

**Florida Gold Coast
Special Board of Directors Meeting #3
April 21, 2020 via Video Conferencing**

I. Call to Order- Jennifer Gibson called meeting to order 6:34pm

II. Roll Call/Excused Absences

Chair-	Jennifer Gibson-P
Vice-Chair-	Alf Aguirre-P
Senior. Vice-Chair-	Chris Anderson-P
Age Gr Vice-Chair-	Liz Kershaw-P
Coaches Rep	Gordon Andrews-P
Treasurer/Registration Chair-	Richard Cavanah-P
Secretary-	Lori Bosco-P
Officials Rep	Steven Goldman-P
Finance Vice-Chair	Kathleen Prindle-P
D.E.I Chair	Rosemarie Knoll-P
Op Risk/Safe Sport Chair	Michael Averett-P
Athlete Sr. Rep	Kyle Kasztner-P
Athlete Jr. Rep	Chloe Hernandez-P
Athlete Rep	Benji Carey-A
Athlete Rep	Madelene Finks-P
At-Large-(1yr)	Bruno Darzi-P
At-Large-(1yr)	Christi Wathen-P
At-Large-(1yr)	David Hammond-A
At-Large-(1yr)	Allan Golding-P
Chair Advisor	Jim McCombs-P

(Technical planning committee members: Vice-Chair –Alf Aguirre, Senior Chair- Chris Anderson, Age Gr Chair-Liz Kershaw, Coaches Rep.-Gordon Andrews, Officials Rep-Steven Goldman, Athlete Reps: Kyle Kasztner, and Chloe Hernandez)

(Executive Board: General Chair-Jennifer Gibson, Administrative Vice-Chair-Alf Aguirre, Senior Chair-Chris Anderson, Age Group Vice Chair-Liz Kershaw, Finance Vice Chair-Kathleen Prindle, Coaches Rep-Gordon Andrews and Two Athlete Reps- Kyle Kasztner and Chloe Hernandez)

III. Purpose of Special Board Meeting #3 (6:40pm)

This meeting has been called to allow the FGC BOD to continue its discussions to organize going forward into LC Season with the ongoing disruption of the Coronavirus-COVID-19.

IV. Review/Vote Board Meeting minutes from April 7 & April 16, 2020

Motion: To approve meeting minutes April 7, 2020. Richard Cavanah. **Second** Steven Goldman. **Passed.** *No Opposed.*

Motion: To approve Grant meeting minutes April 16, 2020. Steven Goldman. **Second** Christi Wathen. **Passed.** *No Opposed.*

V. Review/Status of Old Business Presented

A. FGC-COVID-19 Follow up-Kathleen Prindle

1. **Thanks** to everyone for the help, written 15 team checks and have received 2 letters of appreciation so far.

B. General updates from USA Swimming with COVID-19

1. May Sanctions officially gone through May 31.

2. Updates from Strategy Team-USA Swimming

- a. more on the communication front-Updating website, media kits to be sent to teams, doing templates each team can use and talked about “re-launch” planning (when pools will open back up).

3. USA-Swimming Board Meeting Friday, April 24

4. **Looking forward to “Relaunch Planning”**-when open and how they open. Every facility will need to consider how many are on team, how can separate team for safety. Each team may have a different starting point. The good thing is that the 4 counties which make up FGC are all working together.

VI. Review of New Business Presented at March 20,2020 Board Meeting

A. Status of Long Course Season 2020-Alf Aguirre

B. Contact/Communication with FGC Jennifer Gibson

VII. Agenda (Action needs to be decided on each item)

A. Technical Planning-Alf Aguirre

1. Technical Planning committee meeting April 16

2. Long Course 2020 thoughts-“30/60/90” Motion-

- a. discussion of what to do with remainder of Summer 2020-

Motion: To accept proposal: Technical Committee plan for return to competition. Alf Aguirre. **Second.** Dick Cavanah. **Discussion.** (tabled)

Motion: To table proposal for further discussion. Allan Golding. **Second.** Steven Goldman. **Passed.** *1 Opposed*

Proposal:

FLORIDA GOLD COAST TECHNICAL COMMITTEE PLAN FOR RETURN TO COMPETITION

1. Florida Gold Coast Swimming will not sanction competition and will revoke existing sanctions for competition within its five counties until the expiration of USA Swimming's moratorium on sanctioned competition and for thirty days after the following conditions have been met:
 - a. The expiration of all State Emergency Orders mandating closure of nonessential businesses and recreational facilities.
 - b. The expiration of any applicable County Emergency Orders mandating closure of nonessential businesses and recreational facilities.
 - c. The lawful re-opening of a quorum of training facilities within a county.

2. Thirty days after the conditions set forth in #1 have been met within one of its counties, Florida Gold Coast Swimming may grant sanction for limited timed finals competition within that county provided all local and facility restrictions on public gatherings are met. Limited competition refers to:
 - a. Closed intrasquad meets and time trials.
 - b. Dual meets.
 - c. Virtual dual, double-dual, triangular, or invitational-style meets.

3. Sixty days after the conditions set forth in #1 have been met within one of its counties, Florida Gold Coast Swimming may grant sanction for size-restricted timed finals invitational-style meets within that county provided all local and facility restrictions on public gatherings are met. Size restrictions may include additional limits on:
 - a. Numbers teams attending.
 - b. Numbers of athletes.
 - c. Event entries.
 - d. Athlete entries.

4. Ninety days after the conditions set forth in #1 have been met within one of its counties, Florida Gold Coast Swimming may grant sanction for unrestricted invitational-style meets within that county provided all local and facility restrictions on public gatherings are met.

5. Ninety days after the condition set forth in #1 have been met within all of its counties, Florida Gold Coast Swimming may grant sanction for unrestricted LSC Championship meets provided all local and facility restrictions on public gatherings are met.

6. To maintain an orderly competition sanctioning process, Florida Gold Coast Swimming may, at its discretion, grant provisional sanctions prior to all applicable conditions being met for meets scheduled to take place after all applicable conditions are reasonably expected to have been met.

3. Championship Meet Dates 2021

Motion: To accept the following Championship dates for Spring 2021:

Sectionals-February 11-14, 2021 (FL-Swimming to host)

BC Champs-February 20-21, 2021

BB Champs-February 26-28, 2021

Junior Olympics-March 12-14, 2021

Senior Champs-March 19-21, 2021

Alf Aguirre. **Second.** Jim McCombs. **Passed.** No Opposed.

Motion: To approve February 8-14,2021 as “black out” dates (no swim meets permitted). Alf Aguirre. **Second.** Jim McCombs. **Passed.** No Opposed.

4. Championship Meet Hosts (2021-2022)

Motion: To accept the following Championship dates for Summer 2021:

BC Champs-July 2-3, 2021

Sectionals-July 9-11, 2021 (FGC-Swimming to host)

BB Champs-July 16-18, 2021

Junior Olympics-July 22-25, 2021

Senior Champs-July 30-August 1, 2021

Alf Aguirre. **Second.** Lori Bosco. **Passed.** No Opposed.

Motion: To approve June 21-27, 2021 as “black out” dates (no swim meets permitted). Alf Aguirre. **Second.** Dick Cavanah. **Failed.** (5-10)

Motion: To award the host of the Summer JO’s-2020 (North Palm Beach/Martin County) and Sr. Champs-2020 (Coral Springs) the meet for the next two years (Summer 2021 & 2022). Alf Aguirre. **Second.** Gordon Andrews. **Passed.** No Opposed.

5. Cancellations of post-season Zone Meets-Liz Kershaw-no report

B. Contact/Communications with the FGC Coaches/Athletes-Jennifer Gibson

1. First FGC Coaches ZOOM meeting Tuesday April 14

Had 50% participation with one hour talk with FGC Board and the second hour hosted by Eddie Reese and Brendan Hansen.

2. Thoughts/Ideas/Scheduling of Future Talks

Every week will have something going on. (See schedule below). Suggested an array of talks with different athletes and Coaches. Alia Atkinson will present the first talk to athletes 13 and Over on Wed, April 29-5-6pm. Task-how to get out to athletes—social media will be discussed at a future meeting.

3. **Coaches Support Network Committee**-Gordon Andrews, Liz Kershaw and Jennifer Gibson will meet immediately following ZOOM meeting.
4. **Use of Website**-Dick Cavanah reported about getting help to upgrade website. Working on improving. Should get a new look this week.

C. FGC/USA Coach Mentoring Program 2020-Jennifer and Bruno

1. **2020 Info:** (attached)
 - a. Headed by Bruno Darzi (Developed grant 2018); with Coaches Rep-Gordon Andrews and General Chair-Jennifer Gibson
 - b. Excellent opportunity-had four (4) in 2019
 - c. The 2019 recipients will start speaking at our next meeting & owe us Swimposium Volunteer hours as part of receiving the grant.

D. Board Member Status-Jennifer Gibson and Richard Cavanah

1. **All board members need to be active, including athletes.** All Board members need to be a Non-Athlete member in good standing. Discussion. In by-laws set up for 18 board members, currently have 19 board members.

Motion: To remove David Hamomnd from FGC Board. Chris Anderson. **Second.** Brunno Darzi. **Withdrawn. (needs 30 days notice from General Chair).**
(Jennifer Gibson to write a letter also addressing the NTV position)

2. **Moving forward**, any board member or athlete not reaching out to the General Chair, will be recorded as Absent. If any board member cannot attend a meeting; they need to send an email to the General Chair.

Needed Committees-Ongoing

Technical Planning Committee-Alf, Chris, Liz Allan G, Gordon, Bruno, Athlete?
Grant Committee-Kathleen, Dick, Liz Bruno, Steven, Chloe, Kyle, Kathy F-Done?
Athletes In Support-Kathleen, 4 Athlete Reps?
Coach Support Network-Gordon, Jennifer, Chris, Alf, Christi
Swimposium-Lori, Jennifer, Mike, Cathy Rosemarie, Athlete
Website Upgrade-Dick, Bruno, Jim McCombs

VIII. New Business by 8:10pm

IX. FGC B.O.D 2020 Meeting Schedule

A. Meeting Dates

1. Wednesday, April 29-FGC Coach/Athlete Speaker
2. Tuesday, May 5-FGC Board Meeting time-TBA
3. Tuesday, May 12-FGC Coach/Athlete Speaker
4. Tuesday, May 19-FGC Board Meeting time-TBA
5. Tuesday, May 26-FGC Coach/Athlete speaker
6. Tuesday, June 2-FGC Board Meeting time-TBA
7. Oct 24 & 25-FGC weekend (HOD and Swimposium)

IX. Adjournment -8:44pm

Motion: To adjourn. Christi Wathen. **Second.** Kathleen Prindle. **Passed.** *No Opposed.*



[FGC Coach Mentoring Grant Program Guidelines](#)

Purpose: Create a coach mentoring program for club coaches in the Florida Gold Coast (FGC).

Many successful coaches talk about how they were mentored earlier in their career. This program is intended to create a practical and affordable means to connect inexperienced coaches with a veteran coach to aid in the development and education of the coach. The program may also allow veteran coaches to further expand their knowledge by providing the same means provided to novice coaches.

Program Description:

The selected coach will have the opportunity to visit registered clubs within the USA. The FGC and USA Swimming funds will cover the coach's expenses up to \$1,200.00.

The club visit must not be longer than 3 days. If club visit exceeds 3 days, the coach will be responsible for all the additional expenses after the 3rd day.

What is covered: Transportation expenses (including airfare, car rental), lodging and meals (up to \$50 per day). If a car rental is not needed, the coach may request mileage reimbursement. FGC will refund mileage based on the current federal rate. Coach must provide copy of all receipts related to the club visit before receiving funds from FGC.

What is not covered: Alcoholic beverages, meal totals exceeding \$50 per day.

Within 2 weeks upon completion of the club visit, the mentored coach(es) must provide a detailed written report, to the LSC General Chair, Jennifer Gibson, outlining what they learned about their experience. They must share their experience to all coaches present at the next FGC Board meeting. Mentored coach(es) will only receive funds for their expenses **after** providing the expense summary and written report.

FGC Contact Information - FGC Coach Mentoring Committee
General Chair – Jennifer Gibson – jengibson60@gmail.com
Coaches' representative - Gordon Andrews - gmand688@bellsouth.net
FGC Board Member - Bruno Darzi – Bruno.darzi@gmail.com

The Florida Gold Coast will select up to five (5) FGC coaches from FGC registered clubs to participate in the coach mentoring program. Applications from coaches without a club representation will not be accepted.

Mentoree and Mentor Coaches must fill out the attached application form and submit it to the FGC Chair by **July 1st, 2020**. All applications will be reviewed by the FGC Coach Mentoring Committee.

Selected coaches may re-apply for future Mentorship Grant Program after being selected. However, priority will be given to coaches that were not selected in prior years.

There are two ways for coaches to qualify for participation in this program, called Tier 1 and Tier 2. Tiers are based on years of on-deck experience to allow for a proper match with mentors.

Mentoree coach minimum requirements for Tier 1 level applications:

Mentoree coaches must meet all of the minimum requirements in order to apply for the mentorship program. See below the guidelines:

- a) Must be an USA Swimming registered coach in good standings with the FGC (with all the certifications up-to-date) and currently working at one of the FGC registered clubs for at least 1 year (calculated based on registration date on file with the LSC Registration Chair).
- b) Must have less than 5 years of coaching experience.
- c) Must submit resume along with the application form.



Mentoree coach minimum requirements for Tier 2 level applications:

Mentoree coaches must meet all of the minimum requirements in order to apply for the mentorship program. See below the guidelines:

- a) Must be an USA Swimming registered coach in good standings with the FGC (with all the certifications up-to-date) and currently working at one of the FGC registered clubs for 5 years or more (calculated based on registration date on file with the LSC Registration Chair).
- b) Must have 5 or more years of coaching experience.
- c) Must submit resume along with the application form.

Priority will be given to coaches of Tier 1 level. If the committee does not receive enough applications, a coach from a Tier 2 level may be selected.

The selected mentoree coach may make travel arrangement only after the application has been approved by the committee. Mentoree is responsible for making all the arrangements and work out all the logistics of the visit with the mentor coach. Club visitations for 2020 should be scheduled between the time frame of **September 1 through December 31, 2020.**

Only one coach application per club will be accepted per calendar year.

Final reimbursement request is due by **December 2nd**.

Mentor coach minimum requirements for application:

Mentor coaches must meet all of the minimum requirements in order to become a mentor for the program. See below the guidelines:

- a) Must be an USA Swimming registered coach in good standings with the FGC (with all the certifications up-to-date) and currently working at one of the FGC registered clubs for at least 3 years (calculated based on registration date on file with the LSC Registration Chair).
- b) Must have at least 5 years of coaching experience.
- c) Preference will be given to Head Coaches responsible for most, if not all, aspects to their program operations.
- d) Must submit resume along with the application form.

Mentor coach who receives a visiting coach will receive a gift card in the amount of \$100 from the LSC per visit for up to 3 visits (\$300) during the calendar year. Funds will come from the Mentorship Program Funds.

The FGC does not, and shall not, discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.



2020 FGC Mentorship Program – MENTOREE Application Form

Name:

Club:

USA Swimming number:

Coaching Experience:

Age group currently working with:

Starting date of employment with current club:

Address:

Phone number:

Email:

Top 5 programs you intend to visit:

Reference name and contact information (phone number and email):

Please explain why you should be selected as a mentoree for the FGC Mentorship Program:

Please email applications to Jennifer Gibson (jenngibson60@gmail.com).

PLEASE ATTACH YOUR RESUME WITH THE APPLICATION



2020 FGC Mentorship Program – MENTOR Application Form

Name:

Club:

USA Swimming number:

Coaching Experience:

Age group currently working with:

Starting date of employment with current club:

Address:

Phone number:

Email:

Please explain why you should be selected as a mentor for the FGC Mentorship Program:

Please email applications to Jennifer Gibson (jenngibson60@gmail.com).

PLEASE ATTACH YOUR RESUME WITH THE APPLICATION