



Gulf Swimming, Inc.
Gulf Swimming Board of Directors Emergency Meeting
March 25th 2020

Reminder: Next House of Delegates Meeting
April 22nd 2020 **8:00 PM**

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

Reminder: Next Technical Planning Committee Meeting
TBA

Charlie Fry, General Chair, called the Gulf Swimming Emergency BOD meeting to order at 8:03pm. Meeting was held via Zoom call due to COVID-19 protocols on in person meetings.

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

Charlie Fry	Erik Cozzad	Eddie Adams	<i>Herb Schwab</i>
Paige Sikkema	Jamie Morgan	John Burke	<i>Mark Martinez</i>
Jennie Shamburger	Katie Shelburne	Kate Zabler	<i>Donna Dormiani</i>
Henry Clark	Ainsley Dodson	<i>Tom Hasz</i>	
Dusti See	Jimmy Gavin	<i>Julie Bachman</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.*

NEW BUSINESS: A. Budget Update. Henry Clark reviewed the submitted document which included a budget analysis of monies refunded and meet cancellations and impacts of COVID-19 closures and cancellations. There were two final amounts based on motion to be presented regarding partial member dues refunds. Saved expenses equaled losses and the membership refund motion could be afforded without impacting the Gulf Budget. After motion for partial athlete membership refund to teams passed, budget was revisited. Membership payments will continue to be applied as received and the numbers in the report are based on last year's estimates. The total of refunds to be sent to teams (8300 athletes x \$15) in addition to the adjusted amounts for new members through the summer explains the \$214,000 loss.

B. What Can Gulf Do to Help? Tom has been clarifying the 501C rules regarding non-profits and no conflict of interest. The motion for partial membership dues refund has been reviewed by an attorney experienced with non-profit organizations and meets the non-profit mission. Any monies given back to teams must be reviewed to take care to not jeopardize our non-profit status as an LSC.

C. Motion for Partial Member Dues Refund. Any memberships that come in beyond today's date will be issued a credit for these payments. Clubs can decide whether to hold credit or be refunded these amounts for any additional memberships that come in. Charlie Fry presented the motion for a partial refund of Gulf Swimming's portion of premium athlete membership fees in the amount of \$15 per athlete registered to date (3/25/20). Motion submitted explained the issues at hand and what clubs cannot do and what the Gulf as an LSC can do to be able to refund this partial membership amount. Both non-profit and for-profit clubs that provide the same types of services qualify. Henry Clark motioned that we adopt this motion proposal and refund \$15 per athlete based on today's numbers and confirmation of information needed for receipt of payment as presented in the motion document. Dusti See seconded motion. Discussion about club that actually paid the original fee receiving the refund vs current club registered for swimmer. It was agreed to look at the current SWIMS database as of today's date and send checks to clubs based on those numbers. Question about the ability of a team to refuse the check. Clubs will be required to provide current and accurate information, so checks get to correct/responsible person for each team. Gulf office is encouraging EFT receipt of this payment. Teams will need to sign up and verify information to receive this method of payment. Clarification that this amount is a starting point and can be revisited in the future if additional funding is needed. This refund effort demonstrates the support that Gulf Swimming stands for and wants to provide for its clubs and members. Motion passes.

D. Coach Pledge. Document presented as a framework for a pledge among clubs and club leadership within Gulf Swimming. Discussion on head coach call addressed concerns among coaches regarding swimmers leaving clubs to go to other clubs with water access during the current COVID-19 related closures of facilities. Pledge does not apply to families moving into a new area or to another geographic location. The idea is to prevent swimmers moving from one club to another just to get immediate water time. Clarification that this isn't legislation but rather an agreement among teams not to recruit from other local teams. Spirit of document is solidarity and working together. Transparency is key. Some coaches felt that swimmers need to be allowed the opportunity to swim regardless of current club affiliation. Others hoped that coaches would contact one another if this situation occurred. Katie Shelburne emphasized the importance of teams working together to share water once restrictions are lifted. This idea was reinforced by the other athlete committee members and Jamie Morgan suggested that clubs who own their own pools could take the lead in inviting other teams to share water time. Herb Schwab was asked about legitimacy of the document. He clarified that it is non-binding and participation via signature would show cooperation. Julie Bachman and Dusti See to work on final wording of document with input from the athlete committee members and the final document will be sent to General Chair for review.

E. Liability Release Template for Clubs. Julie Bachman reviewed status of USA Swimming Insurance coverage with regards to remote dry lands / practices. The state of Texas has a strong background in businesses utilizing customer waivers. The Gulf LSC attorney has put together a waiver/release/parental guardian consent for clubs to send membership regarding remote dry land practices. The document is already posted on the Gulf website and has the strongest possible language. Clubs can use this document. Tom Hasz noted that the word "student" in the document should be changed to "athlete". This change is already reflected in the posted document. This protects the clubs and coaches within the Gulf LSC and does not protect USA Swimming. USA Swimming has stated that their policy doesn't cover remote activities and has put the burden on the LSCs and the clubs. There is also an option of outside coverage and that information will be shared when finalized. This waiver is

the best current option and follows the direction USA Swimming told LSCs to follow. Julie will share document with Lucinda at USA Swimming.

F. Fines Due. Paige Sikkema received the Gulf Office report regarding unpaid fines. She recommended not pursuing these payments at this time in light of current situation. Fines pertain to SC season just ended. Recommendation is to wait and see how things unfold. Tom Hasz has list of all fines already paid. Additional fines may be added based on Champs meets in Feb/March. Since actual fine payments aren't due until September, no motion is needed at this time.

EXECUTIVE DIRECTOR REPORT

Julie Bachman

Julie reviewed report and updates regarding collaborations with other LSCs including MIN, IL, IN, WI. All are working with the Gulf to share information and resources. The SBA has lots of information and contacts for teams. The Gulf website is still under construction but there is a specific landing site for clubs regarding COVID-19 information and resource links. Julie asked all to reach out to her if anything is needed or if she can help in any way. She has set up webinars with Hayes and Missy Johnson for some teams and is getting information out regarding other educational opportunities.

She is working on a document to help the LSC assess or reach out to clubs in need. All information in this document will be kept confidential. Tom Hasz clarified that any financial information provided cannot be shared. USA Swimming is also working on a similar document and sent it to LSCs to use to gather information about clubs to help gauge the need for specific services. It was recommended that clubs currently use the LSC document rather than waiting for USA Swimming to design programs to help with current issues.

ADDITIONAL TOPICS:

A letter is being prepared for all clubs and members stating what actions are being taken regarding meets/activities cancelled as well as expressing LSC support. Refunds for sanctions and equipment rentals for April have already been mailed out.

Charlie Fry thanked everyone for their hard work during this time and expressed confidence that Gulf Swimming will come out stronger when this situation ends.

Motion to adjourn meeting made and seconded. Meeting adjourned at 9:19pm.