

I. Roll Call

Meeting called to order at 8:04pm. Charlie recognized Louis Demetriades for his dedication, commitment and excellence in coaching. The HOD observed a moment of silence in his memory. Attending: Charlie Fry, Paige Sikkema, Jennie Shamburger, Travis Sandifer, Henry Clark, Dusti See, Bob Kizer, Anna Lackner, Sami Johnson, Abbie Pearce, Louie Demetriades, Kate Zabler, John Burke, Eddie Adams. Gulf Staff: Julie Bachman, Tom Hasz, Loren Fischbach. Committee Coordinators: Brian Wall, Gilbert Legaspi, Herb Schwab, Dana Skelton, Mark Martinez.

Teams represented: AGS, AMBU, FCST, HYDR, KATY, MAC, NOCH, PEAK, SHRK, SPA, STA, SHAC, SSAN, TEST

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

Motion to approve HOD minutes from 4.21.21. Motion made by Eddie A and seconded by Dusti See. No changes or discussion needed. Minutes approved.

- a. https://www.teamunify.com/gslsc/UserFiles/Image/QuickUpload/gulf-final-hod-minutes-4-21-21_064069.pdf

IV. Old Business

No old business.

V. Officer and Committee Chair Reports

Charlie asked for approval by consent agenda. Motion to approve reports from General Chair, Sr Chair and Club Development made and seconded. All other reports pulled: Governance, Exec Director, Finance, TPC, Officials

a. General Chair

Report approved via consent agenda.

b. Governance

Two parts to report. One addresses how Gulf will choose reps for Annual Business Meeting. Gulf will now get four votes. BOD approved General Chair as permanent delegates. If Gen Chair also coach, one of the three coach votes allowed. If not a coach, only non-coach vote allowed. General Chair will nominate other people to be voting reps. Nominations will also be taken from the floor. Voting will happen prior to names needed for Annual Business Meeting.

Governance will propose changes to by-laws including DEI Chair as voting member and reducing Member at Large voting positions from three to two to keep voting members at 15 for our LSC. This will take place in January 2023 and transition plan will also be in place for period between Jan 1 and LSC elections in May. General Chair will appoint current BOD member as interim DEI Chair for the time between Jan 1 and May 2023. This information will be posted prior to HOD vote needed in January 2022.

c. Executive Director

Request to make edits for Gulf Coaches Assistance Fund as presented. Changes have been made by Julie and Tom. Eddie Adams made motion to approve Gulf Coaches Assistance Fund as presented. Mark M seconded motion. No discussion. Motion approved. Julie thanked the HOD for being the most progressive in USA Swimming.

Club Enrichment Series - low attendance for talks. Pending further evaluation with clubs, this project may be tabled at this time.

Lead Summit feedback and participation was positive. Proposal in January 2022 to continue sending Gulf LSC coaches to this event.

Find your Team programming (joingulfswimming.com) feedback has been positive. Some teams have not seen any membership inquiries. The FB algorithm is working. Julie asked for feedback from the room. Request was made for average followups / average of hits. Julie has all the click through / view numbers. Two clubs have had approx. 80 swimmers from this program. These numbers are encouraging. More information at January meeting. John Burke talking about having largest numbers ever and they feel it was a direct result of the advertising. Julie plans on sending a survey out to teams to gather more information.

Julie waiting on complete team registrations before distributing LSC numbers. Memberships can be broken down seasonal / Flex/ etc.

1. Gulf Coach Assistance Fund in honor of Louis Demetriades

2. Paypal link to donate to fund: https://www.paypal.com/donate/?hosted_button_id=59NFL8DLR9U4Y

d. Finance

Travis reviewed financial reports. We are currently showing a loss and actuals in P&L also show a negative actual vs budget through the third quarter. Keeping an exit strategy in mind for programming and revisiting splash fee reduction and reduction in registration fees recommended. Changes can be made for next fiscal year. Herb asked about drawing down balance which was a directive. Travis said strategies needed to keep from continuing down this path. Several BOD members spoke to these numbers being expected and felt positive about current status. Confidence that we will finish the year in the black.

BOD had approved Coach/Athlete/Official reimbursements for Winter US Open and SC Juniors West.. Motion to approve these reimbursements made and seconded. Henry asked that we keep track of airfare fees since pricing going up. He asked that adjustments be made if needed based on current and airfare trends. Herb clarified airfare based on costs three weeks prior to trips. He suggested approving these numbers as minimums. Friendly amendment that these numbers are minimum and each meet reevaluated for airfare cost changes three weeks prior to meet. Friendly amendment passed. Amendment presented to change reimbursement meet named from SC Juniors West to Junior Nationals. Motion made and seconded. Amendment passed. Motion on the floor to approve Coach/Athlete/Official reimbursements for Winter US Open and Junior Nationals with current airfare costs set as minimums and airfare will be reevaluated three weeks prior to actual meet. Motion passed.

e. Senior Chair

Report approved via consent agenda.

f. TPC

Gilbert presented time standards for Southern Sr Champs and Gulf Age Group Champs. Motion to approve time standards as presented. Motion seconded. Motion approved.

Champs meets in December - format approval needed. For Southern Sr Champs, 1000 will be on Thursday. Only 150 out of LSC athletes will be allowed (team that pushes number over 150).

13 & Over Champs same weekend - two cuts needed. Once entries received will be divided by percentages with two sites having different numbers of lanes.

14 & Under AG Champs - 13/14 need two cuts or up/down rule. 12 & Unders need three cuts and can then swim anything.

12 & Under Champs - scoring corrected from two years ago regarding relays. Relays now separated to allow for more accurate scoring. Formats won't be changing for Spring Champs 1 / 2 / 3.

In 2019, swimmers of any level were allowed to go to 13 & Over Champs - this will still be allowed. Motion to approve formats and changes for December meets as presented in Gilbert's report. Motion seconded. Motion approved.

Long Course bids up and link going up soon. Mark has link to give to Julie. Bids due November 8th. TPC meeting Nov. 10th and finalized at Jan 2022 meeting.

Move to approve formats for Spring Champs Meets as presented in Gilbert's report. No eligibility / time since requirement. Motion seconded. Motion approved.

g. Officials

Brian spoke to new certification guidelines presented. New open meet system makes certifications different because of so many localized meets. New guidelines will include an LSC evaluator for every position in every area of town. This will aid in local evaluations for officials. Brian working to get additional officials certified and making sure they are capable and knowledgeable for positions. Brian asked for questions from the floor. Terry Jones asked for clarification about meet refs needed for developmental meets and did they require as high a standard as those at upper level / regional / state and national level meets. There are two levels of meet ref certification to accommodate those who want to stay local. It was brought up about the Administrative Official training and the discrepancy in sessions required for qualification. Discussion at BOD meeting was to bring it to two sessions and remove the three recommendations and have it be two recommendations from AO or Meet Ref from one of the two meet sessions.

It was moved to table this discussion until revisions made and presented by Officials Chair. Motion was then tabled. Travis spoke to concern about a bottleneck at the Referee One level. Apprentice Referees have experience and his hope is that they are considered for full referee status. Brian spoke to those names on the list and how few have worked as referee apprentices. They have worked in other positions. It was requested that the USA Swimming requirements and other Texas LSC requirements are at present and how much more stringent or lenient are they compared to our requirements. Brian spoke to the USA Swimming requirements and how basic their language is. Travis spoke to idea of reviewing our guidelines for more flexibility in certification procedures. Brian spoke to the differences in structures for each LSCs. Other LSCs have mentors assigned to every apprentice. Discrepancy in numbers of officials by each club. North Texas AO requirements are more stringent. Our physical club locations much closer within our LSC as apposed to other LSCs which have pods based on cities. Brian spoke to these concerns based on need. USA Swimming considers this position (AO) as important and required. He is focused on making sure these positions are filled by people who are certified with experience running console and Meet Manager. Each level demands a level of experience and knowledge.

Coaches spoke to the amount of time it takes to get our officials certified and moved up. Coach noted her team ran through the pandemic - ten meets. They have expressed concerns about not being able to move through the officials certification processes with more speed. It was suggested to move forward with approving the guidelines. Issue is revised guidelines not included in board packet. Herb asked if these issues could be voted on at this meeting.

Brian spoke to all recommendations going from three being required to just two required. With the LSC evaluators, this will accelerate the process. People learn at different speeds and put out different efforts. Herb made a motion to accept the verbal report from Brian Walls reducing number of recommendations needed from three to two as well as corresponding changes to AO certification procedures and two sessions/two recommendations and revisit these issues in January 2022. Motion seconded. Bob asked for clarification that this just referred to the AO revised certifications and new number of required recommendations at two. Brian agreed. Motion passed. This will be revisited in January 2022.

Officials reimbursement proposals. Currently two meets per year - wanting to bring officials reimbursements to three per year in line with coach/athlete reimbursements. Officials only get benefits and ability to work up to national level certification. Working Pro-Series meets would be beneficial to officials. Proposal to add Pro Series meet and other Junior National Meet (in addition to one LSC athletes attending) to reimbursement schedule to aid them in higher certification. Motion to approve allowing officials reimbursements from two to three meets per year at same rate as coach reimbursements made by Bob K and seconded by Eddie Adams. Motion approved.

Motion to add official meets eligible for reimbursement to be National meets defined as Junior National level and above effective Jan. 1 2022. . For meets not on current schedule, they will be reimbursed at current Junior National meet level. Seconded by Henry Clark. Motion approved.

h. Club Development

Report approved via consent agenda.

VI. New Business

Preliminary 2022 reimbursement meets - there are holes in this report and Tom asked for all of these dates to be filled in. Tyr Spring Cup 4/29-5/1 with multiple sites. Only one summer Juniors - will be in Irvine. Futures in summer will not be on officials reimbursable meet list because below Jr National level. It is on reimbursable meet list for coaches / athletes.

It was brought up that coaches/athletes should be reimbursed for three meets per year at Jr National and above even if not on current list. Giving coaches/athletes the choice of meets would be better for each athlete's path. Charlie spoke to structure needed and current reimbursement schedule gives flexibility. This could be looked at for the future. Bob spoke to a meet being on the list to be reimbursed and it having to be approved. He asked Herb if anyone could motion to add a meet to this list at the HOD level. No limit to what can be proposed. John said if we are already looking at reimbursing Pro Series meets for officials, then coaches should be added to this list. Tim respectfully asked for a committee to be formed and recommendations presented to the body at a future date. Charlie asked for three people - Shawn Squires, Bob Kizer and Terry Jones , Louie Demetriades and an additional athlete in addition to Charlie Fry and Tom Hasz will bring recommendations to BOD/HOD.

Motion to adjourn made and seconded. Meeting adjourned at 9:37pm.