

# Florida Gold Coast Board of Directors Meeting

**November 14, 2017 @ Volunteer Park Recreation Complex,  
Plantation**

I. Call to Order- Allan Williams called meeting to order 9:04pm

II. Roll Call/Excused Absences

Chair-	Allan Williams-P	Guests:
Vice-Chair-	Jim McCombs -P	Melanine Andrews
Sr. Chair-	Sid Cassidy-E	Terrell Woods
Age Gr Chair-	Jennifer Gibson-P	Allan Golding
Coaches Rep (PB)(2yr)	Alf Aguirre-P	Liz Kershaw
Coaches Rep (B)(1yr)	Bruno Darzi-P	
Coaches Rep (D)(1yr)	John Turnipseed-P	
Treasurer-	Dick Cavanah -P	
Secretary-	Lori Bosco-P	
Official Chair	Steve Goldman-P	
Finance Chair	David Hammond-P	
Operation Risk Chair	Jimmy Parmenter-A	
Safe Sport Coordinator	Mike Averett-P	
Athlete Rep Sr. Rep	Kelly Fertel-Ex	
Athlete Rep (D)	Alicia Mancilla-Ex	
Athlete Rep (B)	Marta Ceisla-Ex	
Athlete Rep (PB)	Cameron Anderson-P	
At-Large-(1yr)	Gordon Andrews-P	
At-Large-(1yr)	Kathleen Klein-Prindle-P	
At-Large-(2yr)	Duffy Dillon-A	
At-Large-(2yr)	Gianluca Alberani-P	
Chair Advisor	Chris Anderson-P	

(Technical planning committee members: Vice-Chair -Jim McCombs, Sr. Chair- Sid Cassidy, Age Gr Chair Jennifer Gibson, Coaches Reps: Alf Aguirre, Brunno Darzi, Jeff Poppell, Official Chair Adam Zeichner, Athlete Reps: Kelly Fertel, Marta Ceisla, Alicia Mancilla, Cameron Anderson)

(Executive Board: General Chair-Allan Williams, Administrative Vice-Chair-Jim McCombs, Sr. Vice Chair-Sid Cassidy, Age Group Vice Chair-Jennifer Gibson Finance Vice Chair-David Hammond, Two Athlete Reps-Kelly Fertel and Cameron Anderson, and Coach Rep-Alf Aguirre)

III. Approval of minutes- May 23, 2017 meeting minutes.

**Motion: To approve May meeting minutes.** Jim McCombs **Second** David Hammond **Passed.**  
*No Opposed.*

IV. Officers Reports

- A. **General Chair** Allan Williams
1. Congratulations to the 2018 Board on earning their elected positions and Welcome new Board members-Terrell Woods, Chris Anderson (New Board Member Orientation hand out-attached below)
  2. USA-S report
  3. Hurricane Rebuilding-trip down from Miami to Key West to reach out to teams to determine the needs. Funding may be available through grants need to apply- will email teams the application.
- B. **Vice Chair** Jim McCombs (Technical Planning)
1. USA-S report.

**Motion: To approve sanction of swim meet for Pine Crest-the Panther Invite to be held February 10-11.** Jim McCombs. **Second** Lori Bosco **Passed.** *No Opposed.*

- C. **Athletes** Cameron Anderson (SR)/Marta Ceisla/Alicia Mancilla
1. No report
- D. **Coaches** Bruno Darzi (Sr rep)/Alf Aguirre (Jr Rep)/John Turnipseed
1. No Report
- E. **Senior** Sid Cassidy
1. No Report.
- F. **Age Group** Jennifer Gibson
1. The Tech Suit Use for Age Groupers Dilemma. Report as both USA Age Group Development Committee Chair & FGC Age Group Chair. Then, we need to have it open as a discussion. Task-New County Coordinators-poll coaches in their county for input.
  2. Review of USA Swimming's' LSC General Chairs Leadership Workshop-Nov 4-5, 201- (hand out attached below).
  3. Age Group Chair's Vision for 2018 (my perspective on my role & goals for it)
- G. **Registration** Dick Cavanah
1. Registration report- hand out report (attached below) and report to show trend or registration from 1994 to present (attached below)
- Treasurer** Dick Cavanah
1. Financial Report-Handout: Bank Balance-\$180,566; Wells Fargo Investments-\$597,514; Savings Account-Bank of American-\$74,402; Account

Receivables-\$540; Escrow Balances- -\$14,733  
and Unpaid Registrations- -\$24,867. Total of \$813,422.  
2. Will be printing and mailing out coaching cards.

**H. Officials**

Steve Goldman

1. USAS-S Report-(attached below). Have 12 clinicians available.

**V. Committee Reports**

**A. Safe Sport**

Michael Averett

1. No report

**B. Social Media:**

Kathleen Klein-Prindle

1. Swim Night- 11/15/2017. At Miami Heat.
2. info@Fl Swim network.com Putting together meet packages for team offering meets ranging from live streaming to announcer at meets. Email above if interested.

**C. Volunteerism/Social Events**

Lori Bosco

1. Swimposium- on April 8, 2018 will be held at Pine Crest. FGC will be paying this year. Will host a Break out clinic and a separate swim camp along with a parent, official, coaches presenters. Award ceremony will also held. Save the date!!
2. To purchase FGC table cloths to use at Swimposium/ALL Star Meet and ZONES as well as FGC HOD meetings.

**D. Financial investment:**

David Hammond

1. No Report

**E. Open Water**

Sid Cassidy

1. No Report

**F. Operational Risk Chair**

Eddie Wooling

1. Accident Report are on-line on FGC website under forms.

**G. Records/Times/NTV**

David Hammond

1. between month of October to 1<sup>st</sup> week of November entered-32 meets into SWIMS-if have swimmers who aren't in from a high school, send an email to David Hammond
2. will receive a lap top for easier download when traveling and issues

**H. Board of Review**

Allan Williams

1. No Report

**I. Disability Swimming**

Kirk Peppas/Sandra

1. No Report

**J. Outreach/Diversity** Kathleen Prindle

1. USA-S created a minor transgender athlete task force to recommend guidelines and policies relating to completion.

**VII. Old Business-**

A. Advertisement in Heat Sheets-discussion

**VIII. New Business – Action Items (Before 9:30pm)**

A. Name tags- get name tags for the BOD for each meeting

B. Coach mentor program- a national program from USA swimming grant program-each LSC needs to apply. Deadline is Dec 1

**IX. Announcement of New Teams** Dick Cavanah

A. Devil Ray Swim Club and another one West Boca.

1. Teams that host meet are not to take Unattached team files-as there are no unattached team. All Unattached swimmers that are not affiliated with an FGC team need to enter meet individually.

**X. Meeting Dates**

January 23, 2018 @ TBA

May 22, 2018 @ TBA

August 28, 2018@ TBA

November 13, 2018 HOD @ Plantation

**X. Adjournment** -10:07pm



# Florida Gold Coast Swimming

## New Board Member Orientation

### 1. Welcome & Introductions

#### 2. Relationship with USA Swimming

- USA Swimming is one of 47 National Governing Bodies (NGBs) members of the USOC (United States Olympic Committee). Florida Gold Coast (FGC) Swimming is one of 59 LSC (Local Swim Committee) members of USA Swimming. Florida Gold Coast Swimming values its partnership with USA Swimming and is an active participant in numerous national programs including:
- **Annual Convention:** The annual USA Swimming Convention is held annually in September. Attendance is based on position (General Chair, Admin Vice-Chair, Senior Chair, AG Chair, Coach Chair, and Athlete Reps) All participating BOD members are eligible to attend. If the number interested exceeds the budget, convention delegates will be selected by the GC based on attendance, length of service, and contributions to the LSC.
- **LEAP (LSC Evaluation & Achievement Program):** The USA Swimming LSC Development Committee administers USA Swimming's LEAP program, a process by which LSCs are evaluated and recognized each quad. LEAP consists of three levels with Level 1 being required once every quad.
- **National Committees:** Numerous FGC Swimming members serve or have served on various USA Swimming national committees.
- **Programs & Services:** USA Swimming provides a plethora of programs available to FGC Swimming and its member clubs.
- **Board Source Membership:** All LSCs and clubs by virtue of their membership in USA Swimming have free access to Board Source governance documents.

#### 3. Introduction to Florida Gold Coast Swimming

- **Core Values:** Commitment & Integrity
- **Mission Statement:** "To promote growth and development of a diverse community through education, innovation and commitment to excellence"
- **Vision:** "To create a community in South Florida which develops safety, fitness and competitive excellence through swimming"

#### 4. Philosophical pillars

- **Focus Areas:** Education, Communication, Governance, Performance
- **Core Objectives**
  - Monitor and Plan: Develop clear policies and procedures for items of greatest importance and lead LSC planning focused on these priorities to avert crises, when possible, and to prepare for them as necessary.
  - Mobilize and Deploy: Coordinate the deployment and implementation of LSC and USA Swimming resources in cooperation with staff and LSC committees to accelerate success.
  - Prepare Skills and Resources: Establish and manage an effective personnel base whose skills and job functions match the needs of the LSC and the membership as a whole.

- Learn From Experience: Incorporate best practices and lessons learned into functional changes in training, planning exercises, and operational capabilities that support improved performance.

#### 5. Florida Gold Coast Swimming Board Members

- **General Chair** – Operational Rules, Bylaws Administration, National Events, Governance
- **Administrative Vice Chair** – Tech planning coordinator, Annual competitive calendar, FGC Championship meets, FGC Championship time standards
- **Age Group Chair** – all in pool aspects of sanctioning meets for 14 & unders, Camps, Select Teams
  - The mission of the FGC Age Group Swimming is to provide opportunities for athletes, coaches, and parents so that each are equipped with the knowledge and skills necessary to achieve excellence and continue their climb up the ladder of success.
  - Philosophical pillars
    - Definition: Florida Gold Coast Age Group Swimmers are all swimmer 14& Under.
    - AG Swimmers should follow a progressive development plan.
    - Every level of the ladder deserves praise - then encouragement to press on.
    - Dealing with a wide array of athletes we need to meet the needs of all.
- **Senior Chair** - all in pool aspects of sanctioning meets for Open events or Senior events, Camps, Time standards.
  - The mission of the FGC Senior Swimming is to provide educational and competitive opportunities that will inspire, challenge, and support our swimmers, clubs and coaches in their efforts, to be successful at the highest levels of competition.
  - Philosophical pillars
    - Achievement of Senior Time Standard is the first step up the ladder of Senior Swimming excellence. Because Florida Gold Coast Senior Swimming is performance based, opportunities and rewards are increased as excellence is achieved.
    - Athletes, coaches and clubs are urged to work together to promote the sport and our LSC programming while striving to climb to the top levels in competitive swimming."
  - **Finance Chair** – Treasurer, Investment, Budget, Audit
  - **Officials Chair** – Officials, Officials Review, Regional Officials Reps
  - **Coaches Representatives**– Coach Education, communication with coaches in LSC
  - **Athlete Representatives** – will make up 20% of the FGC Board which is currently 3 members. Athletes will communicate with membership and help guide the LSC in the best interest of swimmers and the LSC

#### 6. Current Florida Gold Coast Swimming Board of Directors

- Officers & Terms of Office (See FGC By Laws)
- Elections (See FGC By Laws)
- Individual Job Descriptions (See Job Description Handout)
- Voting & Non-Voting Members
  - All member Chairs have a vote.
  - The Secretary has a vote.
  - All Athlete Reps have votes.
  - Committee Chairs have voice, but no vote.

#### 7. Florida Gold Coast Swimming Board of Directors Meetings



- All BOD members (voting and nonvoting) are expected to attend the BOD meetings Light dinners are served with every meeting.
- Voting members are required to also attend any planned FGC Swimposium.
- Non-voting members are encouraged to attend and participate in any planned Swimposium.
- Consent Agenda: The Florida Gold Coast Board of Directors meetings operate under a consent agenda. Board members are required to send in pre-meeting reports to the General Chair in advance of the meeting on the specified date and time. The General Chair then sends out the pre-meeting agenda which includes the reports in advance of the meeting. Board members are expected to read the reports and be prepared to discuss further.
- Board travel reimbursement is available. See form available on line at the FGC website under forms.
- Prepare for, attend, and participate in all meetings of the FGC Board of Directors.
- **Guidelines and Roles of Meeting Participation**
  - **Basic Rules**
    - Always do your best – be prepared
    - Treat others as you would like to be treated – everyone matters!
    - Always do the right thing – what is in the best interest of FGC
    - Take off your “club hat” when making decisions for the LSC
    - Roberts Rules of Order
      - Provide for an orderly discussion and offer a chance for everyone to be heard
    - Be brief, to the point and add to the discussion rather than being repetitive
    - Offer a solution or alternative to the matter being discussed
    - Respecting & Embracing Diversity of Opinion
  - Conflict of interest (See FGC By-Laws)

#### 8. Florida Gold Coast Swimming Board Member Expectations

- Operate as a team
- Support: All board members are expected to promote FGC Swimming programming within their clubs and “sphere of influence.”
- Responsibilities of Non-Profit Board Members – Major Categories: Trusteeship, Planning for the Future, Policy Setting & Enforcement, Funding
- Legal Duties of BOD members – Duty of Care, Loyalty, Obedience, & Transparency
- Accountability & Oversight

#### 9. Financial Policies

- Budget
- Audits

#### 10. Other – Questions?



**LSC DEVELOPMENT COMMITTEE**  
**2017 General Chairs Leadership Workshop Agenda**  
**November 3-4: Olympic Training Center – Colorado Springs**  
**YOUR JOURNEY TO BEING A GOLD MEDAL GENERAL CHAIR**

---

This weekend will enable LSC General Chairs and other LSC Leaders to:

- Understand and unleash the talents you have to be an inspirational leader in your LSC
  - Recognize and embrace the powerful influence you have as the leader in your LSC
  - Employ our collective intellectual capital to real challenges facing LSCs
  - Learn from other LSC leaders about how they are handling their biggest challenges
  - Network with and meet new friends with shared interests
- 

**FRIDAY, NOVEMBER 3: OPENING CEREMONIES**

- 7:00 – 7:10**    **Welcome and Introductions**  
*Laura Matuszak, LSC Development Committee Chairperson*  
*Arlene McDonald, LSC Governance Consultant*
- 7:10 – 8:00**    **The Olympic Pathway: The Quest for Gold Begins**  
*Laura Matuszak, LSC Development Committee Chairperson*  
*Jane Grosser, LSC Governance Consultant*
- 8:00 – 8:30**    **Lighting the Torch: Firo B**  
*Roberta Kraus, Center for Creative Leadership Senior Faculty*

**SATURDAY, NOVEMBER 4: TRAINING PROGRESSIONS LEADING TO A GOLD MEDAL PERFORMANCE**

- 8:00 – 12:00**    **Igniting the Fire: Boundary Spanning Leadership & Firo B**  
*Roberta Kraus, Center for Creative Leadership Senior Faculty*
- 12:00 – 12:15**    **Aspirations of a Gold Medal General Chair**  
*Paul Thompson, Workshop Task Force Member*
- 12:15 – 1:30**    **Lunch**
- 1:30 – 1:35**    **The Board's Journey to a Gold Medal Performance**  
*Cherita Gentilucci, LSC Governance Consultant*
- 1:35 – 2:00**    **Resources for the Journey: The Support Team**  
*Kara Raney, USA Swimming Communications Coordinator*  
*Shelly Rawding, USA Swimming LSC Development Committee*

(OVER)

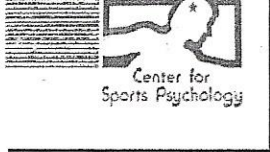


- 2:00 – 2:45** **Leading the Way – Holding the Torch High: Relationships & Operations**  
*Arlene McDonald, LSC Governance Consultant*
- 2:45 – 3:00** **Fueling the Fire: Tapping into the Wisdom & Energy of Our Team**  
*Jane Grosser, LSC Governance Consultant*
- 3:00 – 3:15** **Break**
- 3:15 – 4:00** **Leading the Way – Holding the Torch High: Culture & Strategic**  
*Cherita Gentilucci, LSC Governance Consultant*
- 4:00 – 5:00** **Closing Ceremonies: The Gold Medal Awards Ceremony**  
*Laura Matuszak, LSC Development Committee Chairperson*  
*Greg Evershed, Workshop Task Force*  
*MJ Truex, USA Swimming Director of Programs & Services*
- 7:00 – 9:45** **Let the Victory Celebration Begin: Social at Jack Quinn's**  
*Bus leaves the OTC at 6:45 PM; return bus pick-up at Jack Quinn's at 9:30 PM.*

# USA Swimming

## 10-Year LSC Growth Statistics

LSC	2007	2017	Increase	% Increase	% Increase
North Dakota	529	1,365	836	145.9%	1
Iowa	1,470	3,024	1,554	107.6%	2
Gulf	5,230	10,161	4,931	100.1%	3
South Texas	4,616	8,826	4,210	93.7%	4
Oklahoma	1,043	1,939	896	88.3%	5
Arkansas	1,009	1,828	819	78.2%	6
Arizona	3,271	5,655	2,384	78.1%	7
New Mexico	1,367	2,284	917	73.7%	8
Utah	2,347	3,948	1,601	65.8%	9
Florida	7,158	11,534	4,376	63.9%	10
North Carolina	6,294	9,943	3,649	63.9%	11
Midwestern	1,795	2,938	1,143	61.8%	12
South Carolina	2,106	3,313	1,207	61.0%	13
Potomac Valley	8,193	12,581	4,388	59.1%	14
North Texas	4,676	7,250	2,574	58.1%	16
Maryland	3,588	5,569	1,981	55.0%	15
Colorado	5,082	7,664	2,582	52.2%	17
San Diego-Imperial	2,640	4,007	1,367	50.8%	18
Snake River	916	1,371	455	48.9%	19
Metropolitan	7,984	11,521	3,537	48.5%	20
New England	6,756	9,846	3,090	47.2%	21
Southern California	15,746	23,094	7,348	46.3%	22
Minnesota	6,209	8,917	2,708	44.9%	23
West Texas	656	963	307	44.6%	24
Illinois	15,500	21,806	6,306	41.2%	25
South Dakota	845	1,266	421	40.9%	26
Michigan	6,882	9,708	2,826	40.3%	27
Middle Atlantic	8,279	11,570	3,291	40.2%	28
Florida Gold Coast	4,153	5,657	1,504	38.4%	29
New Jersey	7,386	9,976	2,590	37.3%	30
Hawaiian	2,363	3,253	890	37.0%	31
Central California	1,339	1,922	583	36.5%	32
Maine	822	1,132	310	34.5%	33
Wisconsin	5,386	7,306	1,920	34.2%	34
Connecticut	4,435	5,994	1,559	34.2%	34
West Virginia	539	700	161	34.2%	34
Pacific Northwest	5,102	6,872	1,770	33.8%	37
Louisiana	2,227	2,996	769	30.6%	38
Ohio	5,084	6,669	1,585	30.4%	39
Southeastern	6,356	8,232	1,876	30.1%	40
Lake Erie	3,139	4,105	966	29.5%	41
Wyoming	1,440	1,893	453	29.0%	42
Mississippi	1,218	1,568	350	28.2%	43
Kentucky	2,198	2,772	574	26.7%	44
Georgia	6,549	8,161	1,612	26.2%	45
Ozark	2,611	3,305	694	25.9%	46



# Roberta Kraus, PhD

## Sports Psychologist

Roberta V. Kraus is President of the Center for Sports Psychology in Colorado Springs, Colorado. The Center specializes in helping individuals and teams develop mental training strategies that lead to a consistent peak performance. Olympic, world and national champion coaches and athletes, collegiate and club programs, and high school athletes along with their coaches or parents have used these strategies successfully. She has adopted these techniques for senior leaders in the corporate, government, nonprofit, and educational work sector with a focus on the neuroscience of resilient peak performance under pressure.

Her international reputation comes from extensive experience with designing and implementing specific mental training programs on the subject of peak performance, team leadership, developmental coaching, group dynamics, communications, and motivation. In addition, Roberta facilitates custom client work in the area of individual, team, and organizational performance issues.

She was the Sports Psychologist for the USA Men's and Women's National Wheelchair Basketball teams who both won the Gold medal in RIO Paralympics. She also facilitates the Athlete Career Education *P.I.V.O.T.* (Consistent Top Performance with Life after Competition) workshops for upcoming and current retirees for both Team USA Olympic and Paralympic athletes.

Roberta has published a mental training drill book for coaches and athletes to assist them in customizing a specific mental training program for their athlete(s) throughout the competitive season. She has also co-authored a new portable deck of coaching cards utilized to help develop coaches' effectiveness. This "*Coaching Leaders Out-of-the-Box*" training tool is a useful way to enhance your skills as a coach in any walk of life.

Roberta has earned two master degrees in Education and Sports Psychology, and has a doctorate degree in Communications, specializing in its application to individual performance and team effectiveness in Sport Performance. Currently, she has received numerous international certifications in the field of neuroscience and brain-based performance coaching. She played competitive tennis and basketball at Montclair State University. She was an alternate to the Women's Olympic Basketball team and maintains an undefeated college tennis record. She has coached at the collegiate and high school level for 15 years.



Center for Sports Psychology

Colorado Springs, CO 80907

(wk) 719-635-9194

(fax) 719-227-0405

[robertakraus@msn.com](mailto:robertakraus@msn.com)



# FLORIDA GOLD COAST SWIMMING

## Registration Report

November 14, 2017

### A. Athlete & Non-Athlete membership report

<b>2017 – Athletes</b>	(Annual Swimmers)	5,641	
8/31/17	(Seasonal Swimmers)	<u>166</u>	
			<u>5,807</u>
<b>2018 – Athletes-to-date</b>	(Annual Swimmers)	<u>1,396</u>	
<b>2017/18 – Non-Athletes</b>			<u>460</u>
	(280 Coaches, 175 Officials & 5 Others)		

B. Registered FGC Clubs & Organizations for **2017**: 59

Richard Cavanah  
FGC Membership Chairman



## Registration Totals

Year	Annual	Seasonal	Total
1994	2800	252	3052
1995	2829	527	3356
1996	2873	581	3454
1997	3303	654	3957
1998	3227	726	3953
1999	3150	690	3840
2000	3346	376	3722
2001	3826	544	4370
2002	3611	560	4171
2003	3878	380	4258
2004	3955	492	4447
2005	3866	429	4295
2006	4078	362	4440
2007	4147	310	4457
2008	4522	302	4824
2009	5059	282	5341
2010	5132	330	5462
2011	4990	241	5231
2012	5042	330	5372
2013	6068	304	6372
2014	5624	198	5822
2015	5353	170	5523
2016	5323	167	5490
2017	5641	166	5807



Certified Officials	XJ (# w Sessions)	60d (# w Sessions)	Number of Clinics	Number of Trainees
174	9 (2)	4 (0)	16	69

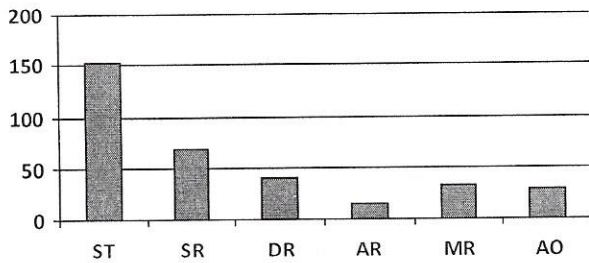
Officials Certification by Position

ST	CJ	SR	DR	AR	MR	AO	XJ	XS	XR	XA	YA
152	26	67	40	15	33	29	13	7	1	1	10

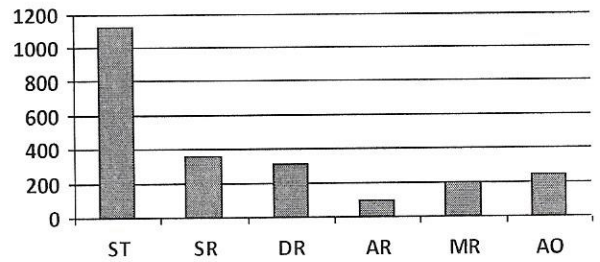
Sessions Worked in 2017 by Position

ST	CJ	SR	DR	AR	AO	MR	XJ	XS	XR	XA	YA	Total
1124	213	360	312	96	240	201	93	27	6	0	22	2694

Certification by Position



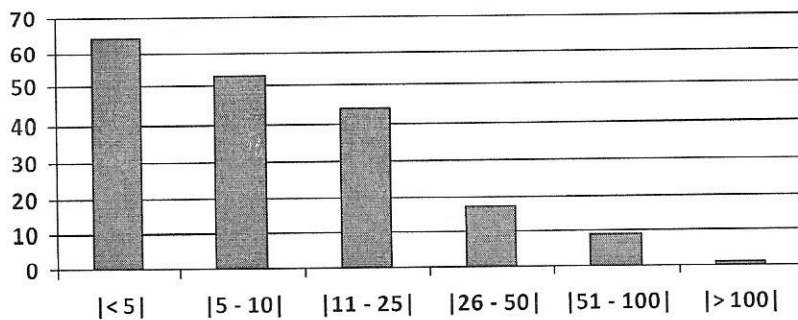
Sessions Worked in 2017 by Position



Distribution of Officials by Sessions Worked

< 5	5 - 10	11 - 25	26 - 50	51 - 100	> 100
64	53	44	17	9	1

Distribution of Officials by Sessions Worked



- ST Stroke and Turn Judge
- CJ Chief Judge
- SR Starter
- DR Deck Referee
- AR Administrative Referee
- MR Meet Referee
- AO Administrative Official
- XJ Stroke and Turn Apprentice
- XS Starter Apprentice
- XR Deck Referee Apprentice
- XA Administrative Referee Apprentice
- AO Administrative Referee Official