. The correct schedule and report were not included with BOD documents for review. Oct. 20-11th weekend for Gulf Open. Following weekend, Open Water Champs. November Open 14-15th weekend. December Southern Sr Champs and 13 & Over Champs first weekend in December. 12 Under Champs second weekend in Dec and Gulf Champs third weekend in Dec. The January 2021 Open meet will be the first Gulf meet to be dropped. Feb. First Chance meet and SC Champs III will be same weekend of 13-14th. Champs I Feb 20-21. Champs II February 27-28th. Sectionals March 6-7th and TAGS following weekend. April Sprint meet 10-11th. April 17-

18 Gulf LC Meet. May 15-16 Sprint Meet and May 22-23 Gulf LC Meet. June 2021 Gulf meet dropped. July 10-11 Gulf AG Champs and Sprint Champs. Gulf Sr Champs and Summer Champs July 17-18th. TAGS July 24-25th weekend. No approvals needed – just dates review. Suggestion to attach correct documents to HOD information.

NTV COORDINATOR

Rick Kehlenbach Report approved via consent agenda.

RECORDS COORDINATOR

No report.

DISABILITY SWIMMING COORDINATOR

Jennie Shamburger No report.

EQUIPMENT COORDINATOR

Eddie Adams No report.

CLUB DEVELOPMENT LIASON

Dana Skelton Report approved via consent agenda.

DIVERSITY EQUITY INCLUSION COORDINATOR

Mark Martinez Report approved via consent agenda.

OPEN WATER COORDINATOR

Seth Huston Report approved via consent agenda.

SAFETY CHAIR

Todd Johnson No report.

CAMP COORDINATOR

Mandy Norris Question from Tom Hasz on number of camps planned for Gulf swimmers. AG report references the Summer Sanders meet and Duel in the Pool. OTC Gulf Select Camp under AG budget and not referenced in Camp report. Three camps under Camps report: DE&I Camp, Distance Camp and Gold Medal Clinic. Gold Medal Clinic will be held at U of H.

GOVERNANCE

Herb Schwab No report.

NEW BUSINESS:

A. Outreach Reimbursements: With changes voted on to Gulf meet schedule, the Outreach Reimbursement policy will also need to be changed. Tom Hasz presented new proposal to bring current reimbursement rates per event and per swimmer surcharge from up to \$5.25 and \$2 to a max of \$7 per event and \$3 for swimmer surcharges. If event cost is less, actual cost will be reimbursed. Max entry amounts are recommended based on averages. Proposal will need to be passed by HOD. Please send questions and feedback to Tom so final proposal can be presented at HOD meeting in January.

B. Unattached Officials: Unattached official fees are paid if they work Gulf Open meets. With these meets being phased out, a new policy is needed. Wording needs to be “active” Official working meet rather than specifying Gulf meets. If these officials work any meets in the Gulf, this fee should be paid. This is specific to unattached officials. Question about any advantage to being an unattached official vs attached to a club. Herb clarified that the word is “affiliated or unaffiliated”. No partiality is shown or assumed if designation is unaffiliated/unattached. If affiliated or attached, then club can be responsible for registration fees. Gulf LSC has never paid this fee for all officials. Suggestions included possibly paying if setting minimum number of meets/sessions rather than only unaffiliated. At some point, LSC could possibly cover this \$62 fee for all officials. Discussion only on this topic.

C. Records Coordinator Position: Charlie would like this position filled and open to membership. Club Portal currently updates records and generates this information. Could be brought into staff/office responsibility. This person would also be involved in Gulf Banquet recognition preparations. Julie will manage for the interim.

D. Mission Statement. Mission statement was reviewed and recreated at the Oct/Nov strategic planning sessions. New mission statement reads Gulf Swimming provides opportunities to learn, grow and strive for excellence, which develops leaders through competitive swimming. Wording “which develops” changed to “developing” with new statement now : ***Gulf Swimming provides opportunities to learn, grow and strive for excellence, developing leaders through competitive swimming.*** Motion to accept this as new mission statement made and seconded. Motion passed.

E. LEAP 3: Julie Bachman is working on LSC Leap Level III certification and will be reaching out to BOD members for documents and information needed. Suggestion to put LEAP award money into scholarship fund once created. Motion to take all LEAP certification award money and put it into Gulf Scholarship Fund. Motion seconded. Hasty Awards has also donated money to this fund and Gulf has matched it. There is currently \$4000 earmarked for the Scholarship Fund. Steve Hasty would like to be involved in this process. Julie recommends three people to formulate the scholarship requirements. Decision about Gulf matching Hasty funding amounts yearly will be made once rules and policies about scholarship are established. Amendment to motion to make the LEAP award from 2019 for \$2500 retroactively be put into this fund. Amendment seconded and approved. Motion with amendment passes.

F. Meet Fees Review: Initiative to investigate meet fees and amounts. Costs for hosting meets continue to rise. Possibility of raising meet fees should be looked at. USA Swimming has raised fees on national level meets. Complicated as to recommendations with costs per team for meet hosting aligned very differently. Thought that if same meet is at multiple sites, costs for meet entry fees should be the same, not different regardless of facility costs. Also, teams should not be allowed to bid on meet with lesser site costs and then change venue and raise fees from stated in bid. Gulf meet fees have remained the same for the past five years. This will ultimately only pertain to Championship meets as Gulf sponsored meets are phased out. If fees are increased by 30% for Championship meets, idea is that teams will bid with best facilities offered. Fees would go from \$5.25 to \$7 and relays from \$9 to \$12. Numbers will be put together and presented at HOD. If this is approved, would also change reimbursements for Outreach and that could be adjusted accordingly.

G. 2021 Meeting Schedule and Times (BOD, HOD, TPC, etc): Charlie and Julie to work on this with meeting times to be reviewed.

H. Coaching Clinic Update: Jennie reviewed attached report.

ANNOUNCEMENTS: Congratulations to NOCH for receiving USA Swimming Club Recognition Level III.

Motion to adjourn made and seconded. Motion passed. Meeting adjourned at 8:56pm.

Notes taken on 1.15.20 and formally recorded and submitted for posting 1.29.20 by Jennie Shamburger, Gulf Secretary. Minutes will be formally approved at next Gulf BOD meeting on 4.8.20.