Florida Gold Coast Special Board of Directors Meeting #2 April 7, 2020 via Video Conferencing

- I. Call to Order- Jennifer Gibson called meeting to order 6:35pm
- II. Roll Call/Excused Absences

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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-Ex
Athlete Rep	Madelene Finks-Ex
At-Large-(1yr)	Bruno Darzi-P
At-Large-(1yr)	Christi Wathen-P
At-Large-(1yr)	David Hammond-Ex
At-Large-(1yr)	Allan Golding-P
Chair Advisor	Jim McCombs-Ex

(**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 #2 (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, that is now a long-term matter.

Motion: To approve meeting minutes January 21, 2020. Liz Kershaw. Second Christi Wathen. Passed. *No Opposed.*

Motion: To approve meeting minutes March 20, 2020. Liz Kershaw. Second Christi Wathen. Passed. *No Opposed.*

Motion: (via internet vote) To approve Grant Application as presented. Kathleen Prindle. Second Dick Cavanah. Passed. *No Opposed.*

Motion: (via internet vote) To approve Grant Guidelines. Kathleen Prindle. Second Dick Cavanah. Passed. *No Opposed*.

- IV. Review of Old Business from March 20, 2020 FGC Board Meeting (See Agenda)
- V. Review of New Business from March 20, 2020 (See Agenda)

VI. Agenda

A. Status of Coronavirus Relief Grant-Kathleen Prindle 1. Update-grant temporary window April 3-13, 2020

- Next Steps: (1)-finalize letter of agreement in which all teams who apply for grant must sign before receiving any funding. The letter outlines all tasks each team must accomplish upon receiving funding, (2)- Each team must provide receipts to show how money was spent, and (3) provide a crisis management plan
- 3. Creating a grading rubric to validate all applications.
- 4. Will require a one-hour Board Meeting on Thursday, April 4/16-5pm to vote for grant recommendations presented from Grant committee. (make sure all ground rules are followed- As this is the first time this grant has ever existed, any time that the grant is talked about, notes need to be specific and if any board member that may be impacted must recluse themselves by leaving the room)
- **5. Grant committee will meet after the close of the grant deadline**. The committee will vote on individual applicants and then will bring recommendations to the board.

B. Status of Long Course Season-May to August 2020

- **1. The mouth of May is gone!** This will be announced within the week by USA Swimming, as they are working on a 45-day schedule.
- 2. Feedback from scheduled meets-April and May: Allan Golding-(See attached list) Alf Aguirre--technical planning will get together this week to see

the best way to precede to get through summer. To add Allan Golding and Christi Wathen to committee.

C. Contact/Communication with the FGC

1. FGC Coaches support Network

a. Mike Averett-contacted every team in the LSC about getting each team safe sport recognized.

2. FGC Coaches Meeting held as a ZOOM or webinar basis.

a. Tuesday, April 14, 2020 at 5:30pm-6:30pm meeting with all the FGC coaches and the FGC Board

b. Tuesday April 14, 2020 at 6:30pm-7:30pm-Brendan Hansen and Special guest-Eddie Reese to do a Questions and Answer session with all the FGC coaches

3. Club Questionnaire- done in connection with USA-S and the LSC meeting for all the clubs to complete to give more insight into what their club may need-strengths and weaknesses. Will be sending an email to teams. (no connection to the Grant application)

4. Coaches Support Committees?-

D. Needed Committees

- 1. Technical Planning Committee-see under roll call
- 2. Grant Committee-Kathleen Prindle, Dick Cavanah, Liz Kershaw, Bruno Darzi, Steven Goldman, Chloe Hernandez, Kyle Kasztner, Kathy Fish,
- **3.** Athletes in Support-Kathleen Prindle, Cathy Silveira, Chloe Hernandez, Kyle Kasztner, Benji Carey and Madelene Finks
- 4. Coach Support Network-Gordon Andrews, Jennifer Gibson, Chris Anderson, Alf Aguirre and Christi Wathen
- **5. Swimposium**-Lori Bosco, Jennifer Gibson, Mike Averett, Cathy Silveira, Rosemarie Knoll
- **6.** Website Upgrade-Dick Cavanah, Bruno Darzi, Jim McCombs, Chloe Hernandez and will also contact Don Henshaw (FL swimming).

VII. New Business-Any NEW Business by 8:10pm

- A. Update Rules and Regulations-Dick Cavanah already started.
- B. Swimposium Update-agenda in the works- Oct 24, 2020-FGC Saturday-

different workshops and seminars-certifications for coaches, maybe guest speaker for the coaches and officials. HOD meeting 4pm-6pm and then a Board meeting. Oct 25-swimposium only for swimmers and the athlete awards.

C. Dick Cavanah- a great time for Coaches to get up to date with Background checks, on-line training-Safety Training for Swim Coaches. (Gordon Andrews will send out to coaches)

V11I. FGC B.O.D 2020 Meeting Schedule

A. Meeting Dates

- 1. Tuesday, April 14-FGC Coaches Webinar (5:30pm-7:30pm)
- 2. Thursday, April 16-FGC Relief Grant Vote (5:00pm-6:00pm)
- 3. Tuesday, April 21-Board Meeting (6:30pm-8:30pm)
- 4. May
- 5. Aug
- 6. Oct 24 & 25-FGC weekend (HOD and Swimposium)

IX. Adjournment -8:10pm

Motion: To adjourn. Liz Kershaw. Second. Dick Cavanah. Passed. No Opposed.

FGC Coronavirus Relief Grant - Final 1

Section 1 of 6

FGC Coronavirus Relief Grant #SupportOurClubs

Goal: To support the FGC youth aquatic sports industry by granting a one-time opportunity for clubs to apply for disaster relief funds. This immediate, short-term relief is intended to provide clubs with potentially necessary funds to continue to pay fixed expenses such as rent, payroll, gym fees and/or accounts payable at a time when daily operations have been impacted due to Coronavirus closures. In return, clubs commit to innovative action and proactive decisions for the benefit of the FGC athletes. This grant will then provide club leaders time to adapt and institute a longer-term plan for the Coronavirus pandemic.

One application per club will be accepted. Electronic application only. The application window will be 5:00 PM EST on April 2, 2020 until 5:00 PM EST, April 12, 2020. Applications received after the deadline will not be considered.

Email address

*

This form is collecting email addresses. Change settings

After section 1

Section 2 of 6

Contact Information

Head Coach's Full Name

*

(Last, First)

Telephone Number

*

After section 2

Section 3 of 6

Club Information

USA Swimming Club Name

*

*

Club Name Trade Name/DBA (Doing Business As)

*

Is Your Club in Good Standing

Question Type

Rows

1.

Florida Gold Coast

<mark>2.</mark>

USA Swimming

<mark>3.</mark>

<mark>Columns</mark>

<mark>Yes</mark>

<mark>No</mark>

USA Swimming Club Affiliate Information

*

Is a larger entity beyond your club (i.e., Boys & Girls Club, City Affiliate, College/University, Country Club, Health & Fitness Club, Hospital, Jewish Community Center, Park & Recreation Department, Private School, Public School District, Summer Club or Homeowner's Association, YMCA, YWCA, etc.) paying your team's operating expenses? If yes, please explain why you believe your club should still receive aid

Yes (Please explain below why you believe your club should still receive aid)

No

USA Swimming Club Affiliate Information Explanation

USA Swimming Club Affiliation

*

Boys & Girls Club

City Affiliation

<mark>Club Owned</mark>

Coach Owned

College/University Country Club Health & Fitness Club **Hospital** Jewish Community Center Park & Recreation Department Private School Public School/District Summer Club or Home Owner's Association **YMCA** <mark>YWCA</mark> Other (please describe in detail below) **USA Swimming Club Affiliation** Please describe, in detail, other club affiliation After section 3 Section 4 of 6 **Determining Disruption Determination of Disruption** * Yes No N/A Has your CLUB experienced disruption Has your CLUB experienced financial hardship as a result of the current pandemic pool closures Has your STAFF experienced disruption Has your STAFF experienced financial hardship as a result of the current pandemic pool closures Have YOU experienced disruption Have YOU experienced financial hardship as a result of the current pandemic pool closures Other (describe in detail below) **Determination of Disruption - Other** Please describe, in detail, how the current pandemic has impacted you and/or your team in other ways Determination of Disruption

*

0 - 20% 21 - 40% 41 - 60% 61 - 80% 81 - 100%

In terms of your USA Swimming Club personal coaching income, what percentage is derived from working with your club

In terms of your USA Swimming Club's Staff's coaching income, what percentage is derived from working with your club

Are there other mitigating factors, which you would like to share, in support of your request, for this one time FGC Coronavirus Relief Grant

What Would Your Club Do With Emergency Funds

*

Yes No N/A

Accounts payable

Pay gym fees

Pay pool rental

Pay self

Pay staff

Other (describe in detail below)

What Would Your Club Do With Emergency Funds - Other

Please describe, in detail, how you would use the disaster relief funds to support your team

After section 4

Section 5 of 6

Innovative Opportunities and Moving Beyond Coronavirus Together

Describe some ways your club will innovate in response to the coronavirus pandemic. For example, online clinics, video conferencing, etc.

*

Let's Move Beyond Coronavirus Together, My Team Agrees To:

*

Please select two or more ways your club will contribute to the Florida Gold Coast LSC prior to 2021.

Yes No

Complete Safe Sport Club Recognition (within 90 days of re-opening) Host an in-person clinic for your coaches and/or other club's coaches Host Online Clinic for staff and/or LSC Coaches Host in-person clinic for your swim officials and/or other club's potential swim officials Host Online Clinic for my parents and/or other team parents to become Swim Officials Share online content with other FGC teams Volunteer time at SwimPosium Volunteer at one or more LSC Events Other (describe in detail below) Let's Move Beyond Coronavirus Together, My Team Agrees To: Please let us know how your team is going to continue its active involvement in FGC Swimming FGC Coronavirus Relief Grant #SupportOurClubs

Goal: To support the FGC youth aquatic sports industry by granting a one-time opportunity for clubs to apply for disaster relief funds. This immediate, short-term relief is intended to provide clubs with potentially necessary funds to continue to pay fixed expenses such as rent, payroll, gym fees and/or accounts payable at a time when daily operations have been impacted due to Coronavirus closures. In return, clubs commit to innovative action and proactive decisions for the benefit of the FGC athletes. This grant will then provide club leaders time to adapt a longer-term plan for the Coronavirus pandemic.

Implementation: \$85,000 has been approved for disbursement through the FGC Coronavirus Relief Grant. Monies will be provided to teams that have met the guidelines and submitted by the 5:00 PM EST, Friday, April 12, 2020 deadline. Amount received will vary from \$1,500 - equal distribution of all approved funds, totaling no more than the approved \$85,000, based on the number of approved applications.

After section 5 Section 6 of 6 Electronic Signature I agree that everything on and attached to this form is correct, complete and accurate to the best of my knowledge.

Name of Individual Submitting Application

*



COVID-19 Relief Guidelines: FGC Coronavirus Relief Grant (#SupportOurClubs)

Prepared By: The Florida Gold Coast Board of Directors Released: April 2, 2020

The 2020 Coronavirus (COVID-19) outbreak has sparked an unprecedented worldwide pandemic. Local, State, and National government agencies urged a nationwide halt to normal business operations and group gatherings. In the sport of swimming, this includes cancellation of swim events worldwide. In Florida, every locality is experiencing suspension of team training and practices. Widespread (possibly complete) pool facility closures and beach closures have occurred to the Florida Gold Coast teams throughout Broward, Martin, Miami-Dade, Monroe, and Palm Beach Counties. This caused significant disruption to club business operations within our Florida Gold Coast LSC.

The immediate financial impact on our US economy, especially small businesses, is dramatic. **Clubs/teams are experiencing an urgent need for support through this abrupt and unforeseen cessation of training fee revenue**. The impact on coaches is immediate as employers and business owners are forced to make difficult staffing and facility decisions. However, to lose even one club to COVID-19's immediate aftermath would be a tragic loss for the LSC. The **FGC LSC Board of Directors offers the opportunity to apply for a one-time relief grant** to allow for continued operations in the globally disrupted revenue period of Feb 15-June 30, 2020 currently declared as a disaster. This expenditure is approved up to an amount of \$85,000 and will come from the budgeted reserve.

FGC COVID-19 RELIEF GRANT GUIDELINES:

The FGC's mission is to promote growth and development of a diverse swimming community through education, innovation, and a commitment to excellence. This aligns with our vision to create a healthy community in south Florida which cultivates safety, fitness and competitive excellence through swimming. This grant aims to support the FGC youth swimming community and sports industry by providing fiscal relief so clubs can continue their work as charged in our mission. This immediate relief is intended to help club leaders and coaches find time to react and adapt to the changed landscape of local youth sports during the COVID-19 pandemic. Grant relief is intended to "bridge the gap" between the time this major catastrophe hit and when a club/team has secured longer term recovery resources, such as sufficient profits from a revived business, receipt of payments on insurance claims or larger federal disaster assistance. This is not intended as long-term support, business loan, or is in any way indicative of future support.

FGC COVID-19 RELIEF GRANT TIMELINE:

- April 3, 2020 Grant application opens at 5pm EST
- April 13, 2020 Grant applications due at 5pm EST

• April 17-20, 2020 - Grant recipients announced. Funds disbursed by April 30, pending receipt of Letter of Agreement from recipient

FGC COVID-19 RELIEF GRANT ELIGIBILITY REQUIREMENTS:

Eligible Applicants

- Eligible applicants may be for-profit or not-for-profit USA Swimming clubs or teams providing competitive aquatic training services as a part of the Florida Gold Coast Local Swimming Committee (LSC). Eligible applicants must be members of USA Swimming in good standing, members of the FGC LSC in good standing, and qualified to conduct business in the State of Florida under Florida Statutes, for the remainder of 2020.
- The FGC Coronavirus Relief Grant Committee will accept only one (1) application per program. Applicants should be Head Coaches, currently designated (on behalf of their teams) to conduct business in the State of Florida under Florida Statutes.

• Applicants must exhibit disruption of operational revenue and/or coach compensation to apply. Programs that have not been financially impacted i.e. operational expenses (such as employee compensation) continue from parent/umbrella organization, operational costs fixed, no financial impact can be proven) are ineligible for funding.

The FGC Grant Committee will NOT accept:

- Applications which are late or incomplete, for any reason
- Applications submitted through any other format than electronic/online format (Google Forms)
- Applications requesting funds which would duplicate benefits (funding from other sources)
- More than one application per LSC registered club/team
- Applications requesting funds from anyone other than the club or team
- This grant will not fund equipment, apparel, marketing or promotional materials, construction, renovation, or the like
- This grant will not fund budget relief or cover something other than operational costs (i.e. personal use, re-

granting/gifting purposes, replace lost sales, etc.)

FGC COVID-19 RELIEF GRANT APPLICATION FORM/INSTRUCTIONS

Please refer to the following guidelines as you complete the grant application.

You may click here to apply:

FGC Coronavirus Relief Grant #SupportOurClubs

If you have any questions about these requirements, please contact Kathleen Prindle, Chair of the FGC Covid-19 Relief Grant Committee, at 561-212-7175 or Liz Kershaw, Committee Member, at 214-695-0109.

FGC COVID-19 RELIEF GRANT VALIDATION

Application Validation Process is designed to confirm qualified applicants in an open and fair manner.

This includes the following steps:

- Confirm eligibility as outlined above
- Confirm fiscal need may assess current liabilities as a percentage of total operational expenses as an indicator of an applicant's ability to meet operational financial obligations
- Confirm compliance with funding requirements Applicants agree to take actions to benefit the FGC LSC

Final Approval Process

- Each application is independently reviewed and validated by the FGC Grant Committee and confirmation is determined by majority vote
- Committee reviewers come to consensus on applications using a standardized rating rubric as per best practices for non-profit organizations in the aquatics industry and in south Florida
- Committee submits final funding recommendations to the FGC Board of Directors for its consideration
- Final grant validation and recommendations for funding awards will be approved by the FGC Board of Directors in a formal "virtual" meeting (due to government restrictions on in-person gatherings)
- Board meetings both in-person and "virtual," are open to the public and applicants are encouraged to attend

Payment Information

- Any monies granted are for club operation expenses
- Funds will be distributed to Head Coaches, via checks written to clubs
- Amount of grant funding will be awarded based on the number of eligible applicants validated
- Funded applicants will be paid in accordance with this approved budget expenditure.
- The Grant Committee reserves the right to refuse to fund an application that is unable to demonstrate minimum standards

FGC COVID-19 RELIEF GRANT FUNDING REQUIREMENTS Core Contract

- Recipients will be required to reciprocate to the FGC LSC through their choice of multiple channels. Funded
 programs are expected to serve as gateways to remain connected within the Local Swim Committee/Community
 with regards to existing programs, initiatives, and means to innovate and improve the sport in the area.
- The Grant Committee reserves the right to withdraw any funding award from programs unable to demonstrate minimum funding requirement standards.

Standards include 3 of the following (not limited to)

- Achievement of Safe Sport Recognition within Registration year 2020
- Professional Development in line with FGC's mission of innovation
 - o Donation of time/facilities/resources toward innovative coach education
 - \circ $\;$ Donation of time/facilities/resources toward innovative athlete education
- Encourage two or more team members to attend online swim official's training. Host a virtual training
- In line with FGC's mission, an intrinsic value is placed on collaboration among local organizations to create a community in support of athletes and families, coaches and clubs
 - Active program (club/team) participation in Swimposium
- Collaborative strategies are also intended to expand established relationships and create new relationships with neighboring organizations that support athletes and families, coaches, and clubs
 - Active program (club/team) participation in other LSC events such as House of Delegates, etc.

Letter of Agreement

- Applicant must complete a Letter of Agreement before receiving actual funding dollars
 - \circ $\;$ This will be signed by the Head Coach and the FGC Treasurer $\;$
 - This will include signature and contact information for a secondary point of contact (name, email, job title)
- Funded applicants are expected to participate fully in all LSC-sponsored program and professional development supports
 - \circ $\;$ Funded applicants are expected to participate specifically in their 3 chosen commitments
- Funded applicants are asked to create and submit a Crisis Management Plan. Samples can be viewed at fgcswim.org
- Recipient must provide proof of funds (redacted receipts) which clearly show use of relief funds for expenses incurred on/before July 31, 2020
- Applicants failing to provide the information in the designated timeframe will not be allowed to register in the FGC LSC for 2021 (until all obligations are met)

FGC COVID-19 RELIEF GRANT APPLICATION FORM

You may click here to apply:

FGC Coronavirus Relief Grant #SupportOurClubs

If you have any questions about how to fill out this form, please contact Kathleen Prindle, Chair of the FGC Covid-19 Relief Grant Committee, at 561-212-7175 or Liz Kershaw, Committee Member, at 214-695-0109.

FGC Sanctions Meet List

Meet Name	Start	Host	Sessions	Reviewer	Sanction Number	Cancelled	Postponed
30th Annual Speedo Winter	12/10/2020	PST	7	Bruno	FG23203450E034		
FGC Key West ABC Invitational	9/5/2020	BISC	1	Christi			
Summer Sizzler	8/22/2020	POMP	1	Bruno	FG212023509016		
FGC Key West ABC Invitational	6/21/2020	BISC	1	Christi			
Swim Fort Lauderdale Speedo	6/19/2020	SFTL	6	Allan	FG23201710C033		
12th Annual NPB Summer Long	6/7/2020	NPB	4	Bruno			
GRSC Summer Invite 2020	5/22/2020	GRSC	5	Christi	FG332014316026		
Panther IMX Challenge	5/9/2020	PCS	4	Christi		✓	
IMR / IMX Challenge	5/1/2020	SUN	3	Allan	FG23201220D024		
MACM Invitational	4/24/2020	MACM	3	Allan		✓	
8 and Under Sizzler	4/24/2020	SUN	1	Bruno	FG21201150D025	✓	
FGC NMST Open Invite	4/17/2020	NMST	2	Allan	FG332010814029		✓
NPB Intra-Squad Meet #2	4/4/2020	NPB	1	Christi	FG1S2009502022		✓
2020 Power Challenge	4/4/2020	POMP	2	Allan	FG2W2009509028		✓
2020 FGC Senior Championships	3/20/2020	SOFL	6	Chris	FG282008012017	✓	
2020 CSSC Time Trials	3/14/2020	CSSC	1	Allan	FG2T200740B030		
Dragons Spring Short Course	3/14/2020	JDST	1	Allan	FG1S2007403032		
Lightning Intrasquad Meet	3/14/2020	LLL	1	Allan	FG1S2007405031		
Florida Gold Coast Junior	3/13/2020	CSSC	6	Allan	FG27200730B027	✓	
FGC BB Silvers Championship	2/28/2020	LLL	5	Allan	FG172005905014		
FGC BB Silvers Championship	2/28/2020	SOFL	5	Allan	FG272005912028		
2020 Palm Beach SCY BC	2/22/2020	NPB	2	Allan	FG142005302020		
2020 Broward SCY BC	2/22/2020	SUN	2	Allan	FG24200530D019		
2020 Miami Dade BC	2/21/2020	NMST	2	Allan	FG342005214023		
Sweetheart Sizzler	2/15/2020	POMP	1	Bruno	FG212004609015		
GRSC Winter Invite 2020 (SCY)	2/14/2020	GRSC	5	Allan	FG332004516012		
Matt Mounts Memorial Invite	2/14/2020	WOW	5	Allan	FG132004504010		
2020 Coral Springs Open	2/7/2020	CSSC	3	Allan	FG23200380B009		
NPB Intra-Squad Meet #1	2/7/2020	NPB	1	Christi	FG1S2003802021		
14 & Under Panther Invite	2/7/2020	PCS	5	Christi	FG232003808011		
Sectional Qualifier	2/7/2020	PST	0	Chris	FG28200380E008		
YSF Barracudas Sizzler Feb 2020	2/7/2020	YSF	1	Allan	FG212003810018		
FGC NMST Open Invite	2/1/2020	NMST	2	Christi	FG332003214005		
The 2020 Mile by Moonlight and	1/31/2020	BRST	2	Bruno	FG132003106007		
TYR SOFLO Open	1/25/2020	SOFL	4	Allan	FG2320025001SOFL		
Tiger Sharks Invitational	1/24/2020	MART	6	Allan	FG1320024003MART		
Saint Andrew's Aquatics 13th	1/24/2020	SAS	5	Allan	FG132002407006		
8 and Under Sizzler	1/18/2020	SUN	1	Allan	FG2120018002SUN		
GRSC Senior Invite 2020	1/11/2020	GRSC	3	Chris	FG3820011004GRSC		