

I. Roll Call

Meeting called to order at 7:40pm. Attending: Charlie Fry, Paige Sikkema, Travis Sandifer, Dusti See, Tanja Avant, Makayla Noe, Kate Zabler, John Burke. Gulf Staff: Tom Hasz, Julie Bachman. Coordinators: Gilbert Legaspi, Herb Schwab, Mark Martinez.

II. Mission Moment

Paige Sikkema read the Gulf Swimming 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 the minutes from 9.22.22 made and seconded. No discussion. Minutes approved.

- a. https://www.teamunify.com/gslsc/UserFiles/Image/QuickUpload/gulf-bod-minutes-9-28-22_097489.pdf

IV. Old Business

No old business.

V. Officer/Chairperson Reports

a. General Chair

1. December Championship Meets

Feedback about numbers of swimmers at each site was good. Question from the floor about time standards for AG Gulf Champs and 12 & Under swimmers not having meet choice while 13-14 year olds had that option. Philosophy behind meet formats for older swimmers was explained - allowing older swimmers to attend same meet helps smaller clubs. Point from the floor was lesser committed, younger swimmers had no choice but to drive to College Station. Question raised about 13-14 swimmers at Sr Champs not having dedicated finals like AG Champs. An A/B final and a dedicated C final for 13-14 can be an option.

2. Nominating Committee

Nominating committee is elected at the HOD meeting in January and will be placed on the agenda for that meeting.

3. BOD/committee responsibilities

Charlie attached report on BOD / Committee responsibilities so we can continue to move forward as an LSC. Julie encouraged everyone to review document and contact Julie or Herb with corrections and additions.

b. Age Group Vice Chair

Dusti See proposed a Developmental Series of meets because there is so much SC water during LC season. Free market system does offer these meets, but not every team can take part. She discussed proposed eligibility for this series of meets. She feels this discussion should be on agenda for HOD meeting. TPC Chair spoke to Gulf Swimming

only being responsible for Championship meets. Charlie asked that Dusti work with Kate Zabler and Jake Camp on a proposal.

Stroke Clinics possibly being proposed quarterly - could be two clinics on Saturdays and/or Sunday afternoons. These would be stroke specific at each clinic, including an Open Water specific clinic. Focus for these clinics would be more content than athlete clinician. Charlie spoke to OW clinics needing to be an OW venue to help prepare new swimmers for that kind of experience.

AG Chair working on Ladder of Success reports. Bag tags and caps will be awarded. Swimmer team designations will come from Gulf office.

Dusti spoke to looking at a travel meet option to include more swimmers. Not in the budget for this year. IMX scores could factor into team selection for this level of meet.

c. TPC

Gilbert Legaspi presented report with proposed LC Champs breakdown. Meet schedule needs to be voted on first - then qualifying and cut off times need to be established.

Question was raised about putting 13 U and 12 U Champs at end of the month. Gilbert spoke to other weekends being full and this allowing swimmers to train entire month. Athlete question about eligibility with AG Champs and if swimmers with cuts will be required to attend that meet. Eligibility by meet still needs to be established. After this is determined, then bids will open up for clubs. Officials meet staffing with multiple meets on same weekend should also be considered.

Some discussion about 13 & Overs and Sr Champs and possibly combining these meets for LC. Sr Champs usually small because of Sectionals and Futures. This may be part of discussion with requiring one or two cuts for specific meets.

d. Executive Director

OME is being tested by Illinois Swimming. Dr Henry Clark will be testing OME with an upcoming AGS meet. USA Swimming still requiring persons to contact them and generate tickets for any questions.

USA Swimming wants LSCs to be more a part of the USA Swimming branding. Julie is working with them and hopes to present new logo ideas for April meeting. These logos will give more identity and continuity to the programming we offer (Open Water Team, Gold Medal Clinic, Select Team, etc)

Duel in the Pool planning is moving forward. Dusti See will present idea about Clinic Series. Lily King will be clinician at next Gold Medal Clinic. Airfare for Duel in the Pool being looked at now. Questions about selection process and OME entry will be discussed.

1. Club Membership Breakdown

Julie Bachman discussed membership numbers. Gulf Swimming currently has 57 clubs registered with one pending. Administrative memberships for 501C3 entities (club BOD members) and existing registrations vs new registrations was highlighted in her report. Generating information from SWIMS 3.0 is frustrating. Question about virtual club status and IMX reports on the USA Swimming website. No confirmed date for these reports to be available.

Club membership numbers down because USA Swimming memberships were good thru 12/31/22 and now all swimmers have to re-register.

e. Finance

Travis Sandifer presented reports. Motion to approve reimbursements as presented. Motion seconded. Discussion about NCSA meet during spring break in Orlando - costs for the timing of this meet will be higher. Question about reimbursement for Sectionals because it's in our LSC and the possibility of a flat fee reimbursement because the flights for further travel may be prohibitive to families even with the set reimbursements. Normally, no reimbursements for in LSC meets with exception for National level meets. If this is added, will require a budget amendment. Charlie's recommendation / amendment for this meet would be a \$400 reimbursement for SC Sectionals and revisit airfare/hotel costs for NCSAs in Orlando. Tom clarified that airfare is revisited three to four weeks out from specific meets. Motion to amend motion and add \$400 for SC Sectionals at A&M to reimbursements for athletes and coaches for 2023. Amendment to motion seconded.

Question about this being for 2023 only. Answer yes - especially with airfare/hotel costs for Orlando/NCSAs. Question about measurable outcomes of reimbursements - are swimmers achieving higher level meets by being reimbursed at the levels we offer. This has not been studied and the data may be helpful. Question about offering need based reimbursements - as a non-profit, we have to offer the same to everyone going to the meet. Amendment to motion failed.

Suggestion to review airfare costs to Orlando prior to the HOD meeting. Discussion about reimbursement for Zones in Mississippi - it's the same as it's been for this meet at this location. This reimbursement amount was adjusted for West Va meet location. Current amount for this meet is \$400 per swimmer/coach/official. It was confirmed that proposal has been reviewed by the Officials Chair. Motion to pass athlete/coach/officials reimbursements as presented passed.

Review of 2022 Profit and Loss reports. Actual and unrealized losses noted. Balance sheet from 2021-2022 includes losses from investment and increase in programming costs due to more opportunities and benefits offered to LSC athletes. P&L budget vs Actual budget in line with projections. Monies have been well spent but yearly evaluation is necessary for a balanced budget.

USA Swimming requires an audit and procedures review. Decision needs to be made as to alternate years with audit and procedures review. Additionally, an outside entity audit

required if the LSC makes over a stated amount. The audit and tax return is approx \$14,000 and the procedure review and tax return is rough \$9000. Motion to alternate each year between full audit and procedure review - beginning with a review for 2023 and an audit for 2024 and then alternate every year. Motion seconded. USA Swimming is redefining procedures review - our LSC is working with a full procedural review. Motion passes.

f. Safe Sport

Tanja Avant presented report. She is working with Positive Coaching Alliance on creating programming and working with clubs to achieve Safe Sport recognition. Announcing coaching education at the March Coaching Clinic. Teams could also get points in April/May by attending Zoom meetings with PCA. Tanja will be meeting with USAS representative to confirm we are offering correct educational and information Safe Sport opportunities. She hopes to be a resource to clubs in the process of certification and clubs who haven't yet begun this process.. Changing mindset from "checking boxes" to a positive culture will be key. Certification must be redone every two years.

Clarification on required male/female Safety Marshall requirement at every meet is needed. Gulf Swimming requires Safety Marshalls should also be registered non-athletes. More information will be presented at the HOD meeting.

VI. New Business

Mark Martinez spoke to DEI grant opportunity for clubs in good standing. This grant requires club to be 51% female owned and/or minority owned. Inspire has partnered with City of Houston to offer free lessons during the summer. Flyer being created to be distributed and Inspire is looking for athletes to help teach lessons. Program will be run out of 4 pools. Background check will be required to participate per City of Houston.

Mykayla Noe said that Athlete committee planning beach clean up and will put word out about lesson program with Inspire.

a. Mission Statement

Mission statement must contain specific verbiage to maintain non - profit status based on IRS regulations. Currently proposed Mission Statement will be reviewed by task force and updated for presentation at HOD meeting.

Meeting adjourned at 9:31pm.