

**Florida Gold Coast  
Board of Directors Meeting  
December 1, 2020 via Video Conferencing**

**I. Call to Order-** Jennifer Gibson called meeting to order at 12:30pm

**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-A
Athlete Jr. Rep	Chloe Hernandez-E
Athlete Rep	Benji Carey-A
Athlete Rep	Madelene Finks-A
At-Large-(1yr)	Bruno Darzi-P
At-Large-(1yr)	Christi Wathen-P
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. Vote to Accept Board Meeting minutes from October 20, 2020 FGC Meeting**

**Motion:** *To approve meeting minutes October 20, 2020.* Richard Cavanah. **Second** Christi Wathen. **Passed.** *No Opposed.*

**IV. Consent Agenda=Discussion Items to Pull or “See attached” with document)**

**A. General Chair-Jennifer Gibson**

1. **FGC Mission Statement:** To promote growth and development of a diverse swimming community through education, innovation, and a commitment to excellence.

2. **Updates from USA Swimming-see attached the following reports:**

- a. Zone Directors Council Recap: Oct and Nov
- b. Recap of Zone Directors Council Meeting
- c. Coaches certification extension (Deck pass shows extension)
- d. Zoom Enterprise License: deadline Dec 1, 2020.
- e. Summary of changes to required LSC Bylaws.
- f. USA Swimming 2020 Adopted Legislation and voting recap.
- g. Required bylaw changes.
- h. Waiver for Dolphin Timing System

3. **Coming up:**

- a. Starting February 2021, LSC's will need to redo LEAP program
- b. Today, USA-S 18 and Under meets open. 4 meets will be hosted in FL: Sarasota, Clearwater, Pembroke Pines (SOFL) and Sailfish (NPB)

**B. Vice Chair-Alf Aguirre**

1. TPC-2021 Meet Schedule-posting of (See attached)

**C. Senior: Chris Anderson**

1. Two (2) Proposals for Consideration see attached-(no action taken).
2. Sectional Meeting Announcement for Dec 17/Zoom (see attached)
3. FGC Senior Champs Time Standards 2019-2020 see attached (will remain a proposal until after 18 and Under meets)

**D. Age Group: Liz Kershaw**

1. Age Group Chair Report-see Attached—proposal within report

***Motion: Accept Age Group report and adopt changes for March JO's for 2021 only.***

Allan Golding. **Second.** Dick Cavanah. **Passed.** *No Opposed.*

(to revisit possibly to include relays if warranted)

2. FGC Age Group Time Standard-proposed

***Motion: Accept All three time standards as presented for FGC JO Times.*** Christi

Wathen. **Second.** Bruno Darzi. **Passed.** *No Opposed.*

***Motion: Accept new swimmers and new times from BBC and BB Champs to JO's.***

Chris Anderson. **Second.** Dick Cavanah. **Passed.** *No Opposed.*

3. Working on BBC and BB Champs with hosts as some are unable to host due to COVID. Liz will Update.

**E. Coaches: Gordon Andrews:**

1. No Report

**F. Treasurer/Registration/Club Liaison: Dick Cavanah**

1. Registration Report-see attached.
2. FGC Bylaws-Required Changes completed

**G. Secretary/Swimposium: Lori Bosco**

1. Swimposium report-see attached.

**H. Officials: Steven Goldman**

1. FGC Officials Report for December-see attached.
2. Info for all FGC Referees-apprentice Officials-see attached.

**I. Finance/Investments: Kathleen Prindle**

1. Update-November 2020 report-see attached.
2. Update from USA-S Treasurer's workshop-see attached.

**J. DEI: Rosemarie Knoll**

1. USA DEI Strategic Plan 2020-2024-see attached.

**K. Safe Sport/Safety Chair: Mike Averett**

1. FGC Latest Update of Safe Sport Teams-see attached.
2. Working on how to renew Safe Sport for teams.

**L. Athletes: Sr. Kyle Kasztner/Jr. Chloe Hernandez**

**At large: Benji Carey/Maddie Finks**

1. No Report

**VI. Committee Reports-**

**Ongoing Committees**

1. Athletes In Action=Kathleen, Kyle, Chloe, Benji, Maddie
2. Governance Committee=Dick, Gordon, Kathy Fish\*, Dave Gibson\*, Chloe
3. Coach Support Network=Gordon, Jennifer, Chris, Christi, Mike, \*Derek
4. FGC Coach Mentoring Program 2020 Grant=Bruno, Gordon, Jennifer
5. FGC Meet Committee=Liz, Allan, Bruno, Christi, Alf
6. MSD Scholarship 2021 Committee=
7. Relief Grant Committee=Kathleen, Dick, Liz, Bruno, Steven, Chloe, Kyle, \*Kathy F.

8. Technical Planning Committee=Alf, Chris, Liz, Allan, Gordon, Steven, Bruno, Kyle, Chloe

9. Swimposium=Lori, Jennifer, Mike, Rosemarie, Athletes

10. Website Upgrade/Upkeep=Dick, \*Terrell Wood

11. FGC Board Protection Measures=Liz, Bruno, Steven, Dick

\*=Denotes Non-Board Members

**A. COVID committee: Gordon/Bruno/Liz/Kathleen**

1. No report-new quarantine time is going to 7-10 days-to those who get a negative PCR test on day 5 or later.
2. (from Health Department) If someone on your team tells you they tested positive, don't call Health Department until you have another athlete on your team test positive. You do need to quarantine everyone they came into contact with that person and only call after another in the group test positive.

**B. FGC Swim Meets/Sanctioning/Updates Allan G/Bruno/Liz/Christi**

1. Sanctions and Approvals.

*Motion: Teams submitting meets to sanction of intra-squad meet must submit their meets no later than ten (10) from the start of the meet and fourteen (14) days prior to the start of the meet for teams submitting an invitation meet.* Allan Golding. **Second.** Dick Cavanah. **Passed.** *No Opposed.*

*Motion: All meet information will be posted unless the host of an intra-squad meet request not to have information posted.* Allan Golding. **Second.** Chris Anderson. **Passed.** *No Opposed.*

**C. Governance Committee: Dick Cavanah, Chair**

1. No Report-
  - a. Reminder that updates needed for FGC Policies and Procedures.

**D. MSC Scholarship Committee:**

1. No Report Given

**E. FGC Board Protection Committee-(Dick/Liz/Bruno/Steven)**

1. Received two quotes from Risk Management Insurance company to purchase cybersecurity insurance-see attached.

*Motion: To approve purchasing the smaller of the two cybersecurity insurance policies from Risk Management (\$1,365).* Chris Anderson. **Second.** Lori Bosco. **Passed.** *No Opposed.*

*Motion: To purchase Google Drive for non-profits as a storage space and for email.* Steve Goldman. **Second.** Christi Wathen. **Passed.** *No Opposed.*

**VII. Old Business**

**A. USA Swimming coach Mentoring Program 2020 Jennifer**

Jennifer has been in touch with USA swimming. The program will be going away for the at least a year, looking at the possibility of FGC to pay for air fare. Will be in touch.

**VIII. New Business-Action items**

**A. FGC Meeting Schedule 2021-see attached (posted below as well)**

**B. Christi-concerns with BB and BC hosting of meets. 2 out of 3 BC hosts cannot host a meet at their facility. First, look to host at another facility, if not, the committee will need to think of alternates. Contact Technical Planning to help. Where we are:**

BB-south-SOFL can have: 150 on deck no parent on deck.

BB-north-LLL running 160 participants per session.

BC-Broward-will look at other facilities.

BC-Dade-will look at other facilities.

BC-NPB-will run one age group at a time.

**C. Any team looking for Stroke and Turn clinic, Kathy Fish is hosting one Wednesday, December 2-send contact her with their information and she will send out a ZOOM invite.**

**IX. FGC B.O.D 2021 Meeting Schedule**

**A. Meeting Dates**

1. Tuesday, January 19<sup>th</sup> @ 12:30pm-ZOOM
2. Tuesday, February 16<sup>th</sup>@ 12:30pm-ZOOM
3. No March Meeting
4. No April Meeting
5. Tuesday, May 18<sup>th</sup> Either in person or ZOOM
6. Tuesday, June 22<sup>nd</sup> @ 12:30pm-ZOOM
7. No July Meeting
8. Tuesday, August 31<sup>st</sup> @ 12:30pm-ZOOM
9. Week of September 20-25<sup>th</sup> Convention
10. Tuesday, October 12<sup>th</sup> or 19<sup>th</sup> @ 12:30pm-ZOOM
11. Saturday & Sunday, October 23-24<sup>th</sup> FGC Swimposium & HOD
12. No November meeting
13. December ??

**X. Adjournment – 2:30pm**

**Motion: To adjourn.** Lori Bosco. **Second.** Liz Kershaw. **Passed.** *No Opposed.*

## **Zone Directors Council Recap –October 2020**

Dave Smith

Tue, Nov 3, 12:06 PM

This will cover the past month which includes three meetings. The council meetings haven't covered much new ground. At our first meeting several weeks ago, we discussed Convention and how it was probably as good as USAS could make it, but it definitely needs work, especially the HOD meeting. Our next meeting we started to discuss some issues but were interrupted by a guest to the Council meeting raising their voice and making demands for answers as to how a Zone athlete swam outside her LSC when USAS had laid down strict guidelines to stay within LSC boundaries. If the individual had simply typed a question into the chat or asked politely, we could have explained that some athletes were maintaining their registration in one LSC but living and working in another area. The decision was made at the Zone Directors level to allow her to swim in the area she lived, rather than crossing multiple LSC boundaries just to swim in her home LSC. The reason I have gone into a little detail is that this behavior should never happen at any meeting, in person or virtual. While politicians may yell over each other and make demands, we should follow our meeting protocols and bottom line - be polite. And before you ask - I will not pass the name of the individual to you but I will say they were from outside the Southern Zone.

Our last meeting yesterday, we discussed the continued need to maintain the ZOOM licenses we purchased through USAS, for the Zone and both our LSCs and Clubs. We will be living with virtual meetings well beyond when we have COVID under control. While I really enjoy the personal interaction of an in-person meeting, virtual meetings do save us quite a bit of money.

We are starting to work with USAS covering Zone Workshops next year - probably virtual, so if there are any specific subjects you want covered, please forward those suggestions to Jim or me.

The last think I'll mention is that we basically have a revised Zone P&P ready, but before I send it to our Zone leadership and subsequently to all our LSCs, we have shared it with the other three Zones to see if there is any common language we might use between the Zones, understanding that each Zone is separate and has their own unique way of conducting business. Our next meeting for the ZDC will be on the 22nd, after the US Open concludes and after the USAS Board meeting on the 20th, and I'll send out a recap following that.

Dave Smith

SZ Non Coach Director

## Recap of Zone Directors Council Meeting 22 Nov 2020

Dave Smith

Fri, Nov 27, 10:40 AM (2 days ago)

I hope that this finds you all well and recovering from a Happy Thanksgiving. I know my family enjoyed it, although like most of you, the connection to our extended family was virtual rather than in-person.

### RECAP

- We had a short discussion on the overall success of the recent US Open. While actual statistics will be published by USA Swimming, and certainly spreading a National meet over nine distinctly different locations was not ideal, it was the best we could hope for at this time. As the Admin Ref for the Huntsville, AL pool, I can say first hand that everyone was pleased to get back into competition.
- The Under 18 Championships are coming 1-13 Dec, and USA Swimming will be allowing results from all sanctioned meets conducted in that time period and in a 25 yard course, so we encourage as many of our clubs in the Southern Zone to participate as possible.
- The January TYR Pro will go on, it's not completely sure if it will be conducted in a single pool or not.
- There was a short discussion on Zone level DEI initiatives that each LSC may be able to claim credit for in LEAP. We'll send out more info soon.
- We also discussed LSC Spring Championships and Spring Sectionals. I'm sure there have been many discussions already about conducting all of these meets in multiple pools and more and shorter sessions. The US Open has shown that this works. I just worked as an official at a weekend swim meet where each age group swam in it's own session, and quite successfully. We just need to continue those discussions to be able to provide our SZ swimmers the best opportunity for good competition. I can say that the Southern Zone is far ahead of the other three Zones in our ability to swim competitively at this time. Other parts of the US are shutting down and some states have even shut down all youth sports.
- The last item I'll cover is the Safe Sport Club Recognition program. There have been many clubs that have achieved this recognition and many more that have at least started the process, but more work remains. If you'd like more information, please contact Ceci Christy, our SZ Safe Sport Coordinator at [ceci30327@gmail.com](mailto:ceci30327@gmail.com).

Dave Smith

SZ Non-Coach Director

## **Coach Certification Requirement Extensions-Announced as of November 2020**

With the continuation of many facilities being closed due to COVID-19, coaches may find it difficult to renew some certifications. USA Swimming's Risk Management Committee met, and the following steps are being taken to assist coaches whose Lifeguard Training, In-Water Safety Training or CPR/AED certifications expire between July 31, 2020 and March 31, 2021.

For agencies granting certification extensions, please submit the following to your LSC registrar:

\*Any correspondence from the agency that provides specific information about the extension, including the new expiration date(s). Examples of correspondence include provisional/temporary certificates, email notifications from the agency, etc.

\*A copy of your Lifeguard Training, In-Water Safety Training or CPR/AED certifications showing an expiration date within the dates stated above.

\*For certifications from any agency which does not grant an extension:

\*USA Swimming is granting an extension until March 31, 2021 for coaches whose Lifeguard Training, In-Water Safety Training or CPR/AED certifications expire between July 31, 2020 and March 31, 2021.

Please note the following:

\*For CPR/AED and In-Water Safety Training certifications which expire during the above stated timeframe, SWIMS and Deck Pass will be updated to reflect the new expiration date of March 31, 2021.

\*Programming changes are necessary and will be done as soon as possible. In the meantime, coaches may receive reminders about expiring certifications until the current expiration dates are rolled forward to March 31, 2021.

\*Any coaches who can renew the certifications listed above should send their updated certificates to their LSC registrar as usual.

\*Those with expirations prior to the first extension of March 1, 2020 who have not completed a CPR course WILL NOT receive an extension and/or exemption as they should have completed a class prior to the virus.

\*It is important to note courses which can be completed online, such as membership requirements and other certifications, must be updated on or before its current expiration date. These courses include Athlete Protection Training, background checks, Coaches Advantage Training, and online Safety Training for Swim Coaches.



## Zoom Enterprise License

Please fill out all the LSC information below, including the total number of on behalf of the LSC and their Clubs. USA Swimming will invoice the LSC purchased.

LSC:	FGC
LSC Contact:	Dick Cavanah
LSC Contact Email:	npbcoach4@aol.com
LSC Contact Phone:	561-762-7261
LSC Address:	951 US Highway 1, North Palm Beach, FL 33408

No. of Licenses	Cost/License
6	\$120.00

Please use the space below to indicate the Clubs and each email they would like activated as an Zoom Enterprise License.

### **Club**

Swim Fort Lauderdale  
Coral Springs Swim Club  
Hurricane Aquatics  
Hurricane Aquatics  
South Florida Aquatic Club  
North Palm Beach Swim Club

### **Email to Activate**

[coachdgibson@gmail.com](mailto:coachdgibson@gmail.com)  
[bruno@coralspringsswimclub.com](mailto:bruno@coralspringsswimclub.com)  
[caneaquaticsbilling@gmail.com](mailto:caneaquaticsbilling@gmail.com)  
[coachlizkershaw@gmail.com](mailto:coachlizkershaw@gmail.com)  
[canderson@swim4SoFlo.com](mailto:canderson@swim4SoFlo.com)  
[npbswimming@gmail.com](mailto:npbswimming@gmail.com)

## SUMMARY OF CHANGES TO REQUIRED LSC BYLAWS

2019-2020

The following change was made by the USA Swimming House of Delegates, effective September 26, 2020, for those LSCs whose states of incorporation permit electronic meetings:

- 4.8 MEETING LOCATION AND TIME - All meetings of the House of Delegates shall take place at a site within the Territory. The House of Delegates or the Board of Directors shall determine the location and time of all meetings of the House of Delegates. If federal, state, or local law, policy, or regulation prohibits physical gathering sufficient to conduct a House of Delegates meeting within the Territory, a House of Delegates meeting may be conducted through conference equipment by means of which all persons participating in the meeting can hear each other at the same time. In that circumstance, participation by such means shall constitute presence at that meeting.

The following are changes made as a result of the House of Delegates eliminating the Zone Boards of Review (effective January 1, 2020):

- 2.1.2 MEMBERSHIP A PRIVILEGE NOT A RIGHT - Membership in XXSI and USA Swimming is a privilege and shall not be interpreted as a right. Membership may be terminated by the Zone Board of Review, National Board of Review or the U.S. Center for SafeSport in accordance with Part Four of the USA Swimming Rules and Regulations.
- 4.5.9 Remove from office any persons elected by the House of Delegates (Board Members, *members of the Administrative Review Board*, or committee chairs or coordinators) who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the Zone National Board of Review for any of the reasons set forth in Article 404.13 of USA Swimming Rules and Regulations. However, no such individual may be removed without receiving thirty (30) days' written notice by the Secretary or other officer designated by the House of Delegates specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reason and an opportunity to respond in writing within twenty (20) days to such allegations.
- 5.6.10 Remove from office any Board Members, committee chairs, or committee members or coordinators of XXSI who were appointed/elected by the Board and who have failed to attend to their official duties or member responsibilities or have done so improperly, or who would be subject to penalty by the Zone National Board of Review for any of the reasons set forth in Part Four of the USA Swimming Rules and Regulations. However, no At-Large Board Member, or committee chair or coordinator may be removed without receiving the thirty (30) days' written notice specifying the alleged deficiency in the performance of the member's responsibilities or specific official duties or other reasons and an opportunity to respond in writing within twenty (20) days to such allegations.
- 10.2 EXCLUSION - The indemnification provided by this Article 10, shall not apply to any Indemnified Party whose otherwise indemnified conduct is finally determined to have been in bad faith, self-dealing, gross negligence, wanton and willful disregard of applicable laws, rules and regulations, of the USA Swimming Rules and Regulations, of the USA Swimming Code of Conduct or these Bylaws or who is convicted of a crime (including felony, misdemeanor and lesser crimes) involving sexual misconduct, child abuse, violation of a law specifically designed to protect minors or similar offenses, or who is found by the Zone Board of Review, National Board of Review or the U.S. Center for SafeSport to have committed actions which would be the basis for such a conviction and, in each case, the otherwise indemnifiable conduct (or failure to act) was, or was directly related to, the predicate acts of the conviction or finding.
- 13.3.4 Timeliness of Petition - The Administrative Review Board need not exercise its jurisdiction with respect to a complaint the subject matter of which occurred, or concerns or is founded on events which occurred, more

than ninety (90) days prior to the date the complaint is received. A determination not to exercise its jurisdiction as a result of the untimeliness of a complaint may be made by the Chair alone and may be the subject of a request for rehearing and, thereafter, appeal to the Zone National Board of Review pursuant to Part Four of the USA Swimming Rules and Regulations.

- 14.2.20 – Zone Board of Review (delete definition)

**The following changes are corrections made to the original template (effective 2019):**

- 2.1.1 MEMBERS - A Member's status is subject to the Member's continued satisfaction of the criteria for membership and compliance with the Member's responsibilities under these Bylaws, the USA Swimming Rules and Regulations Corporate Bylaws, the rules, regulations, policies, procedures and code of conduct of XXSI and USA Swimming.
- 2.2.2 RESPONSIBILITY FOR INFRACTIONS - A Group Member or Individual Member, as defined in USA Swimming Rules and Regulations Corporate Bylaws, may be held responsible for infractions of the policies, procedures, rules, regulations or codes of conduct or ethics adopted by USA Swimming or XXSI, including its responsibilities as set forth in these Bylaws.
- 4.1 MEMBERS - The House of Delegates of XXSI shall consist of the Group Member Representatives, the Board of Director Members, the certain *committee chairs and coordinators*, the Non-Athlete At-Large House Members, and Athlete At-Large House Members *appointed or elected* [select one].
- 5.4.1 *No more than* [insert a number] *Members of any Group Member shall serve* as voting members *on the Board of Directors at any time. This limitation shall be applied separately as to Athlete Members and Non-Athlete Members.*
- 13.1 INTRODUCTION - USA Swimming was organized as the National Governing Body for the sport of swimming under the Amateur Sports Act of 1978, as amended by the Ted Stevens Olympic and Amateur Sports Act of 1998, both federal laws. These laws require USA Swimming to establish and maintain provisions for the swift and equitable resolution of all disputes involving any of its members. This Article, together with Section 602.2 and Part Four of the USA Swimming Rules and Regulations, are intended to provide a mechanism for resolving in an orderly and fair way all manner and kinds of disputes that may arise among its members in connection with the sport of swimming. *[no further change]*

**VOTE NOW: USA Swimming Adopted Legislation & Voting Recap**

Wednesday, November 18, 2020

Dear USA Swimming House of Delegates members,

Thank you once again for attending our first-ever virtual House of Delegates event. We are grateful for your participation and for the fervent discussions that took place for the betterment of our sport. A total of 510 delegates were appointed to vote in the 2020 House of Delegates meeting and 88 percent of these delegates participated.

We are pleased with the technological system used in 2020 and will continue to find ways to create more transparency in the management of the voting process for future opportunities.

As a result of the Rules & Regulations debate and subsequent voting, included below is an overview of the legislative package and the actions taken on rules that will affect our membership.

Additionally, per article 501.1.1 C of the USA Swimming rulebook, "The Board Chair shall appoint a Chair [of the Rules & Regulations Committee], with approval of the House of Delegates, to serve two (2) years..." Regretfully, the Rules & Regulations Chair appointment should have been voted on at the virtual House of Delegates meeting but was mistakenly omitted.

Given the above, the House of Delegates is taking action without a meeting pursuant to Article 6.2.7 of the Corporate Bylaws, and each individual will be asked to vote on the following motion:

To approve Clark Hammond as Chair of the Rules & Regulations Committee for a two-year term (September 2020-September 2022).

At your earliest convenience, please visit the following link to vote:

[https://usaswimming.az1.qualtrics.com/jfe/form/SV\\_cJJA1o7gPHsDHCJ](https://usaswimming.az1.qualtrics.com/jfe/form/SV_cJJA1o7gPHsDHCJ)

Voting will remain open until 5:00 p.m. Mountain Standard Time on Friday, November 20, 2020.

**Review of 2020 adopted legislation by USA Swimming House of Delegates**

R-1 To clarify what constitutes an Official Time

Action taken: Adopted

Effective: January 1, 2021

R-2 To define Intra-Squad and Virtual Meets

Action taken: Adopted

Effective: Immediately

R-3 To clarify a Time Trial must be a sanctioned, approved or observed event

Action taken: Adopted

Effective: May 1, 2021

R-4 To assign authority and responsibility for the sanctioning or approving of all open water meets to USA Swimming

Action taken: Withdrawn

Effective: N/A

R-5 To clarify and refine requirements and process for sanctioning or approval of open water meets

Action taken: Adopted

Effective: January 1, 2021

R-6 To create a Sectional Business Committee to oversee meets and to address overcrowding by reducing the number of swimmers at two course meets

Action taken: Defeated

Effective: N/A

R-7 To permit flexibility in scheduling the U.S. Championships

Action taken: Adopted

Effective: Immediately

R-8 To provide the National Team Managing Director with flexibility in scheduling the U.S. Open Championships

Action taken: Adopted

Effective: Immediately

R-9 To reflect USA Swimming current practices.

Action taken: Adopted

Effective: Immediately

R-10 To include both Long Course and Short Course World Championships as Trials Class Meets

Action taken: Adopted

Effective: Immediately

R-11 To facilitate the implementation of online membership registration

Action taken: Adopted/Amended

Effective: September 2021

R-12 To update doping control language to account for athlete support personnel and other persons, consistent with USOPC requirements

Action taken: Adopted

Effective: Immediately

R-13 To require all USA Swimming member clubs to adopt a photography policy to enhance our Minor Athlete Abuse Prevention Policies

Action taken: Adopted/Amended

Effective: Immediately

R-14 To memorialize the existing practice of having NBOR complaints sent to and handled by the CEO's designee

Action taken: Adopted

Effective: Immediately

R-15 To align athlete representation on committees with USOPC Bylaws and to provide for designees for certain ex-officio members on the Rules & Regulations Committee

Action taken: Adopted

Effective: Immediately

R-16 To ensure appropriate athlete representation within national committees

Action taken: Withdrawn

Effective: N/A

R-17 To clarify the requirements and eligibility of Athlete Representatives serving on operational committees

Action taken: Withdrawn

Effective: N/A

R-18 To provide for biennial legislation in odd years

Action taken: Postponed Indefinitely

Effective: N/A

R-19 To permit the Board of Directors to update the USA Swimming Rules & Regulations to fulfill requirements imposed by the United States Olympic & Paralympic Committee, the U.S. Anti-Doping Agency and the U.S. Center for SafeSport

Action taken: Defeated

Effective: N/A

R-20 To manage requested changes to LSC bylaws by USA Swimming staff to remove the administrative burden to the Rules Committee

Action taken: Withdrawn

Effective: N/A

R-21 To align the formation of a new LSC adoption vote with that of other Article 604 adoption votes

Action taken: Defeated

Effective: N/A

R-22 To better reflect the administrative nature of Zones

Action taken: Adopted

Effective: Immediately

R-23 To clarify the use of wetsuits for open water competitions

Action taken: Adopted

Effective: January 1, 2021

R-24 To create a section on Zone Open Water Championships

Action taken: Adopted

Effective: January 1, 2021

R-25 To clarify the required officials for open water competitions

Action taken: Adopted

Effective: January 1, 2021

R-26 To provide appropriate representation of the athlete membership on the Board of Directors

Action taken: Withdrawn

Effective: N/A

R-27 To clarify the requirements of athlete representation in the House of Delegates

Action taken: Withdrawn

Effective: N/A

R-28 The COVID-19 pandemic has made it obvious that a provision is needed to permit virtual meetings of an LSC HOD if certain public health and public safety circumstances prevail

Action taken: Adopted

Effective: Immediately

R-29 To provide a third provision for Athlete Representatives where representatives are elected to one-year terms

Action taken: Withdrawn

Effective: N/A

R-30 To codify the emergency action taken by the Board of Directors regarding COVID-19 for sanctioned and approved meet

Action taken: Defeated

Effective: N/A

HK-1 To conform all designee and Chief Executive Officer references to one term

Action taken: Adopted

Effective: Immediately

The detailed overview of adopted amendments to Rules & Regulations can be found here:

[www.usaswimming.org/docs/default-source/rules-regulations/2020-adopted-legislation.pdf](http://www.usaswimming.org/docs/default-source/rules-regulations/2020-adopted-legislation.pdf).

We welcome your feedback, or that of the constituents within your regions, as we continue to seek to improve our processes, most especially as it relates to events that effect, alter, amend, or produce rules for the sport of swimming in the United States.

Respectfully Yours,

Bob Vincent  
USA Swimming Board Chair



**Required Bylaw Changes from USA Swimming HOD Meeting 9.26.2020**

Jane Grosser

Wed, Oct 28, 7:06 PM

to Jane, Joel, Abigail

Greetings LSC General Chairs, Admin Vice-Chairs and Office Staff-

As promised on our last LSC Leaders call, attached are the changes made to the required LSC bylaw template at the USA Swimming HOD meeting on September 26, 2020. According to article 602.1 of the USA Swimming rulebook, LSCs are required to incorporate these mandatory changes into your LSC Bylaws, along with additional changes made by your LSC HOD since your last review, and submit to USA Swimming at [bylaws@usaswimming.org](mailto:bylaws@usaswimming.org). The Rules and Regulations committee will review the document and issue an approval letter to the LSC when approved. Please reach out to me if you have specific questions regarding bylaw updates.

Jane

JANE GROSSER

LSC Services Senior Manager

1 Olympic Plaza

Colorado Springs, CO 80909-5780

o: 630.803.4058

m: 630.803.4058

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October 3, 2020

To: General Chairs  
Officials Chairs  
Rules & Regulations Committee  
Times & Recognition Committee  
Board of Directors, USA Swimming  
USA Swimming Officials  
USA Swimming Coach Members

From: Clark R. Hammond, Chair Rules & Regulations Committee  
Lisa Olack, Chair Times and Recognition Committee

Re: Use of the Dolphin Timing System

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This memo addresses the use of the Colorado Timing Dolphin Timing System functioning in the Semi-Automatic Timing (Synchronized Start/Manual Stop) mode, which Colorado Timing describes as:

“Connect the starter unit to any CTS electronic start system. All stopwatches will start timing with the start system signal. Each stopwatch stops when the lane timer stops it. These times are wirelessly transmitted and saved for immediate access by your meet management program.”

Several weeks ago, we established a working group to review this timing system with the view of determining if it was acceptable for use at approved, sanctioned or observed swim meets. It should be noted at the outset that USA Swimming has already acknowledged the use of this system in non-sanctioned, virtual or other meets. In that regard, USA Swimming added a non-sanctioned (virtual) meet classification in SWIMS to help bridge the gap, during these trying times. We have added functionality on the website so there are times searches specific to meets/times from non-sanctioned meets. USA Swimming’s staff and volunteers are daily seeking to find ways to help teams when they don’t have timing systems to run meets.

The working group has spent untold hours investigating this system and whether the system is reliable due to the wireless features so that any swims achieved using this system would be an official time usable for entry and recognition purposes.

The following USA Swimming Rules address the semi-automatic timing system:

Rule 102.24.2 B provides: “B Semi-Automatic — A timing system activated by a starting device and stopped by buttons pushed by timers at the finish touch of the swimmer.”

Rule 102.24.3 A (2) provides: “(2) Semi-Automatic, with three (3) or two (2) buttons per lane, each operated by a separate timer.”

Rule 102.24.3.B (2) provides: “(2) Semi-Automatic with one (1), two (2), or three (3) buttons, each operated by a separate timer.”

Rule 102.17.3 provides, in part: “Lane Timers — Officials assigned as Lane Timers may simultaneously operate two dissimilar devices (one watch and one button) but not two similar devices (two watches or two buttons).”

Rule 102.17.3 B provides: “B Stand directly over the assigned lane at the finish to observe a touch above, at, or below the surface of the water and stop the watch and/or push the semi-automatic system button when any part of the swimmer’s body touches the wall.”

Furthermore, Rule 102.24.4 addresses how to determine the official time and speaks to buttons. See also, Appendix 1.

The "buttons" described in the above Rules are hard wired to a timing console. The Colorado timing system uses a cable to which the starter system, the touch pads and the buttons are attached. This is a closed wired system. The semi-automatic mode is operated without touch pads. When the semi-automatic system is used, the buttons are the primary and a manual watch or watches are used as backups.

The Dolphin semi-automatic system is a wireless closed mesh system. Unlike the hardwire system with a single timing console and buttons, the Dolphin system has multiple timing components using wireless communications. This fact differentiates the two systems and brought into question the consistency, reliability, and functionality of the Dolphin system to properly report official times.

The essential components of the Dolphin System are the following:

1. Starter Unit – (Connected to the Start System) THE TIMEKEEPER – Responsible for sending the start signal and synchronizing the time between all devices during the race.
2. Base Unit – Connected to the PC – Responsible for recording and writing the times so the software can save them and also constantly synchronizing the time between all devices during the race.
3. Watches – Responsible for reporting the time when the button is pressed at the finish and also synchronizing the time between all devices during the race.

Each watch is itself a mini timing system and when run with two per lane means there are at least 12 (6 lane pool), 16 (8 lane) or more microprocessors gathering the times. Once started, the watches continuously synchronize wirelessly "over the air" with the starter unit and the base unit. The base unit is attached to a computer with software which later speaks with Hytek or some similar program.

The system is started by an electronic start system, such as the Infinity or Championship Start System, which has the starter unit attached to it and sends a wireless signal to each watch. Once the race is completed, the watches send the times over the air to the base unit. We understand that once the race is completed and the information sent to the base unit, the information is not stored in the watches.

Based on our review, the chair of the Rules and Regulations Committee find sufficient grounds to grant a waiver of the requirements of Rule 102.24.3 concerning the terminology regarding the use of buttons in a hardwired system. This waiver continue relates to the use of the Dolphin Timing System (used in the Semi-Automatic Timing (Synchronized Start/Manual Stop) mode until August 31, 2021<sup>1</sup>, during which

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<sup>1</sup> The Dolphin Timing System has two other modes: (1) Manual Synchronized Start/Manual Stop: The official with the starter unit starts all stopwatches in conjunction with the whistle. Each stopwatch stops when the lane timer stops it; and (2) Manual Start/Manual Stop: Lane timers start and stop the stopwatches independently for a fully manual

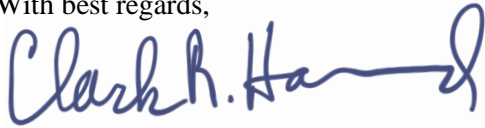
Memorandum

Page 3

time data will be collected to further verify the functionality, reliability, and consistency of the system and to address possible changes to the Rules and Regulations to allow for this type of wireless timing systems. See Rule 202.4.13

Should you wish to further discuss this waiver, please do not hesitate to contact me.

With best regards,



Clark R. Hammond  
Chair, USA Swimming Rules & Regulations Committee



Lisa Olack  
Chair, Times & Recognition Committee

cc. Mickey Smythe, Secretary, USA Swimming Rules & Regulations Committee

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system. The Manual Synchronized Start/Manual Stop is not approved as a semi-automatic system, but the manual start/stop is considered similar to traditional stop watches and is acceptable for that use.

Technical Planning Notes - 2021 Meet Schedule  
Alf Aguirre

Fri, Nov 13, 10:59 AM

Hope you are doing well. I just want to keep you in the loop with our latest TP meeting. We discussed the posting of meet information and schedule. I've been receiving a few email with teams and parents wanting us to make public the tentative 2021 meet schedule.

**TP has made the following recommendations:**

Team submitting for sanctions of Intra-squad meet must submit their meets not later than ten days from the start day of the meet to Allan Golding. Late meet information will not be sanctioned.

Team submitting for an invitation sanction must submit their meet information no later than 14 days from the start of the meet to Allan Golding for approval. Late meet information will not be sanctioned.

All meet information will be posted. Intra-squad meet host may request their meet info not to be published until after the event is run.

All meet information will be posted; event files will not be posted for Intra-squad or closed invites.

All meet results will be posted.

2021 - Meet Calendar should be posted with the disclaimer that meets on the calendar are subject to change due to Covid 19.

**Sr Swimming / Technical Planning-FGC Board Meeting-Tuesday, December 1, 2020**

**We have two proposals to consider for our December FGC Meeting:**

- 1) FGC Reimbursement for November's Toyota US-Open in Sarasota Florida ( 3 Day Meet )

Athletes

Teams

Officials

Proposal : That any FGC Team, Athlete or Official are eligible for FGC reimbursement up to \$300.00 if proper paperwork is filed and team / member is in good standing.

- 2) Formally Approving Plantation Swim Team as the Official Host in Plantation FL, for July's 8th - 11th 2021 Summers Sectional Swim

Thanks in advance for these proposal considerations.

-Christopher Anderson Jr.

FGC Senior Vice Chair

**FYI-**

**Sectional Meeting (Florida Swimming & Florida Gold Coast)**

Cary Showalter <cshowalter@showtechsolutions.com>

Oct 6, 2020, 12:40 PM

**Sectional Meeting (Florida Swimming & Florida Gold Coast)**

[View on Google Calendar](#)

When Thu Dec 17, 2020 8pm – 9:30pm (EST)

Where Zoom (Please refer to Jennifer Gibson for invite)

Who General Chairs; Senior Chairs; Officials Chairs; Meet Hosts; Interested persons

Agenda

Thu Dec 17, 2020

8pm Sectional Meeting (Florida Swimming & Florida Gold Coast Swimming)

Cary Showalter, on behalf of Florida Swimming, is inviting you to a scheduled Zoom meeting.

# 2019 - 2020 FGC Senior Championship Time Standards

<i>WOMEN</i>		<i>EVENT</i>		<i>MEN</i>		
LCM	SCM	SCY	15-16 / OPEN	SCY	SCM	LCM
30.49	29.39	26.59	50 Free	24.49	27.09	28.09
1:06.49	1:04.09	57.99	100 Free	53.69	58.99	1:00.99
2:22.49	2:18.49	2:05.59	200 Free	1:54.79	2:07.59	2:11.59
4:55.29	4:47.29	5:31.59	400/500 Free	5:09.89	4:30.39	4:38.39
10:13.39	10:00.59	11:22.49	800/1000 Free	10:46.39	9:31.19	9:41.89
19:43.09	19:05.99	19:12.69	1500/1650 Free	18:10.99	17:59.99	18:29.99
36.19	34.59	31.29	50 Back	29.09	32.29	33.89
1:16.89	1:12.89	1:05.99	100 Back	1:00.59	1:07.99	1:10.29
2:45.39	2:38.29	2:23.19	200 Back	2:13.59	2:26.99	2:30.99
39.99	38.89	35.19	50 Breast	32.59	35.99	36.99
1:27.49	1:23.79	1:15.79	100 Breast	1:09.09	1:16.49	1:18.49
3:09.59	3:01.69	2:44.39	200 Breast	2:32.69	2:48.69	2:55.79
33.69	33.19	29.99	50 Fly	27.99	30.19	30.89
1:12.89	1:10.89	1:04.59	100 Fly	58.59	1:03.39	1:05.39
2:40.39	2:36.39	2:23.49	200 Fly	2:11.59	2:25.99	2:29.99
---	1:15.69	1:07.99	100 IM	1:01.99	1:09.09	---
2:41.89	2:35.39	2:20.69	200 IM	2:10.79	2:24.19	2:28.19
5:42.39	5:31.79	5:00.29	400 IM	4:40.59	5:09.49	5:17.49

Revised 9/28/18







# Age Group Chair Report 12/2020

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01 December 2020 / 12:30 PM

## NOTES

### Last Meeting Follow-up

- Virtual Reunion for 2019 Zone Team was on 7/30. Most swimmers and all teams represented participated.
- Cybersecurity update - see detailed notes below for background.
  - Purchase cybersecurity insurance - lowest level quoted
  - Purchase Google Drive for non-profits including email address. Estimate through TechSoup is \$4/month per email.

### New Business

Review of JO format for March 2021 only. Given the current restrictions as of today the meet committee came up with the following recommendations for the Coral Springs Facility:

- The priority that the meet committee set to determine the outcome
  - Facility restrictions on the number of people on deck and in the pool at any given time
  - Make as few changes to time standards as possible given the limited number of opportunities between March 2020 and 2021.
  - We would have to limited events to further reduce the number of swimmers - the priority for events was given to what we would swim at the next level meet (Zones or All-Stars for that age group). Relays was a natural elimination due to relay only swimmers, and extra bodies in WU becomes unviable.
  - Consistent time standards became the priority over finals because:
    - We estimated that we would have to tighten the time standards to arrogantly 20-24th place to meet the swimmer cap and have time to get finals in.

- AND that would grow BB champs and make that meet potentially unviable for the season.
- Max number of people on deck at once 240
  - Max number of swimmers in the pool at any one time 72 (2 per lane). If we go 2 WU we can have 144 swimmers in the meet per session.
  - 10 officials (this will be where we can cut a few people to squeeze in a few athletes if necessary)
  - 66 coaches (basically 1 per team with a few extra)
  - 11 timers
  - 9 other adults (security, lifeguards, volunteers, etc)
- Sessions will be single-gender and single age group per day except for Thu. Session order is below
  - Thu 1650 and 400 IM 11-14 both genders
  - Fri 11-12 girls, 11-12 boys, 13-14 girls, 13-14 boys
  - Sat 11-12 girls, 11-12 boys, 10U girls, 10U boys
  - Sun 13-14 girls, 13-14 boys, 10U girls, 10U boys
  - IF restrictions loosen and we can combine multiple sessions AND have enough time to create a finals session we will, but as of now, all swims are timed finals.
- Order of events by age group - Swimmers may swim 3 events per day except for Thu
  - Thu 1650 and 400 IM 11-14 both genders (swimmers may swim 2) - all events fast to slow on Thu
  - All events on Fri - Sun are slow to fast except for the 500 free.
  - Fri 11-12 - 100 free, 200 IM, 100 BK, 50 BR, 100 fly, 500 free
  - Fri 13-14 - 100 free, 200 IM, 100 BK, 200 BR, 100 fly, 500 free
  - Sat 11-12 - 100 IM, 50 bk, 200 free, 50 fly, 100 BR, 50 free
  - Sat 10U -100 free, 100 bk, 50 br, 100 fly, 200 IM
  - Sun 13-14 - 200 free, 100 IM, 200 BK, 100 BR, 200 fly, 50 free
  - Sun 10U - 100 IM, 50 BK, 200 free, 50 fly, 100 br, 50 free
- Events NOT being offered to help keep the number of swimmers and timelines manageable
  - All relays
  - 50's stroke for 13-14
  - 200's stroke for 11-12

- Entry times for the following events will be tightened to 50th place entry time and rounded to the .X9.
  - 11-12 girls - 50 free, 50 fly, 100 back, 50 brst, 100 free
  - 11-12 boys - 50 fly
  - 13-14 girls - 100 free and 100 IM
- High point - maximum of 7 events total and no more than 3 per day.
- Further consideration - these things have come up since the committee meeting.
  - Relays may be an option IF - swimmer already has an IE. Relay is done at the end of the session and swimmers on the relays must WU during the meet.
  - Only accept SCY times for the meet in order to help control numbers. OR Suggest we convert the 50th place to both LCM and SCM to find the equivalent time standard.
  - Do we let new swimmers qualify for JO's from BB or BC? Or do they already have to have one cut and simply add events? If we say new cuts only what is the entry deadline for swimmers? Normally this is a yes, but we want to think through if this will put us over the edge. The host will not know a headcount until the week of.

Viability of BB Champs hosts and BC Champs hosts given current restrictions. We will need to modify the BB and BC meets based on meet host restrictions as well. The current restrictions are generalized below based on facility feedback as of this report.

- BB North - LLL - 165 people per session (4 per lane/2 each end). 12U can have 1 adult per tent to supervise, no spectators (admission cost added to swimmer surcharge).
- BB South
- BC Palm Beach
- BC Broward
- BC Dade - Eagle Aquatics - no more than 50 people on deck and they must be from the same team. No spectators

What happens if a host can't hold the meet? With plenty of notice, we can try to change. And I even suggest we find a "back-up" just in case. However, this situation has been ever-changing and sometimes on very short notice. Do the other sections get to compete?

## ACTION ITEMS

The cybersecurity group (Dick, Bruno, Steve, Liz) recommends the BOD consider both quotes to purchase cybersecurity insurance. We recommend to at least get us started we purchase the smaller of the two quotes. We made the decision based on the following suggestions:

- We don't have a ton of stuff currently stored online but do foresee that increasing in the future.
- Dick is currently running most transactions by hand over a landline, so risk there is minimal. This will continue to evolve as Dick has started using Zelle and FGC is considering electronic payments for Zones and All-Stars.
- The cost of the package can be made up by reducing mileage and hospitality expenses when the BOD meets online.
- The committee all agreed on some BOD meetings online as well as committee meetings are easier to attend online, making the group more efficient to accomplish tasks.

Other related topics that were suggested:

- Moving to a virtual office with one of three systems.
  - Eliminated Dropbox - too expensive and email addresses are not included
  - Considered Microsoft Teams and Google Drive. Ultimately selected Google Drive because it was more cost-effective. Teams are app-based with limited functionality. To get full functionality, Office has to be purchased by computer (potentially adding to cost). USA swimming also has stuff stored in Drive, which makes seeing/sharing easier.
  - The cost of Google Drive is \$4/month/user. This will allow for long term retention of information for the LSC. As well as reduce risk as the email/file will be "owned" by the LSC and not a single individual (tying back to the cybersecurity).

-

PROPOSED FGC JO - TIMES 2020

10 & UNDER						
GIRLS			EVENT	BOYS		
LCM	SCM	SCY		LCM	SCM	SCY
36.59	35.69	32.39	50 FR	36.49	35.19	31.99
1:20.59	1:17.89	1:10.49	100 FR	1:21.89	1:18.99	1:11.69
2:56.29	2:51.99	2:35.59	200 FR	2:54.79	2:48.99	2:33.39
6:05.39	5:54.29	6:44.89	400/500 FR	6:07.59	5:55.79	6:45.39
43.89	41.59	37.69	50 BA	44.99	42.99	39.09
1:34.69	1:29.69	1:21.29	100 BA	1:35.49	1:31.49	1:23.19
48.49	47.19	42.79	50 BR	48.99	47.29	42.99
1:48.29	1:43.49	1:33.89	100 BR	1:48.19	1:43.59	1:34.19
41.99	40.99	37.19	50 FL	42.19	41.09	37.39
1:37.99	1:34.99	1:26.09	100 FL	1:38.99	1:36.29	1:27.29
---	1:29.19	1:22.79	100 IM	---	1:29.89	1:23.39
3:17.09	3:10.79	2:52.69	200 IM	3:19.39	3:12.89	2:54.99

11 & 12						
GIRLS			EVENTS	BOYS		
LCM	SCM	SCY		LCM	SCM	SCY
32.79	31.99	28.89	50 FR	32.09	30.89	27.89
1:10.99	1:08.29	1:01.59	100 FR	1:09.89	1:07.29	1:00.89
2:34.09	2:29.49	2:15.29	200 FR	2:32.49	2:27.49	2:13.49
5:22.29	5:15.19	6:00.19	400/500 FR	5:21.89	5:12.99	5:57.69
11:17.19	10:52.39	12:25.39	800/1000 FR	11:18.59	10:54.59	12:27.89
21:37.39	20:46.59	20:53.89	1500/1650 FR	21:37.39	20:45.69	20:52.99
38.99	37.29	33.89	50 BA	39.49	37.69	34.29
1:22.69	1:21.49	1:13.39	100 BA	1:25.49	1:20.59	1:13.29
42.99	41.79	37.89	50 BR	43.59	41.99	38.19
1:35.39	1:30.89	1:22.39	100 BR	1:34.39	1:30.59	1:22.39
36.19	35.49	31.89	50 FL	36.59	35.89	32.29
1:22.79	1:20.99	1:13.49	100 FL	1:22.59	1:20.89	1:13.59
---	1:18.29	1:10.79	100 IM	---	1:16.39	1:09.09
2:53.09	2:47.59	2:31.69	200 IM	2:53.89	2:46.69	2:30.89
6:09.09	5:56.29	5:22.49	400 IM	6:08.69	5:53.39	5:19.79

13 & 14						
GIRLS			EVENTS	BOYS		
LCM	SCM	SCY		LCM	SCM	SCY
30.69	29.59	26.79	50 FR	28.29	27.29	24.69
1:06.69	1:04.29	58.19	100 FR	1:01.99	59.59	53.89
2:23.89	2:18.99	2:05.79	200 FR	2:14.79	2:09.79	1:57.49
5:01.59	4:54.29	5:36.29	400/500 FR	4:46.69	4:37.89	5:17.59
10:20.99	10:05.29	11:31.59	800/1000 FR	9:56.29	9:35.99	10:58.09
19:48.09	19:06.19	19:12.89	1500/1650 FR	18:58.89	18:13.39	18:19.79
1:17.09	1:13.09	1:06.19	100 BA	1:12.29	1:08.19	1:01.79
2:45.59	2:38.49	2:23.39	200 BA	2:36.59	2:28.79	2:14.69
1:27.69	1:23.99	1:15.99	100 BR	1:21.29	1:17.09	1:09.79
3:09.79	3:01.89	2:44.59	200 BR	2:56.79	2:48.89	2:32.89
1:14.79	1:12.89	1:05.99	100 FL	1:09.69	1:07.69	1:01.29
2:45.69	2:41.09	2:25.79	200 FL	2:36.19	2:29.99	2:15.69
---	1:15.89	1:08.29	100 IM	---	1:09.89	1:03.29
2:42.19	2:35.59	2:20.89	200 IM	2:38.79	2:31.59	2:17.19
5:42.89	5:31.99	5:00.49	400 IM	5:22.59	5:10.29	4:40.79

Time standard got faster

Time standard didn't change due to 50th place time or conversion math



# FLORIDA GOLD COAST SWIMMING

## Registration Report

November 24, 2020

<b>A. 2020 – Athletes</b>	(Annual)	3,942	
	(Flex)	171	
	(Seasonal)	<u>0</u>	
			<b><u>4,113</u></b>
<b>2021 – Athletes (to date)</b>	(Annual)	1,341	
	(Flex)	<u>268</u>	
			<b><u>1,609</u></b>
<b>B. 2020-21 – Non-Athletes</b>			<b><u>449</u></b>
	(282 Coaches, 167 Officials & Others)		
<b>C. 2020-21 – FGC Clubs</b>	Clubs (59) & Organizations (1)		<b><u>60</u></b>

*Richard Cavanah*  
*Membership Chairman*



# Swimposium Report: 2020

Event Schedule: Date: October 24, 2020

First all Virtual clinic.

**Officials Clinic:** Stroke and Turn clinic presented by Kathy Fish. Attendance: 12

**Parent Clinic:** Safe Sport presented by Mike Averett. Attendance: 87

**Athlete Clinic:** meeting/Safe Sport/DEI presented by Chloe Hernandez, Kyle Kasztner, Mike Averett, Rosemary Knoll. Attendance: 84

**Awards to be mailed out:** plaques for Record breakers and Top 10 swimmers Nationally; and T-shirts for Top 5 for each age group: 9, 10, 11, 12, 13, 14 all for season: September 1, 2018 – August 31, 2019.

Officials Report for December board meeting.

The following information is accurate as of 11/24/2020

Total number of officials - 192

- There are 15 of those listed in the Officials Tracking System that must have checked others at one time when the registered. They are not active officials and probably coaches or associated with a team.

Total number of officials whose registration expires 12/31/2020 - 137

Total number of officials who have renewed 12/31/2021 - 49

- 6 have lifetime memberships

Clinics in 2020

- AO Clinics - 2

- ST Clinics - 7 (including the last one of the year on December 2)

- SR Clinics - 4

- DR Clinics - 2

Almost 100 individuals have attended AO, ST, SR and DR clinics. As a reminder the SR and DR clinics tend to happen on deck. (some SR and DR "clinics" were not put in OTS)

Happy Holidays

Steven Goldman

## **Important information for all Florida Gold Coast Referees**

Recently we have had quite a large number of people take our Stroke and Turn Clinics. Unfortunately, some have not followed the instructions of sending in the Non-Athlete, 60 day free membership (Apprentice Application), to be on the pool deck. This free membership not only protects the apprentice but protects the LSC. So, until further notice, if you cannot locate the apprentice in the Officials Tracking System, do not let that individual on deck.

### **Important**

Ask the Apprentice to show you their DECK PASS PLUS on their phone. If they do not have a clue, have them download the app and sign in. All pertinent information should be there. If not, it is possible the account is not linked. Help them by going into settings and click: link the account.

Now, if that does not work, you will have to do an OTS search. In order to locate an apprentice in OTS first do your search and make sure you check Only show Non-Member Apprentice Officials expiring on or after . . .

If you do not locate the apprentice at the first step, the apprentice may already be a member. So now search for that apprentice like you would a regular member in good standing.

If you still cannot locate the apprentice then they should not be on deck.

**If the apprentice insists on working or if you feel confident that the apprentice should be working please try to reach either me Steven Goldman (954)790-3099 or Kathy Fish (518)253-2458.**

**Exception: Some apprentices were caught up in the Covid 19 pandemic and their ability to apprentice was frozen and their 60 day non member free membership expired and USA Swimming does not allow for an extension or a new application. In that case, when you do the search in OTS like you did the search in step one but change the date back to 4/1/2020 (Only show Non-Member Apprentice Officials expiring on or after 4/1/2020. If the apprentice shows up they may apprentice on deck. You will not be able to enter them into OTS but they may work. Please tell them to keep track of their sessions and suggest that if they truly want to complete the process to go ahead and join with a full membership immediately.**

**Please remember an apprentice is not a Stroke and Turn yet so put their sessions under other as XJ.**

**Finally, if your apprentice has completed their minimum four(4) sessions you must email either Kathy or myself to move them from J-AP to J-Q. It is not automatic because every LSC has different standards. Only pass the apprentice if you feel they are worthy of the position . . . Give the benefit of the doubt to the official.**

**Please feel free to call me anytime if you do not understand.**

**Steven Goldman [gold438@gmail.com](mailto:gold438@gmail.com) (954)790-3099**

PS - All Apprentice Officials should have their Apprentice Card (see attached). This needs to be signed every time so they can have a congruent record of their apprenticeship, who was their mentor, and who was the referee of record that approved they move from XJ to ST.



# FLORIDA GOLD COAST SWIMMING

Finance Chair Update – Kathleen Prindle  
Nov 28 2020

1. Awaiting EOY to work on **FGC audit and annual review** (project in conjunction with Treasurer/Coach Cavanah)
2. **FGC COVID Relief Grant Review** is beginning (ensuring all 26 teams met the paperwork requirements before EOM December deadline)
3. Reminder: **FGC Reimbursement paperwork/apps due.**  
Not too many meets but you can use TYR Pro/Knox, also US Open, etc.
4. Have a **Happy Holiday**, all!

**USA Swimming Treasurers' Workshop - Follow-Up**

Eric Skufca <eskufca@usaswimming.org>

Tue, Oct 20, 10:43 AM

Thank you again for attending our first virtual Treasurers' Workshop and for all of the feedback you have provided! We wanted to follow up and clarify any confusion around the implementation of the Financial Management section of the LSC Affiliation Agreement. The Agreement states that this piece will go into effect on January 1, 2021, which will affect LSC's differently depending on your fiscal or calendar year end. Regardless of your year end, the required financial reports (e.g., the Financial Assessment Program, annual closing Balance Sheet, Statement of Income and Expense, corresponding federal income tax return (Form 990) and outcome of review or audit (as applicable)) are due to USA-S HQ within five (5) months after the close of the LSC fiscal year. Below are our expectations around the audit/independent review requirement implementation:

Calendar Year Ending 12/31/2020 (Tax Year 2020) – if LSC net assets as of this date are above \$200,000 we will expect your Calendar Year 2020 Financials to be subject to an Audit/Independent Review and submitted to USA-S HQ by 5/31/2021.

Fiscal Year Ending 8/31/2020 or 9/30/2020 (Tax Year 2019) – if LSC net assets as of fiscal year end were above \$200,000 we will expect your Fiscal Year 2019 Financials to be subject to an Audit/Independent Review and submitted to USA-S HQ by:

8/31 YE: 1/31/2021

9/30 YE: 2/28/2021

Consistent with Article 8.3 of the USA Swimming Corporate Bylaws, upon submission of a request to extend the time to file its federal income tax return, an LSC may be granted additional time to meet its financial reporting requirements to USA Swimming equal to the extension period provided the LSC submit a copy of the request for extension with the IRS to USA Swimming at the time the extension is filed and the IRS grants such an extension.

We anticipate fees for an applicable Agreed Upon Procedures Review engagement to be in the \$2,000 - \$4,000 range. We are currently in communication with our CPA firm, Waugh & Goodwin, regarding obtaining an Agreed Upon Procedures Review template that we can distribute and the possibility of a reduced bulk rate if there are enough LSCs that would like to engage them for that service. We will keep everyone updated as we move forward in those communications.

Lastly, please note the 'LSC Treasurers' landing page is live at <https://www.usaswimming.org/about-usas/top-resources/lsc-treasurer>. We will be keeping this page current with applicable resources and material (including the recording of our recent Workshop which will be available in the near future).

Best,

ERIC SKUFCA, CPA  
USA Swimming Chief Financial Officer



## USA Swimming Diversity, Equity & Inclusion Strategic Plan 2020-2024

USA Swimming is committed to a culture of inclusion and opportunity. We strive to create equity by providing resources specific to the needs of our members.

This commitment is consistent with USA Swimming's Code of Conduct Article 304.3.2 states discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any status protected by federal, state, or local law, where applicable is prohibited.

One of USA Swimming's long-term goals is for our membership to reflect the demographics of the U.S. by changing mindsets, debunking myths, minimizing barriers, and creating relationships with the communities we are trying to reach. This can only be achieved by placing a large emphasis on our inclusion and equity efforts.

This Strategic Plan focuses on accomplishing key initiatives and will correlate with USA Swimming's core objectives:

- i. Achievement of sustained competitive success at the Olympic Games
- ii. Members have resources to sustain successful athletes, coaches, and clubs
- iii. Support public engagement for growth in swimming participation and interest
- iv. USA Swimming recognized as Best in Class

### Key initiatives:

1. DEI voice at the Executive and decision-making level
2. Examine and reform, where needed, the systems the sport is built on
3. Cultivate and leverage new and existing partnerships to further DEI goals
4. Support meets and events that focus on multicultural participation
5. Growth of the Learn-to-Swim to Precompetitive programs
6. Provide consistent and ongoing education to members and staff
7. Reduce financial barriers to enter and participate
8. Continued focus on the diverse athlete and coach pipeline
9. Seek out diverse suppliers
10. Increased attention to diverse hiring practices

### Communications Role

The Strategic Plan covers a broad range of initiatives that cover Diversity, Equity, and Inclusion. What is not depicted in the Communications plan for messaging but is understood that this is a key component to its success. A Communications plan will be developed in conjunction with the items listed.

# Diversity

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Diversity is who is invited to our sport as members, business partners, and staff.

Focus Area	Desired Outcome	Target Date
<p><b>Programming</b> Community Swim Program</p>	<ul style="list-style-type: none"> <li>• USA Swimming increases the number of community partnerships in underserved areas to grow the sport of swimming, increase swimming performance, and provide education and resources.               <ul style="list-style-type: none"> <li>○ New focus for the 2024 Quad will be in small, community-based swim programs while continuing support for the large, municipal based Community Swim Programs we currently have.</li> </ul> </li> </ul>	2020-2024
Learn to Swim & Precompetitive Programs	<ul style="list-style-type: none"> <li>• USA Swimming continues to offer grants to provide free or reduced-cost swimming lessons</li> <li>• Guide and support the transition from LTS to precompetitive programs</li> <li>• Support events like the International Water Safety Day</li> </ul>	2020-2024
Collegiate OARS Program (Outreach Athlete Rising Stars)	<ul style="list-style-type: none"> <li>• Big Ten pilots program to include 4 local Outreach athletes to be included in summer camp at each of the Big 10 Universities; academic tour of the campus will be part of the program</li> <li>• Expansion to include other major conferences</li> </ul>	2021-2024
<p><b>Program Partnerships</b> Sigma Gamma Rho</p>	<ul style="list-style-type: none"> <li>• Partnership minimizes barriers into the sport, utilizing community buy-in, and promotes learn to swim participation</li> <li>• Expansion/revision of this program</li> </ul>	2020-2024
Diversity in Aquatics	<ul style="list-style-type: none"> <li>• USA Swimming supports Diversity in Aquatics events</li> <li>• Increased USA Swimming reach into aquatic professional network</li> <li>• Shared materials and resources</li> </ul>	2021-2024
HBCUs	<ul style="list-style-type: none"> <li>• Create community swimming programs in underutilized HBCU pools</li> <li>• Increase the number of diverse athletes at the collegiate level</li> </ul>	2021-2024
RISE	<ul style="list-style-type: none"> <li>• Utilize expertise in social justice and race equity to enhance DEI goals and objectives.</li> <li>• Olympic Trials Aqua Zone activation</li> </ul>	2021-2024



<b>Commercial</b> Diverse Suppliers	<ul style="list-style-type: none"> <li>USA partners with minority-owned, women owned, veteran owned, LGBT-owned, service-disabled veteran owned, historically underutilized business owners where possible</li> <li>USA Swimming taps into current sponsors with DEI initiatives to better align goals</li> </ul>	2021-2024
<b>Human Resources</b> Diverse Hiring Practices	<ul style="list-style-type: none"> <li>Rooney Rule applied to hiring practices</li> <li>Job postings advertised through diverse channels</li> </ul>	2021-2024

# Equity

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Equity ensures all members & staff have access to what they need to be successful.

<b>Focus Area</b>	<b>Desired Outcome</b>	<b>Target Date</b>
<b>Rules, Policies, &amp; Procedures</b> Rule Book Review	<ul style="list-style-type: none"> <li>Review of P&amp;Ps and Rule Book to ensure equitable playing field for all members</li> </ul>	2021-2024
Transgender Inclusion Policy	<ul style="list-style-type: none"> <li>USA Swimming provides policies and processes consistent with the organizations mission</li> </ul>	Ongoing
Case Load Management	<ul style="list-style-type: none"> <li>USA Swimming members are aware of process to seek assistance when incidence arise</li> <li>USA has a clear process that DEI grievances are heard</li> </ul>	2021-2024
Incident Action Response	<ul style="list-style-type: none"> <li>USA Swimming is prepared to appropriately respond to crisis</li> </ul>	2020-2024
LSC Alignment	<ul style="list-style-type: none"> <li>Through LEAP and the LSC Operating Agreement, LSCs will utilize recommended best practices, engage in meaningful training and development, to fully align with USA Swimming's core DEI objectives.</li> </ul>	2021-2024
<b>Membership Options</b> Outreach athlete membership, Outreach team designation, FLEX	<ul style="list-style-type: none"> <li>USA Swimming continues to provide a variety of membership options for members</li> <li>Criteria surrounding Outreach Team designation examined (e.g. waiving Swim-a-thon % back to USAS).</li> </ul>	2021-2024

# Inclusion

Inclusion is an intentional act where members & staff feel valued and have the highest quality experience in our sport.

Focus Area	Desired Outcome	Target Date
<p><b>Decision-making power</b> DEI voice/representation at the Executive &amp; decision-making level</p>	<ul style="list-style-type: none"> <li>• DEI lens is applied to all aspects of USA Swimming business</li> <li>• Increased revenue and membership streams from diverse populations</li> <li>• DEI embedded into all areas of the organization</li> <li>• All departments working to increase DEI as it pertains to their area.</li> </ul>	2020-2024
Create DEI Council	<ul style="list-style-type: none"> <li>• Provides an additional <b>outside</b> DEI lens for USA Swimming</li> <li>• Help review and vet USA Swimming initiatives and programs as well as assist in the development of the strategic plan</li> <li>• Act as an advisory board especially in matters related to DEI</li> </ul>	2020-2024
<p><b>Education</b> Addition of DEI into Safe Sport Training</p>	<ul style="list-style-type: none"> <li>• All members receive DEI education</li> <li>• Integrate DEI tenants into common areas of Safe Sport training</li> </ul>	2020-2024
DEI included in Coach Education program & USA Swimming University	<ul style="list-style-type: none"> <li>• Ensures all coaches receive DEI training as part of coach certification</li> <li>• DEI education made available to other member constituents, specifically volunteers, officials</li> </ul>	2021-2024
LSCs	<ul style="list-style-type: none"> <li>• Continue to provide DEI training and best practices support</li> </ul>	2020-2024
Staff	<ul style="list-style-type: none"> <li>• Staff committee created to guide learning opportunities for staff</li> <li>• Educational opportunities delivered to staff in person at least twice annually</li> <li>• Education and opportunities available throughout the year</li> </ul>	2021-2024
<p><b>Programming</b> Diversity Coach Mentorship Program, Women's Leadership Programs</p>	<ul style="list-style-type: none"> <li>• USA Swimming provides support for DEI specific programming</li> <li>• Support development of our diverse coaches or those that serve underrepresented communities</li> <li>• Create pipeline for growth for our diverse or marginalized coaches</li> </ul>	2021-2024
Diversity Camp System: LSC, Zone and National	<ul style="list-style-type: none"> <li>• Support diverse athletes point of entry into our pipeline</li> <li>• Expand Zone Diversity Select Camp concept from LSC to National.</li> <li>• Place 2-3 diverse athletes on the National Team that have come through our camp system.</li> </ul>	2021-2024

<b>Competition</b> Multi-cultural swim meets	<ul style="list-style-type: none"><li>• Provide support for meets that focus on multicultural participation</li><li>• Provide performance services equal to other non-diverse focused competitions</li></ul>	2021-2024
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<b>CLUB NAME:</b>	<b>CURRENT STATUS:</b>	<b>POINTS:</b>
1. Alper J Swim Club	Safe Sport Recognized	
2. Azura Florida Aquatics	Safe Sport Recognized	
3. Black Marlin Swim & Triathlon Club	Started	33
4. Boca Raton Swim Team	Safe Sport Recognized	
5. Hurricane Aquatics	Safe Sport Recognized	
6. Coral Springs Swim Club	Safe Sport Recognized	
7. Eagle Aquatics	Started	36
8. East Coast Aquatic Club	Started	25
9. Flood Aquatics Swim Team	Safe Sport Recognized	
10. Gulliver Swim Club	Safe Sport Recognized	
11. Heritage Aquatic Team	Started	7
12. Lake Lytal Lightning	Safe Sport Recognized	
13. Martin County Swimming	Safe Sport Recognized	
14. Miami Country Day Aquatics	Started	31
15. Miami Swimming	Started	58
16. Midtown Weston Aquatics	Safe Sport Recognized	
17. North Palm Beach Swim Club	Started	23
18. Performance Aquatics	Safe Sport Recognized	
19. Pine Crest Swimming	Safe Sport Recognized	
20. Ransom Everglades Aquatic Club	Started	51
21. Saint Andrew's Aquatics	Started	47
22. Swim Fort Lauderdale	Safe Sport Recognized	
23. Swim Gym Swim Team	Safe Sport Recognized	
24. South Florida Aquatic Club	Safe Sport Recognized	
25. Sunrise Swimming	Safe Sport Recognized	
26. TS Aquatics	Started	4
27. Wahoo's of Wellington	Started	50

<b>FGC CLUB PROGRESS:</b>	
<b>NOT STARTED</b>	<b>33</b>
<b>STARTED</b>	<b>11</b>
<b>COMPLETED</b>	<b>16</b>
<b>TOTAL CLUBS:</b>	<b>60</b>

<b>Teams That Received Grant Funding:</b>	<b>CURRENT STATUS:</b>	<b>POINTS:</b>
1. Florida Keys Swim Club	Not Started	0
2. Jupiter Dragon's Swim Team	Not Started	0
3. MAC	Not Started	0
4. Miami Beach Seahawks	Not Started	0
5. Miami Swimming Academy	Not Started	0
6. Pompano Beach Piranhas	Not Started	0

Please find the attached quotations for Florida Gold Coast Swimming, Inc. Here is a summary of the terms and conditions.

**INSURED:** Florida Gold Coast Swimming, Inc

**MAILING ADDRESS:** 951 US Hwy #1  
North Palm Beach, FL 33408

**PROPOSED POLICY PERIOD:** TBD  
12:01 A.M. Standard Time at the Mailing Address shown above

**LINE OF BUSINESS:** Cyber Liability

**QUOTE EXPIRATION DATE:** 30 Days

**COMMENTS:** 2 Limit Options Provided Below

Line of Business	Quote Description	Carrier	Premium	TRIA	Fees	SL Taxes & Fees	Total
Cyber Liability	1m/1m 1k	Certain Underwriters at Lloyd's, London	\$1,000.00	Not Applicable	\$100.00	\$55.00	\$1,155.00
Cyber Liability	2m/2m 1k	Certain Underwriters at Lloyd's, London	\$1,200.00	Not Applicable	\$100.00	\$65.00	\$1,365.00

**QUOTES SUMMARY**

Line Of Business	Carrier	Quote Description
Cyber Liability	Certain Underwriters at Lloyd's, London (Non-Admitted)	1m/1m 1k

**Policy Premium:**

Premium	\$1,000.00
TRIA	Not Applicable
Fees	\$100.00
Surplus Lines Taxes and Fees	\$55.00
<b>Total for the above quote</b>	<b>\$1,155.00</b>

**Minimum Earned Premium:** 25%

**Commission:** 10.00%

**Fees:**

Fee	Taxable	Amount
AmWINS Service Fee	Yes	\$100.00
<b>Total Fees</b>		<b>\$100.00</b>

**Surplus Lines Taxes and Fees:**

State	Description	Taxable Premium	Taxable Fee	Tax Basis	Rate	Tax
Florida	Surplus Lines Tax	\$1,000.00	\$100.00	\$1,100.00	4.94%	\$54.34
	Stamping Fee	\$1,000.00	\$100.00	\$1,100.00	0.06%	\$0.66
<b>Total Surplus Lines Taxes and Fees</b>						<b>\$55.00</b>

**Important Notice:** Surplus Lines Tax Rates and Regulations are subject to change which could result in an increase or decrease of the total Surplus Lines Taxes and Fees owed on this placement. If a change is required, we will promptly notify you. Any additional taxes owed must be promptly remitted.

Line Of Business	Carrier	Quote Description
Cyber Liability	Certain Underwriters at Lloyd's, London (Non-Admitted)	2m/2m 1k

**Policy Premium:**

Premium	\$1,200.00
TRIA	Not Applicable
Fees	\$100.00
Surplus Lines Taxes and Fees	\$65.00
<b>Total for the above quote</b>	<b>\$1,365.00</b>

**Minimum Earned Premium:** 25%

**Commission:** 10.00%

**Fees:**

Fee	Taxable	Amount
AmWINS Service Fee	Yes	\$100.00
<b>Total Fees</b>		<b>\$100.00</b>

**Surplus Lines Taxes and Fees:**

State	Description	Taxable Premium	Taxable Fee	Tax Basis	Rate	Tax
Florida	Surplus Lines Tax	\$1,200.00	\$100.00	\$1,300.00	4.94%	\$64.22
	Stamping Fee	\$1,200.00	\$100.00	\$1,300.00	0.06%	\$0.78
<b>Total Surplus Lines Taxes and Fees</b>						<b>\$65.00</b>

**Important Notice:** Surplus Lines Tax Rates and Regulations are subject to change which could result in an increase or decrease of the total Surplus Lines Taxes and Fees owed on this placement. If a change is required, we will promptly notify you. Any additional taxes owed must be promptly remitted.

**Subjectivities:**

FL Surplus Lines Disclosure signed by the Insured  
FL State Packet  
Submitted application fully completed and currently signed and dated  
Written request to bind indicating option elected

The attached Quotations from the carriers set forth the coverage terms and conditions being offered. Please review carefully with your client as terms and conditions may differ from those requested in your submission. It is your responsibility to ensure the quoted coverage terms and conditions are sufficient to meet your client's coverage needs.

If after your review you should have any questions or requested changes, please let us know as soon as possible so we can discuss with the carriers prior to the effective date of coverage.

Thank you for the opportunity to provide these Quotations and I look forward to hearing from you.

Sincerely,

**Kristie Kobler, MLIS**

Small Business Broker | AmWINS Access Insurance Services, LLC  
T 678.586.2213 | [Kristie.Kobler@amwins.com](mailto:Kristie.Kobler@amwins.com)  
One Gresham Landing | Stockbridge, GA 30281 | [amwins.com](http://amwins.com)

On behalf of,

**AmWINS Single Point of Contact**

AmWINS Access Insurance Services, LLC  
T 678.586.2200 | F 770.389.1650 | [singlepointofcontact.service@amwins.com](mailto:singlepointofcontact.service@amwins.com)  
One Gresham Landing | Stockbridge, GA 30281 | [amwins.com](http://amwins.com)

License 0118107



**FLORIDA GOLD COAST  
2021 BOARD OF DIRECTORS  
Proposed 2021 Board Meeting Schedule  
(Subject to Change)**

- |  |  |
|--|--|
| <b>1) <u>Tuesday, January 19<sup>th</sup> @ 12:30p</u></b><br><i>Meeting Focus:</i>                    | <b>Zoom-Online/Consent/Webinar=Others</b>        |
| <b>2) <u>Tuesday, February 16<sup>th</sup> @ 12:30p</u></b><br><i>Meeting Focus:</i>                   | <b>Zoom-Online/Consent/Webinar=Others</b>        |
| <b>3) <u>March=NO March BOD Meeting!</u></b>   | <b>End-of-Season Performances=TEAM</b>           |
| <b>4) <u>April=NO April BOD Meeting!</u></b>   | <b>Coach Renewal=Self &amp; TEAM Focus!</b>      |
| <b>5) <u>Tuesday, May 18<sup>th</sup> @ 12:30p</u></b><br><i>Meeting Focus:</i>                        | <b>Goal=IN-Person Meeting!</b>                   |
| <b>6) <u>Tuesday, June, 22<sup>nd</sup> @ 12:30p</u></b><br><i>Meeting Focus:</i>                      | <b>Zoom-Online/Consent/Webinar=Others</b>        |
| <b>7) <u>July=NO July BOD Meeting!</u></b><br><i>Meeting Focus:</i>                                    | <b>TEAM Focus of Summer LC Season</b>            |
| <b>8) <u>Tuesday, August 31 @ 12:30p</u></b><br><i>Meeting Focus: Convention;</i>                      | <b>Zoom/Consent/Webinar=Others</b>               |
| <b>9) <u>Week of Sept. 20-25<sup>th</sup>-Convention</u></b><br><i>Meeting Focus:</i>                  | <b>Meetings/FGC-FL Mtgs/Elections</b>            |
| <b>10) <u>Tuesday, October 12<sup>th</sup> or 19<sup>th</sup> @ 12:30</u></b><br><i>Meeting Focus:</i> | <b>FGC Swimposium &amp; HOD Prep!</b>            |
| <b>11) <u>Saturday, October 23<sup>rd</sup> &amp; Sunday, 24<sup>th</sup></u></b>                      | <b>FGC Swimposium &amp; HOD</b>                  |
| <b>12) <u>November=NO Nov. BOD Meeting!</u></b>  | <b>High School Swim Focus</b>                    |
| <b>13) <u>?Tuesday, December 14<sup>th</sup> or 21<sup>st</sup> @12:30</u></b>                         | <b>Goal=IN-Person Celebration! Goals for '22</b> |