

**Florida Gold Coast
Board of Directors Meeting
November 19, 2019 @ Volunteer Park
Plantation**

I. Call to Order- Jim McCombs called meeting to order 8:16pm

II. Roll Call/Excused Absences

Chair-	Jim McCombs-P
Vice-Chair-	Alf Aguirre-P
Senior. Chair-	Sid Cassidy-A
Age Gr Chair-	Jennifer Gibson-P
Coaches Rep (PB)(1yr)	Gordon Andrews-P
Coaches Rep (B)(2yr)	Terrell Woods-P
Coaches Rep (D)(2yr)	John Turnipseed-P
Treasurer-	Richard Cavanah-P
Secretary-	Lori Bosco-P
Official Chair	Steve Goldman-P
Finance Chair	Kathleen Klein-Prindle-P
Operation Risk Chair	Eddie Wolling-P
Safe Sport Coordinator	Mike Averett-P
Athlete Rep Sr. Rep	Cameron Anderson-A
Athlete Rep Jr. Rep	Kyle Kasztner-P
Athlete Rep (B)	
Athlete Rep (PB)	Hanna Trieschmann-A
At-Large-(1yr)	Christopher Anderson-P
At-Large-(2yr)	Bruno Darzi-P
At-Large-(1yr)	Daniel Palmiotto-P
At-Large-(2yr)	David Hammond-A
Chair Advisor	Allan Williams-P

Guests: Liz Kershaw, Christi Wathen, Rosmarie Knoll, Melanie Andrews, and Maddie Finks

(Technical planning committee members: Vice-Chair –Alf Aguirre, Senior Chair- Sid Cassidy, Age Gr Chair Jennifer Gibson, Coaches Reps: Gordon Andrews, Terrell Woods, John Turnipseed, Official Chair Steve Goldman, Athlete Reps: Cameron Anderson and Hanna Trieschmann)

(Executive Board: General Chair-Jim McCombs, Administrative Vice-Chair-Alf Aguirre, Senior Chair-Sid Cassidy, Age Group Vice Chair-Jennifer Gibson Finance Vice Chair-Kathleen Klein-Prindle, Two Athlete Reps-Cameron Anderson and Hanna Trieschmann, and Coach Rep-Gordon Andrews)

III. Approval of minutes- August 27, 2019 meeting minutes.

Motion: To approve August 27, 2019 meeting minutes. Chris Anderson **Second** Steve Goldman. **Passed.** *No Opposed.*

IV. Consent Agenda (Action Needed)-Pulled for discussion:

1. 4 hour Rule PDF by officials committee –pulled by Bruno Darzi

Steve Goldman Officials Chair:

The officials committee would like to make the motion:

That as per the rule for 12 and unders that all meets must be planned to be completed within the 4 hours and all other meets be planned to be completed Under 5 hours. (Except LSC Championships and Prelims and finals meet)

(5-10 minutes breaks do not constitute another session).

Motion: To accept above guideline. Steve Goldman **Second** Lori Bosco. **Passed.** *No Opposed.*

2. Proposal to FGC Swimming PDF by The Race Club-pulled by Chris Anderson (attached)

Motion: To accept the proposal set forth by The Race Club. Kathleen Klein. **Second** Steve Goldman. **Failed.** *No Opposed.*

V. Consent Agenda (Officers Reports)

A. General Chair

Jim McCombs

1. Congrats to Jennifer Gibson and Kathleen Prindle to USA-Board of Directors

B. Vice Chair

Alf Aguirre (Technical Planning)

1. No report

C. Athletes

Cameron Anderson and Hanna Trieschmann

1. No report

D. Coaches

Gordon Andrews/John Turnipseed/Terrell Woods

1. No report

E. Senior

Sid Cassidy

1. No report

F. Age Group

Jennifer Gibson

1. 2019 FGC Champ Meet Series Review-Meet Committee Sept 2019 pulled by Kathleen Prindle

Motion: To table 2019 FGC Champ Meet Series Review. Kathleen Klein. **Second** Chris Anderson. **Passed.** *No Opposed.*

2. Age Group Report-FGC November 2019 BOD Meeting

G. Registration **Richard Cavanah**

1. Handout- attached

H. Treasurer **Richard Cavanah**

1. Handout- attached

I. Officials **Steve Goldman**

1. 4 hour Rule-already completed

2. Officials Report-attached

3. OC Report for HOD 2019-attached

VI. Consent Agenda (Committee Reports):

A. Safe Sport **Michael Averett**

1. FGC SSRP Progress (PDF)-attached

2. SRP coach-Owned Guidelines (PDF)-attached

3. SSRP Institutionally –Owned Guidelines (PDF)-attached

4. SSRP Parent-Board Guidelines (PDF)-attached

5. SSRP Report-October 2019 (PDF)-attached

B. Social Media: **Kathleen Prindle**

1. No report

C. Volunteerism/Social Events **Lori Bosco**

1. No report

D. Financial Investment: **Kathleen Prindle**

1. No report

E. Open Water **Sid Cassidy**

1. No report

F. Operational Risk Chair **Eddie Wolling**

1. No report

G. Records/Times/NTV **David Hammond**

1. No report

H. Diversity & Inclusion (DEI) Kathleen Prindle

1. Advisory Recommendation Form -attached
2. FGC Agenda Items Nov HOD-attached
3. Proposal to FGC Swimming-completed earlier

Motion: To approve all Officers and Committee Reports. Lori Bosco. **Second** Steve Goldman. **Passed.** *No Opposed.*

VII. Old Business-

- A. No Old Business

VIII. New Business – Action Items (Before 10pm)

- A. No New Business

IX. Announcement of New Teams- Dick Cavanah

- A. No new teams

X. FGC B.O.D 2020 Meeting Schedule

- A. Meeting Dates
 1. January 21, 2020 @ Coral Springs

XI. Adjournment -9:24pm

Motion: To adjourn. Kathleen Prindle. **Second.** Steve Goldman. **Passed.** No Opposed.



Proposal to Florida Gold Coast LSC

From: The Race Club

September 8, 2019

Objective: To improve the performance of member swimmers and coaches in Florida Gold Coast Swimming.

Through a collaboration of The Race Club (TRC), focusing on improving swimmer's techniques, and Florida Gold Coast Swimming, an LSC for USA Swimming, TRC will offer educational opportunities through coaches' clinics, swimming technique instruction and subscription video services at a discounted price to FG members and teams.

The following is what I recommend to FG as a Race Club partnership proposal:

Coaches Clinic: If there is an opportunity for FG coaches to convene annually (banquet, meeting, such as the April 19 event benefitting the HS shooting victims), Gary Hall Sr. will offer a one or two hour talk on any topic of the coaches' choice, including but not limited to Fundamentals of Fast Swimming (physics for coaches), Butterfly, Backstroke, Breaststroke, Freestyle, Starts, Turns or Dolphin Kick. The location and time would be mutually agreed upon but would preferably be indoors and include audiovisual equipment. This will be complementary to all FG coaches (unless FG wants to charge for other reasons).

TRC Team Instruction: TRC will offer private FG Team instruction in Islamorada on technique to FG teams of 3-10 swimmers (\$750 per session). The sessions are two hours in length and can be focused on any aspect that the coach wants. Up to two sessions are offered per day and TRC will schedule up to 8 sessions per team (four days) to cover all aspects of a regular TRC camp. The cost to the team is the same regardless of whether 3 or 10 swimmers participate, so the cost per swimmer comes down with more swimmers. If more than 10 swimmers want to

participate, the cost per session will increase (\$1410), as two TRC coaches will be instructing. In either case, the FG team coaches and parents can attend all sessions at no charge.

TRC Subscription Services: The Race Club offers 3 different options for subscription services, containing very high-quality videos, articles, podcasts and other content, mostly directed toward improving technique. The Lane 2 option includes nearly 100 videos and over 175 articles in our library with new videos and articles being added at least four times per month. The Lane 3 option includes our entire content, including nearly 200 videos and over 175 articles in the library, and with new videos and articles being added at least eight times per month. The Lane 4 option includes the entire Lane 3 Library of videos and articles with online virtual coaching assistance from one of The Race Club coaches. Any coach, parent or swimming member of FG will receive a 10% discount on any **annual** Lane subscription option.¹

In consideration for these services and discounts, FG will promote the partnership with The Race Club through use of a banner ad and educational articles on its website and its newsletter promoting TRC services. TRC Banners will be placed at all FG Championship meets. Are there other ways FG can help promote TRC?

¹ The discounted services for annual subscriptions will be offered through a special code given to FG members. Once registered for subscription services using the code, TRC will confirm and validate the membership with the FG office.

2019 Championship Meet Series Review

Meet Committee Report-

Florida Gold Coast Swimming

Meeting: Wednesday, September 4, 2019

Committee Members in Attendance=

Bruno Darzi, Jennifer Gibson, Allan Golding and Christi Woolger Wathan

Meeting Overview/Objectives:

The FGC Meet Committee met to review the 2019 Championship Series Meets. The objective was to review/evaluate each level of meet with the input of notes taken by the committee members and suggestions made to members from other coaches and officials. As a committee, we tried to look at what would be most advantageous to the athletes, while being reasonable in the changes suggested. Many suggestions made will take more than just one season to reach the desired changes.

In reviewing the meets, we started with the JO Championships first (some ideas/thoughts carried over to the Senior Champs Meets); progressed to the BB (Silver Meets) next, and ended with the BC (Bronze Meets). We spent our first 90' on the JO Meets and the next 90' on the BB & BC Meets. (We were thorough, but could have gone even longer in our conversations!)

To Bruno, Allan and Christi, I want to say thank you for all of the time, thought, patience and expertise shared. Everyone would be quite impressed of how the three work and share together when discussing the running of meets! They are so open-minded and observant from all angles-pre-meet requirements; physical meet set-up; officials; coaches and most importantly, the athlete's role. This has been one of the most rewarding LSC committee assignments I have ever been a part of!

Respectfully submitted,
Jennifer Gibson
SG Age Group Vice Chair

I.) JO Championships (Senior Champs):

*Please note that we did talk about BOTH the SCY & LCM Meets and how situations could affect them differently. We have noted that in our recommendations with the respective SCY and LCM meets.

A.) RECOMMENDATIONS for BOTH SCY & LCM Meets:

- 1.) Two (2) OME Cut-off Times/Days as follows: Monday=6p.m./Tuesday=6p.m.
(Tuesday=Changes; and ANY additions ONLY and at DOUBLE the original entry fee amount)
*Will NOT accept ANY late entries AFTER 6p.m. Tuesday, including Relay entries or Relay only.
- 2.) NO Deck Entries!
- 3.) "A" Relays Only.
- 4.) Meet Hosts MUST have the Time Standards included for the next progression meet for both prelims and finals listed IN the heat sheets. (i.e.: Jo Meets should have Sr.Champs; Sectionals; Futures; Sr. Southern Zone; Jr/Sr. Nationals; OT times).
- 5.) Meet Hosts/Announcers must have records (FGC) available for all prelim and final sessions.
- 6.) Time and Length of Prelims and Finals Warm-up Sessions should be the same.
(i.e.: Prelims=7-8:30a.m. 90' in length/Finals=4-5:00p.m. 60' in length)
- 7.) Breaks WITHIN both the prelim and final sessions will be consistent.
- 8.) Monetary provisions made by FGC to cover the cost of awards (i.e.: similar to security costs)

B.) RECOMMENDATIONS for SCY Only Meet:

- 1.) Order of Event Change for Sunday as follows:
200 IM/100 FR/50 BA/50 BR/200 FLY/200 F. R./1650 FR

C.) RECOMMENDATIONS for LCM Only Meet:

- 1.) Thursday's Session will have a one (1) hour warm-up session i.e.: WUP=4-5:00/Meet=5:00 p.m.
- 2.) Warm-up split into two (2) sessions for prelims each day. This would be done by team, not age group.
 - a.) The two (2) sessions would be=7-7:30a.m. (General WUP), 7:30-7:40a.m. (Sprints)
7:45-8:15a.m. (General WUP), 8:15-8:25a.m. (Sprints)
- 3.) Six (6) Individual Event Limit per Swimmer.
- 4.) 10 & Under Relay Order of Event change to assist the time lines becoming more equal.
 - a.) 10 & Under 200 Medley Relay=First event on Friday a.m. Prelims
 - b.) 10 & Under 200 Free Relay=First event on Saturday a.m. Prelims
- 5.) Barriers placed on FGC Coaches side of the pool to keep the Officials "lane of passage" clear.
- 6.) Reconfigure the location of athlete "parading" for the timing of Finals Sessions.

*****(Presentation by Meet Committee can include estimation of new Time lines; answer questions for clarification purposes. Please see "Additional Actions" Section following the "BC" Meet section.)***

II.) "BB" Silver Championship Meets:

***Our conversation did start with the suggestions from other coaches. We need to keep in mind that this is the first year of a revamp of this meet, making it a true "BB" level competition, which gives this level of swimmer a both a true championship-style meet format, plus the opportunity to "take it" or advance to the next level. Sizes and timelines of the two (2) meets were very similar. The revamping of this meet did change the profits for the host teams, as they no longer have the NT/-BB Swimmers to fill the "new" meet.**

A.) RECOMMENDATIONS for BOTH SCY & LCM Meets:

- 1.) Two (2) OME Cut-off Times/Days as follows: Monday=6p.m./Tuesday=6p.m.
(Tuesday=Changes; and ANY additions ONLY and at DOUBLE the original entry fee amount)
*Will NOT accept ANY late entries AFTER 6p.m. Tuesday.
- 2.) Meet Hosts MUST have the Time Standards included for the next progression meet for both prelims and finals listed in the heat sheets (i.e.: "BB" Meets should have JO; Sr. Champs times)
- 3.) Time and Length of Prelims and Finals Warm-up Sessions should be the same.
 - a.) Friday Evening=Warm-up 4-5p.m./Meet Start=5:00p.m.
 - b.) Saturday & Sunday-Prelims WUP=7-8:30a.m./Meet Starts=8:30a.m.
 - c.) Saturday & Sunday-Finals WUP=4-5:00p.m./Meet Starts=5:00p.m.
- 4.) No Bonus Events (*Did not allow in 2019)
- 5.) No Deck Entries (*Did not allow in 2019)
- 6.) No Relay Events
- 7.) Changing Order of Events for ALL THREE DAYS as follows:
 - a.) Friday Order of Events-SCY=500 FR/400 IM; LCM=400 FR/400 IM
 - b.) Saturday Order of Events-200 FLY/100 BA/100 IM/50 FR/50 FLY/100 BR/200 FR*
 - c.) Sunday Order of Events-200 BR/100 FR/200 BA/100 FLY/50 BR/50 BA/200 IM*
 - d.) This new Order of Events allows for the 200 Free & IM to become prelim/finals events.
- 8.) No Scoring, Team or Individual
- 9.) Limit Time Trials to one (1) hour each day (Saturday and Sunday)
- 10.) Monetary provisions made by FGC to cover the cost of awards (i.e.: similar to security costs)

III.) "BC" Bronze Championship Meets:

*The "BC" Bronze Championship Meets were the entirely new level of champ meet in 2019. The committee feels strongly about the concept of serving/providing our younger and newer swimmers and their parents an opportunity of the "Championship" ideal, without the three (3) days of most champ-style meets; the longer hours required of the prelim/final format and the opportunity to swim with those of their own level. We felt that the first year went very well and that all hosts provided a great racing environment for this level of swimmers. There have had many compliments from both coaches and parents about these meets. *With the above thoughts and beliefs in mind, the Meet Committee *RECOMMENDS* that both the Spring AND Summer "BC" Bronze Champ Meets are conducted as Short Course Yards. We have added a provision that may address this belief for those FGC Coaches and "BC" athletes that may desire more opportunity at this "last chance" point of the season.

A.) RECOMMENDATIONS for BOTH SPRING and SUMMER Meets:

- 1.) The 15 & Over Swimmers utilizing this meet will be addressed more closely by reviewing the Event file for correctness in handling how the to determine the correct Time Standards.
- 2.) No Deck Entries.
- 3.) Meet Warm-ups=60'. Spring Meet=9-10:00a.m./Meet Start=10:00a.m. for all three (3) meets. Summer=W.Up=8-9:00a.m./Meet=9:00a.m. (Due to Summer Storms)
- 4.) Meet Hosts MUST have the Time Standards included for the next progression meet listed IN the heat sheets (i.e.: "BC" Meets should have "BB"; JO and Sr. Champs times)
- 5.) The offering of Time Trials for ONE (1) day of the meet-either Saturday or Sunday. (This may help those who are looking to swim either another event or a distance event).
- 6.) Monetary provisions made by FGC to cover the cost of awards (i.e.: similar to security costs).

IV.) Additional Action Items:

*Besides discussing the recommendations for the Champ Series, we also discussed several items that are timely in the coming year. Instead of reacting, we can try to anticipate going forward on several fronts:

A.) Possible Items Up for Consideration/Recommendation:

- 1.) Update the FGC Time Standards in August 2020. The Time Standards would be reviewed EVERY TWO (2) years (2020; '22; 24...) *NEED to decide now.
- 2.) FGC Sanctions Chair. This would remove the sole responsibility from Age Group and Senior Chairs. In charge of sanctioning, with approval of the Age Group, Senior and Officials Chairs; and member of the Meet Committee.
- 3.) Looking at the FGC philosophy of the 11-12's in reference to the events they are offered at Champ Meets. Currently, they swim EVERY event. Necessary? Long-term development?
 - a.) Distance events? Could we not offer the 400 IM/1500/1650? (Do not offer at Zones)
 - b.) 200's of stroke? (Do not offer at Zones; are they making us better?)
- 4.) Looking at the FGC philosophy of the 13-14's in reference to the events they are swimming.
 - a.) Dropping the 800 Free Relay. (Or moving it in the Order of Events)
 - b.) Dropping the 4/50's of stroke. (Not recognized by USA-S Nat'l Time Standards or Zones)
- 5.) Incorporate multiple designated Warm-up Sessions at meets. (Reasons support this-not being observed; teams usually are "early or late" when warming-up; safety; more productive)
- 6.) Need for the JO LCM Meet to go to Four (4) full days. (Not recommending that at this time)
 - a.) Change in Order of Events.
 - b.) Change in Events offered at each age.
 - c.) Use/non-use of Chase Starts and the overall effects on Time Line management.
 - d.) Future of 10 & Unders at this meet.
- 7.) Use of OME for conducting Time Trials.
- 8.) Introduction of Daily Info Sheets at (Champ) Meets (i.e.: "Today at JO's")

Age Group Report
FGC-November 2019 Board Meeting

1.) 2019 Championship Meet Series Review/Report.

This Championship Meet Series Review is included with this report. Please familiarize yourself with the content. The Committee is recommending that all changes be adapted as of Short Course 2020.

2.) Reassigning of the "Sanctions" duties to Age Group Meet Committee Member.

For the last two (2) years as the Age Group Chair, I have been recommending that the Sanction duty should not be the focus of the Age Group Vice Chair. As the Age Group Chair, I have appointed a Meet Committee Member to become the new Sanction Coordinator. The new Sanction Coordinator is Allan Golding.

Allan will take over this duty (with the back-up of Bruno Darzi) starting with the January 2020 Meet requests. I will be assisting Allan in this transition. *Allan and Bruno know more about meet details and the writing of meet information than anyone else within the FGC. I am VERY excited for this change! I believe they will help us all be better at the understanding and writing of meet information.

3.) 2019 FGC/USA Swimming Coach Mentoring Grant Program.

Last Winter Coach Bruno Darzi wrote and submitted the FGC Grant Proposal for the LSC Coach Mentoring Program. It was accepted by USA Swimming. USA Swimming will match our LSC up to \$4000.

We had five (5) Coaches apply. Of those five coaches, we have four who have committed to taking a trip to another team and have the unique opportunity to shadow, observe, learn and grow their coaching skills. They were granted up to \$1200 to make this trip. Congratulations to the following 2019 FGC Mentor Coaches and their chosen trip/team visit details:

*Coach Camila Paola Espinoza, Hurricane Aquatics (CANE). Camila visited the Bruins Swim Team, LA, CA;

*Coach Raphael Lima, Coral Springs Swim Club (CSSC). Raphael visited the Mission Viejo Swim Club, Mission Viejo, CA;

*Coach Isidro Planell, AK Sharks (AKS). Isidro visited Mecklenburg Aquatic Club, Charlotte, N.C.;

*Coach Derek Gelber, Alper JCC (AJCC). Derek will be visiting Machine Aquatics, Washington, DC

As part of their agreement to accept this grant and opportunity, each of the four Mentor Coaches will be presenting to the FGC Board of Directors at an upcoming 2020 Board Meeting and volunteering to be a part of the 2020 FGC Swimposium.

It is our plans to once again apply for the 2020 USA Swimming's LSC Coach Mentoring Program. It is not guaranteed to be repeat recipients, as the program has become quite popular in the last few years! What a great opportunity for these coaches to have.

4.) My Age Group Chair Term is up!

My gratitude to EVERYONE on the FGC Board of Directors, the FGC Coaches and the Athletes for a wonderful four years of learning and growing for me! I am proud most of the work done with the athletes and coaches on both the All Star and Zone Teams! Every minute was worth it! A special shout out goes to Coach Norman Abril! He is my "right hand" in these adventures!

My learning curve TRIPLED (or more) on my knowledge of the setting up of meets and meet operations. Thank you Allan, Bruno, Steven and Christi for your patience with me!

I loved the opportunity to attend and be active in both the USAS Conventions, but also the various clinics that were provided by USA Swimming.

Sitting in on the re-write of the FGC By-Laws was a first for me. It made me look at everything from a different view. I have learned so much from Jim, Dick and Kathleen!

I am, however, disappointed that I did not accomplish my goals of developing a true LSC Camp Program but, please know, this is still my goal!

Respectfully Submitted,
Coach Jennifer Gibson
Age Group Vice Chair, FGC Swimming



FLORIDA GOLD COAST SWIMMING

Registration Report

November 19, 2019

A. 2019 – Athletes	(Annual)	5,052	
	(Flex)	139	
	(Seasonal)	<u>69</u>	<u>5,260</u>
2020 – Athletes (to date)	(Annual)	1,817	
	(Flex)	<u>111</u>	<u>1,928</u>
B. 2019-20 – Non-Athletes			<u>513</u>
	(303 Coaches, 210 Officials & Others)		
C. 2019-20 – FGC Clubs	Clubs (60) & Organizations (3)		<u>63</u>

Richard Cavanah
Membership Chairman



FLORIDA GOLD COAST SWIMMING

Treasurer's Report

November 19, 2019

A. Financial Statement

Bank Balance (10/31/19)	\$235,334
Wells Fargo Securities Investments (10/31/19) • Includes unrealized profit or loss	\$650,614
Savings Account – Bank of America (10/31/19)	\$ 74,464
Accounts Receivables (Registrations & Meet%)	\$ 37,740
Escrow Balances	-\$ 15,421
Due USA-Swimming – Nov. '19 Registrations	<u>-\$ 41,948</u>
 Total	 <u>\$940,783</u>

Richard Cavanah
FGC Membership/Treasurer

Officials Report

We are diligently working to get our officials concussion training by January 1.

Sectional Update;

Meet Referee: Hector Acevedo

Evaluator: Wayne Shulby of North Carolina swimming

The lead team has been submitted to the Zone and has been approved.

TLCJ: Aida Acevedo

AR: Allan Golding

Head Starter: Jose Carrion

Head Referee: Ellen Johnson (FL Swimming)

High School continues to be difficult to officiate but thanks to a few work horse it gets done.

2019 OBSERVED MEETS Florida Gold Coast					
Number	FIRST DAY OF MEET	TYPE OF	NAME OF MEET	Meet Ref	AUTHORIZING OFFICER
060119-AP01	6/1/19	YMCA	2019 YSF Barracudas Summer Kickoff Meet(approved meet)	Kathy Fish	David Hammond
092819-OBS06	9/28/19	High School	55th Woodson Invitational	Glen Hanks	David Hammond
100519-OBS02	10/5/19	High School	Broward County Championships	Allan Golding	David Hammond
091419-OBS06	9/14/19	High School	NSU Shark Invite	Fabio Meira	David Hammond
100319-OBS03	10/3/19	High School	GMAC Swimming Championship	Steven Goldman	David Hammond
092119-OBS08	9/21/19	High School	Ransome Everglades Invite	Fabio Meira	David Hammond
103019-OBS23	10/30/19	High School	FHSAA 4A District 11 Championship	Andrea Golding	David Hammond
102919-OBS19	10/29/19	High School	FHSAA 3A District 10 Championship	Scott Boggs	David Hammond
100519-OBS12	10/5/19	High School	2018 Palm Beach County swimming & Diving Championships	Dee Herfurth	David Hammond

101219-OBS13	10/12/19	High School	2019 Palm League Championships	Glen Hanks	David Hammond
102219-OBS20	10/22/19	High School	FHSAA 1A District 12 Championship	Fabio Meira	David Hammond
102919-OBS15	10/29/19	High School	FHSAA 4A District 10 Championship	Alfie Trimble	David Hammond
102319-OBS11	10/23/19	High School	FHSAA 2A District 11 Championship	Kathy Fish	David Hammond
102919-OBS17	10/29/19	High School	FHSAA 3A District 11 Championship	Kathy Fish	David Hammond
102519-OBS16	10/25/19	High School	FHSAA 2A District 12 Championship	Fabio Meira	David Hammond
102919-OBS14	10/29/19	High School	FHSAA 4A District 9 Championship	David Katz	David Hammond
102519-OBS21	10/25/19	High School	FHSAA 1A District 11 Championship	Kathy Fish	David Hammond
110819-OBS04	11/8/19	High School	FHSAA 4A Region 4 Championships	Tom Ward	David Hammond
102919-OBS25	10/29/19	High School	FHSAA 3A District 12 Championships	Fabio Meira	David Hammond
103019-OBS18	10/30/19	High School	FHSAA 2A Region 4 Championships	Scott Boggs	David Hammond
102919-OBS24	10/29/19	High School	FHSAA 4A District 12 Championship	Fabio Meira	David Hammond
110119-OBS22	11/1/19	High School	FHSAA Class 1A Region 4 Championships	Kathy Fish	David Hammond
					David Hammond
					David Hammond

I have concerns about observed meets. They are difficult for our younger officials to keep straight. I also believe those applying are sometimes just putting down names. Sometimes no names at all. I think we should charge for observations and maybe they will be observed correctly.

As a committee, we feel that the 4 hour rule for 12 and unders are being abused. It seems to me 5 minute breaks do not make a new session and we believe no meet should exceed 5 hours.

Certified Officials

189

ST Apprentices

24

AO Apprentices

14

Number of Clinics

17

Number of Trainees

72

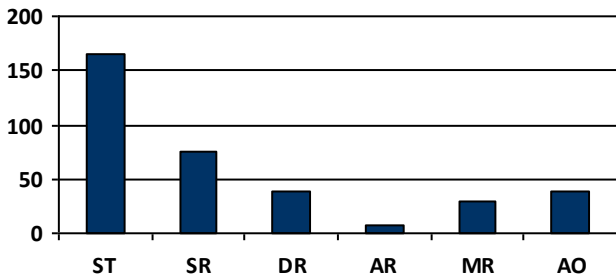
Officials Certification by Position

ST	CJ	SR	DR	AR	MR	AO	XJ	XS	XR	XA	YA
166	32	75	39	7	29	38	24	15	2	1	14

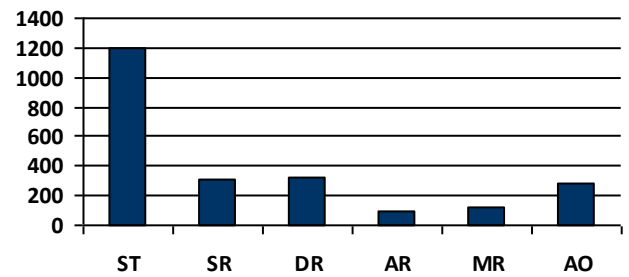
Sessions Worked in 2019 by Position

ST	CJ	SR	DR	AR	AO	MR	XJ	XS	XR	XA	YA	Total
1203	211	304	322	88	287	116	91	59	21	0	21	2723

Certification by Position



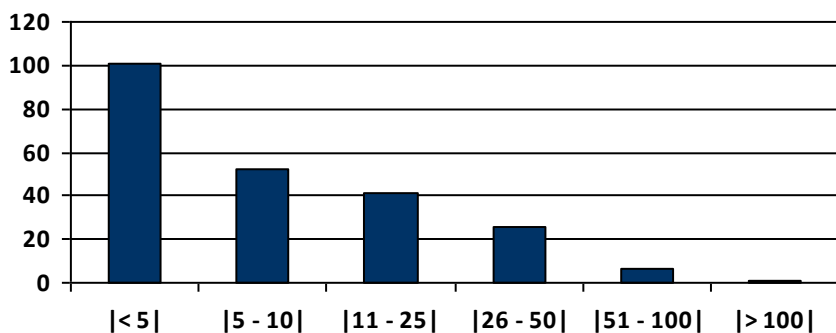
Sessions Worked by Position



Distribution of Officials by Sessions Worked

< 5	5 - 10	11 - 25	26 - 50	51 - 100	> 100
101	52	41	26	6	1

Distribution of Officials by Sessions Worked



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

Florida Gold Coast Swimming

SS CLUB RECOGNITION PROGRESS: 11/1/19

Alper J Swim Club	Started
Azura Florida Aquatics	Safe Sport Recognized
Boca Raton Swim Team	Started
Coral Springs Swim Club	Safe Sport Recognized
Eagle Aquatics	Started
Flood Aquatics Swim Team	Safe Sport Recognized
Gulliver Swim Club	Started
Hurricane Aquatics	Started
Lake Lytal Lightning	Started
Martin County Swimming	Safe Sport Recognized
Performance Aquatics	Safe Sport Recognized
Pine Crest Swimming	Safe Sport Recognized
Saint Andrew's Aquatics	Started
South Florida Aquatic Club	Safe Sport Recognized
Swim Fort Lauderdale	Safe Sport Recognized



Safe Sport Recognition Program For a Coach-Owned Club

The club is owned and operated by a head coach. The coach may have a parent booster organization.

OVERVIEW

PURPOSE

The Safe Sport Recognized Club Program allows a member club to demonstrate its commitment to creating an abuse-free, safe, healthy, and positive environment for all of its members through the development and implementation of Minor Athlete Abuse Prevention and Anti-Bullying policies, Safe Sport Best Practices, and Athlete Protection Training.

WHAT'S INVOLVED

- Policies, procedures, and best practices: clubs will develop and/or share their Athlete Protection Policies and the other measures to safeguard athletes.
- Personnel: a big part of successfully implementing Safe Sport is getting the right people involved. Clubs will demonstrate the screening and selection procedures for staff and volunteers.
- Training and Education: clubs will be awarded points when minor athletes and parents complete the Safe Sport online courses, as well as hosting in-person Safe Sport-related training.
- Reporting: clubs will detail communication to members about how to report misconduct to USA Swimming Safe Sport and the U.S. Center for SafeSport.

WHERE TO APPLY

Clubs apply for Safe Sport Recognition through the team's Club Portal, which requires team administrator login credentials. The team administrator or head coach has this login information. The Safe Sport Recognition Program application is located on the "HOME" tab of the Club Portal. The application can be done by the team administrator or head coach, or the administrator or coach may share the team's Club Portal login credentials with the club's Safe Sport Chair and he/she may complete the steps and apply on behalf of the team.

WHAT IS REQUIRED BEFORE THE APPLICATION CAN BE SUBMITTED?

Safe Sport Recognition applications are scored for the Safe Sport Club Recognition in the following four areas:

1. Business/Organization Success
2. Swim Parent/Volunteer Development
3. Coach Development/Education
4. Athlete Development/Performance

In each of the four scored sections there are required components and then additional components. *The required components of each section must be met in order for a team to be eligible to submit its application*, plus additional components to equal a total score of 75% or 50.25 points. Safe Sport Recognition can be renewed every 2 years.

USE USA SWIMMING'S MODEL RESOURCES TO DEVELOP YOUR CLUB'S SAFE SPORT PLAN

To assist clubs in becoming Safe Sport Recognized, USA Swimming has resources and models for almost all of the required policy and guideline documents on the usaswimming.org website.



**Safe Sport Recognition Program
For a Coach-Owned Club**

The club is owned and operated by a head coach. The coach may have a parent booster organization.

BUSINESS/ORGANIZATION SUCCESS

Total Category Points Available: 36

Minimum Points Needed: 21 from REQUIRED + 9 or more from ADDITIONAL

Required	(21 Points Required)	Points
<p>Mission and Vision Statement Is child protection included in your club's mission or vision statement? This memorializes your club's commitment to providing a safe, healthy, and positive environment for athletes. <You are asked to type in your club's mission or vision statement></p>		1 point
<p>Club Website Does your club have a designated Safe Sport section that contains tools and resources for Safe Sport? <Share the link to your club's Safe Sport web-page></p>		5 points
<p>Club Owner Membership Is the owner of your club a non-athlete member of USA Swimming? This ensures that the individual has been background checked and has taken the Athlete Protection Training. <Please share the individual's name and contact information.></p>		1 point
<p>Reporting Information Is the information and procedure for reporting to USA Swimming Safe Sport and the U.S. Center for Safe Sport on your club's website? To deal with a Safe Sport concern, contact USA Swimming at (719) 866-4578 https://www.usaswimming.org/articles-landing-page/2017/05/08/safe-sport-report Contact the U.S. Center for Safe Sport to make a report. Call (720) 524-5640 or use the online reporting form at https://safesport.i-sight.com/portal or find more information at http://www.uscenterforsafesport.org/ <Share the link to your club's reporting page></p>		2 points
<p>Conduct Pre-Employment Screening As a condition of membership in USA Swimming, member clubs are required to conduct pre-employment screens on their new employees who are required to be USA Swimming members by USA Swimming rules. <click the box if your club does the required pre-employment screening></p>		2 points
<p>USA Swimming Code of Conduct Communicated to Club Club has documented that it has distributed the USA Swimming Code of Conduct to all members and that they have received it. <click the box if your club has communicated the USA Swimming Code of Conduct to membership></p>		2 points
<p>MAAPP USA Swimming Requires member clubs implement the Minor Athlete Abuse Prevention Policy (MAAPP) effective as of June 23, 2019. This policy addresses risk areas that present opportunities for abuse to occur. The policy covers five (5) areas: <ol style="list-style-type: none"> 1. One-on-One interactions 2. Travel: Local and Team 3. Social Media and Electronic Communication 4. Locker Rooms & Changing Areas 5. Massages & Rubdowns MAAPP has been reviewed with Parents/Athletes/Coaches/Volunteers/Other Adults affiliated with the club and signed acknowledgements are kept on file at the club. <Please customize MAAPP policy with your club name and post a PDF to your Safe Sport web page. Download the PDE.></p>		6 points
<p>Action Plan to Address Bullying USA Swimming Clubs are required to have an action plan to address bullying and the plan must be reviewed with and agreed to by all athletes, parents, coaches, and other adults at the club. An example action plan, that becomes the default if a club chooses not to create their own, is available on the USA Swimming website. <Upload your anti-bullying policy file></p>		2 points



**Safe Sport Recognition Program
For a Coach-Owned Club**

The club is owned and operated by a head coach. The coach may have a parent booster organization.

Additional	(15 points possible)	Points
<p>Safe Sport Best Practices Are the Safe Sport Best Practice Guidelines posted on your club's website? <check if yes></p>		2 points
<p>Communication of Policies How often do you communicate the Safe Sport policies to the members of your club, including coaches, athletes, parents, and volunteers? <Choose one: Never (0 pts) Annually (1 pt) Each Season (1 pt) More frequently than each season (1 pt)></p>		0-1 points
<p>Communication Audience Who do you target your communications to regarding Safe Sport policies? <check all that apply Coaches (1 pt) Parents/Volunteers (1 pt) Athletes (1 pt)></p>		1-3 points
<p>Grievance Procedure Does your club have a grievance procedure for violations of your athlete, coach, and parent codes of conducts, as well as violations of other team policies? <please upload your grievance procedure file></p>		3 points
<p>Locker Room Monitoring Procedure Locker rooms and changing areas are a high-risk area for abuse to happen. Minor Athlete Abuse Prevention Policy addresses this in the Locker Rooms and Changing Areas Section. <Detail the steps your club takes to ensure your locker rooms are safe, include who has access to the locker rooms, and detail a plan of how to respond to misconduct and monitor problematic behavior in the locker room.></p>		2 points
<p>Parent Consent Forms Parent Consent forms are required to be kept on file at the club for each instance of the following:</p> <ul style="list-style-type: none"> ● Unrelated Adult Athlete to share a hotel room or sleeping arrangement with a minor athlete. ● Unrelated Applicable Adult providing local transportation to a minor athlete. ● Licensed massage therapist or other certified professional or health care provider to treat a minor athlete. ● Unrelated applicable adult to travel to competition with a minor athlete. <p><Attach copies of your Parent Consent Forms for review. Note: these should be combined to one file.></p>		2 points
<p>Photography Policy A photography policy is another way to enhance the protection of athlete members. A photography policy could include no picture taking from behind the blocks and could require anyone taking pictures to do so from a certain blocked-off location of the pool deck. <Please upload your photography policy.></p>		2 points



**Safe Sport Recognition Program
For a Coach-Owned Club**

The club is owned and operated by a head coach. The coach may have a parent booster organization.

SWIM PARENT/VOLUNTEER DEVELOPMENT

Total Category Points Available: 16

Minimum Points Needed: 8 points minimum, with at least 6 points from REQUIRED and 2 more points from either REQUIRED or ADDITIONAL.

REQUIRED	(6 points required)	Points
<p>Safe Sport Club Coordinator Does your club have a designated Safe Sport Club Coordinator who is a non-athlete member of USA Swimming? This ensures that the individual is background checked and has taken the Athlete Protection Training. Please share the name and contact information for your Safe Sport Club Coordinator. <include name, phone number, and email address of Safe Sport Club Coordinator></p>		5 points
<p>Online Safe Sport Education for Parents (1-5) Safe Sport's online course for parents provides an introduction to Safe Sport, abuse, and reporting information. More information and access to the course can be found at www.usaswimming.org/learn. The course is called "Safe Sport for Swim Parents." Parents are calculated as a percentage of registered households with 1.5 parents per household. 10% is the minimum. 10% = 1 point <The system calculated this automatically based on how many of your team's parents have taken the Safe Sport for Swim Parents course.></p>		1-5 points
ADDITIONAL	(6 points possible)	Points
<p>Parent Code of Conduct Does your club have a Parent Code of Conduct? <Please upload your Parent Code of Conduct. A sample can be found on the USA Swimming website></p>		2 points
<p>Education Event for Parents Has your club hosted an in-person training for parents on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <If so, please share the date and description of the event.></p>		2 points
<p>Volunteer Coordinator Membership Does your club require that your volunteer coordinator is a non-athlete member of USA Swimming? This ensures that the individual is background-checked and has completed the Athlete Protection Training. <Please share the name of your Volunteer Coordinator></p>		1 point
<p>Meet Marshals Does your club require that meet marshals are non-athlete members of USA Swimming? This ensures that the individuals are background checked and have completed the Athlete Protection Training. <Please list the names of your meet marshals.></p>		1 point



**Safe Sport Recognition Program
For a Coach-Owned Club**

The club is owned and operated by a head coach. The coach may have a parent booster organization.

COACH DEVELOPMENT/EDUCATION

Total Category Points Available: 6

Minimum Points Needed: 3 points minimum, with at least 1 point from REQUIRED plus 1 more point from REQUIRED and 2 points from ADDITIONAL or 2 more points from ADDITIONAL

REQUIRED	(1 point required)	Points
Reference Checks How often does your club complete reference checks when hiring coaches and other staff members? <Choose one: Never (0 points) Only if we need to (0 points) Only the head coach (1 point) Every hire (2 points)>		0-2 points

ADDITIONAL	(4 points possible)	Points
Coach Code of Conduct Does your club have a code of conduct or honor code for coaches? This is a good way to create shared culture and expectations. <Please upload your Coach Code of Conduct. A model can be found on the USA Swimming website.>		2 points
Education Event for Coaches Has your club hosted an in-person training for coaches on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <Please share the date and description of the event>		2 points



**Safe Sport Recognition Program
For a Coach-Owned Club**

The club is owned and operated by a head coach. The coach may have a parent booster organization.

ATHLETE DEVELOPMENT/PERFORMANCE

Total Category Points Available: 9

Minimum Points Needed: at least 1 point from REQUIRED and 2 more points for from either REQUIRED or ADDITIONAL (for a total of 3 points minimum)

REQUIRED	(1 point required)	Points
Online Safe Sport Education for Athletes Safe Sport’s online training for athletes provides an introduction to Safe Sport, healthy boundaries, and how to speak up about misconduct, abuse, and the behaviors that lead to abuse. Find more information and take the training at www.usaswimming.org/learn . The course is called “SAFE SPORT FOR ATHLETES”. <i><Athletes are calculated as a percentage of registered athletes 12 and older. 10% is the minimum. 10% = 1 point></i>		1-5 points

ADDITIONAL	(4 points available)	Points
Athlete Code of Conduct Does your club have an Athlete Code of Conduct? <i><Please upload your Coach Code of Conduct. A model can be found on the USA Swimming website.></i>		2 points
Education Event for Athletes Has your club hosted an in-person training for athletes on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <i><Please share the date and description of the event></i>		2 points



Safe Sport Recognition Program For an Institutionally-Owned Club

The club is owned by an outside organization. Examples would be the club is owned by a YMCA, school system, fitness center, park & rec program, boys & girls club, college/university, etc. The club may have a parent booster organization.

OVERVIEW

PURPOSE

The Safe Sport Recognized Club Program allows a member club to demonstrate its commitment to creating an abuse-free, safe, healthy, and positive environment for all of its members through the development and implementation of Minor Athlete Abuse Prevention and Anti-Bullying policies, Safe Sport Best Practices, and Athlete Protection Training.

WHAT'S INVOLVED

- Policies, procedures, and best practices: clubs will develop and/or share their Athlete Protection Policies and the other measures to safeguard athletes.
- Personnel: a big part of successfully implementing Safe Sport is getting the right people involved. Clubs will demonstrate the screening and selection procedures for staff and volunteers.
- Training and Education: clubs will be awarded points when minor athletes and parents complete the Safe Sport online courses, as well as hosting in-person Safe Sport-related training.
- Reporting: clubs will detail communication to members about how to report misconduct to USA Swimming Safe Sport and the U.S. Center for SafeSport.

WHERE TO APPLY

Clubs apply for Safe Sport Recognition through the team's Club Portal, which requires team administrator login credentials. The team administrator or head coach has this login information. The Safe Sport Recognition Program application is located on the "HOME" tab of the Club Portal. The application can be done by the team administrator or head coach, or the administrator or coach may share the team's Club Portal login credentials with the club's Safe Sport Chair and he/she may complete the steps and apply on behalf of the team.

WHAT IS REQUIRED BEFORE THE APPLICATION CAN BE SUBMITTED?

Safe Sport Recognition applications are scored for the Safe Sport Club Recognition in the following four areas:

1. Business/Organization Success
2. Swim Parent/Volunteer Development
3. Coach Development/Education
4. Athlete Development/Performance

In each of the four scored sections there are required components and then additional components. *The required components of each section must be met in order for a team to be eligible to submit its application*, plus additional components, to equal a total score of 75% or 49.50 points. Safe Sport Recognition can be renewed every 2 years.

USE USA SWIMMING'S MODEL RESOURCES TO DEVELOP YOUR CLUB'S SAFE SPORT PLAN

To assist clubs in becoming Safe Sport Recognized, USA Swimming has resources and models for almost all of the required policy and guideline documents on the usaswimming.org website.



**Safe Sport Recognition Program
For an Institutionally-Owned Club**

The club is owned by an outside organization. Examples would be the club is owned by a YMCA, school system, fitness center, park & rec program, boys & girls club, college/university, etc. The club may have a parent booster organization.

BUSINESS/ORGANIZATION SUCCESS

Total Category Points Available: 35

Minimum Points Needed: 20 from REQUIRED + 9 or more from ADDITIONAL

Required	(20 Points Required)	Points
<p>Mission and Vision Statement Is child protection included in your club's mission or vision statement? This memorializes your club's commitment to providing a safe, healthy, and positive environment for athletes. <You are asked to type in your club's mission or vision statement></p>		1 point
<p>Club Website Does your club have a designated Safe Sport section that contains tools and resources for Safe Sport? <Share the link to your club's Safe Sport web-page></p>		5 points
<p>Reporting Information Is the information and procedure for reporting to USA Swimming Safe Sport and the U.S. Center for Safe Sport on your club's website? To deal with a Safe Sport concern, contact USA Swimming at (719) 866-4578 https://www.usaswimming.org/articles-landing-page/2017/05/08/safe-sport-report Contact the U.S. Center for Safe Sport to make a report. Call (720) 524-5640 or use the online reporting form at https://safesport.i-sight.com/portal or find more information at http://www.uscenterforsafesport.org/ <Share the link to your club's reporting page></p>		2 points
<p>Conduct Pre-Employment Screening As a condition of membership in USA Swimming, member clubs are required to conduct pre-employment screens on their new employees who are required to be USA Swimming members by USA Swimming rules. <click the box if your club does the required pre-employment screening></p>		2 points
<p>USA Swimming Code of Conduct Communicated to Club Club has documented that it has distributed the USA Swimming Code of Conduct to all members and that they have received it. <click the box if your club has communicated the USA Swimming Code of Conduct to membership></p>		2 points
<p>MAAPP USA Swimming Requires member clubs implement the Minor Athlete Abuse Prevention Policy (MAAPP) effective as of June 23, 2019. This policy addresses risk areas that present opportunities for abuse to occur. The policy covers five (5) areas: <ol style="list-style-type: none"> 1. One-on-One interactions 2. Travel: Local and Team 3. Social Media and Electronic Communication 4. Locker Rooms & Changing Areas 5. Massages & Rubdowns MAAPP has been reviewed with Parents/Athletes/Coaches/Volunteers/Other Adults affiliated with the club and signed acknowledgements are kept on file at the club. <Please customize MAAPP policy with your club name and post a PDF to your Safe Sport web page. Download the PDE.></p>		6 points
<p>Action Plan to Address Bullying USA Swimming Clubs are required to have an action plan to address bullying and the plan must be reviewed with and agreed to by all athletes, parents, coaches, and other adults at the club. An example action plan, that becomes the default if a club chooses not to create their own, is available on the USA Swimming website. <Upload your anti-bullying policy file></p>		2 points



**Safe Sport Recognition Program
For an Institutionally-Owned Club**

The club is owned by an outside organization. Examples would be the club is owned by a YMCA, school system, fitness center, park & rec program, boys & girls club, college/university, etc. The club may have a parent booster organization.

Additional	(15 points possible)	Points
<p>Safe Sport Best Practices Are the Safe Sport Best Practice Guidelines posted on your club's website? <check if yes></p>		2 points
<p>Communication of Policies How often do you communicate the Safe Sport policies to the members of your club, including coaches, athletes, parents, and volunteers? <Choose one: Never (0 pts) Annually (1 pt) Each Season (1 pt) More frequently than each season (1 pt)></p>		0-1 points
<p>Communication Audience Who do you target your communications to regarding Safe Sport policies? <check all that apply Coaches (1 pt) Parents/Volunteers (1 pt) Athletes (1 pt)></p>		1-3 points
<p>Grievance Procedure Does your club have a grievance procedure for violations of your athlete, coach, and parent codes of conduct, as well as violations of other team policies? <please upload your grievance procedure file></p>		3 points
<p>Locker Room Monitoring Procedure Locker rooms and changing areas are a high-risk area for abuse to happen. Minor Athlete Abuse Prevention Policy addresses this in the Locker Rooms and Changing Areas Section. <Detail the steps your club takes to ensure your locker rooms are safe, include who has access to the locker rooms, and detail a plan of how to respond to misconduct and monitor problematic behavior in the locker room.></p>		2 points
<p>Parent Consent Forms Parent Consent forms are required to be kept on file at the club for each instance of the following:</p> <ul style="list-style-type: none"> ● Unrelated Adult Athlete to share a hotel room or sleeping arrangement with a minor athlete. ● Unrelated Applicable Adult providing local transportation to a minor athlete. ● Licensed massage therapist or other certified professional or health care provider to treat a minor athlete. ● Unrelated applicable adult to travel to competition with a minor athlete. <p><Attach copies of your Parent Consent Forms for review. Note: these should be combined to one file.></p>		2 points
<p>Photography Policy A photography policy is another way to enhance the protection of athlete members. A photography policy could include no picture taking from behind the blocks and could require anyone taking pictures to do so from a certain blocked-off location of the pool deck. <Please upload your photography policy.></p>		2 points



**Safe Sport Recognition Program
For an Institutionally-Owned Club**

The club is owned by an outside organization. Examples would be the club is owned by a YMCA, school system, fitness center, park & rec program, boys & girls club, college/university, etc. The club may have a parent booster organization.

SWIM PARENT/VOLUNTEER DEVELOPMENT

Total Category Points Available: 16

Minimum Points Needed: 8 points minimum, with at least 6 points from REQUIRED and 2 more points from either REQUIRED or ADDITIONAL.

REQUIRED	(6 points required)	Points
<p>Safe Sport Club Coordinator Does your club have a designated Safe Sport Club Coordinator who is a non-athlete member of USA Swimming? This ensures that the individual is background checked and has taken the Athlete Protection Training. Please share the name and contact information for your Safe Sport Club Coordinator. <include name, phone number, and email address of Safe Sport Club Coordinator></p>		5 points
<p>Online Safe Sport Education for Parents (1-5) Safe Sport's online course for parents provides an introduction to Safe Sport, abuse, and reporting information. More information and access to the course can be found at www.usaswimming.org/learn. The course is called "Safe Sport for Swim Parents." Parents are calculated as a percentage of registered households with 1.5 parents per household. 10% is the minimum. 10% = 1 point <The system calculated this automatically based on how many of your team's parents have taken the Safe Sport for Swim Parents course.></p>		1-5 points
ADDITIONAL	(6 points possible)	Points
<p>Parent Code of Conduct Does your club have a Parent Code of Conduct? <Please upload your Parent Code of Conduct. A sample can be found on the USA Swimming website></p>		2 points
<p>Education Event for Parents Has your club hosted an in-person training for parents on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <If so, please share the date and description of the event.></p>		2 points
<p>Volunteer Coordinator Membership Does your club require that your volunteer coordinator is a non-athlete member of USA Swimming? This ensures that the individual is background-checked and has completed the Athlete Protection Training. <Please share the name of your Volunteer Coordinator></p>		1 point
<p>Meet Marshals Does your club require that meet marshals are non-athlete members of USA Swimming? This ensures that the individuals are background checked and have completed the Athlete Protection Training. <Please list the names of your meet marshals.></p>		1 point



SAFE SPORT

Safe Sport Recognition Program For an Institutionally-Owned Club

The club is owned by an outside organization. Examples would be the club is owned by a YMCA, school system, fitness center, park & rec program, boys & girls club, college/university, etc. The club may have a parent booster organization.

COACH DEVELOPMENT/EDUCATION

Total Category Points Available: 6

Minimum Points Needed: 3 points minimum, with at least 1 point from REQUIRED plus 1 more point from REQUIRED and 2 points from ADDITIONAL or 2 more points from ADDITIONAL.

REQUIRED	(1 point required)	Points
Reference Checks How often does your club complete reference checks when hiring coaches and other staff members? <Choose one: Never (0 points) Only if we need to (0 points) Only the head coach (1 point) Every hire (2 points)>		0-2 points

ADDITIONAL	(4 points possible)	Points
Coach Code of Conduct Does your club have a code of conduct or honor code for coaches? This is a good way to create shared culture and expectations. <Please upload your Coach Code of Conduct. A model can be found on the USA Swimming website.>		2 points
Education Event for Coaches Has your club hosted an in-person training for coaches on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <Please share the date and description of the event>		2 points



**Safe Sport Recognition Program
For an Institutionally-Owned Club**

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ATHLETE DEVELOPMENT/PERFORMANCE

Total Category Points Available: 9

Minimum Points Needed: at least 1 point from REQUIRED and 2 more points for from either REQUIRED or ADDITIONAL (for a total of 3 points minimum).

REQUIRED	(1 point required)	Points
Online Safe Sport Education for Athletes Safe Sport’s online training for athletes provides an introduction to Safe Sport, healthy boundaries, and how to speak up about misconduct, abuse, and the behaviors that lead to abuse. Find more information and take the training at www.usaswimming.org/learn . The course is called “SAFE SPORT FOR ATHLETES”. <i><Athletes are calculated as a percentage of registered athletes 12 and older. 10% is the minimum. 10% = 1 point></i>		1-5 points

ADDITIONAL	(4 points possible)	Points
Athlete Code of Conduct Does your club have an Athlete Code of Conduct? <i><Please upload your Coach Code of Conduct. A model can be found on the USA Swimming website.></i>		2 points
Education Event for Athletes Has your club hosted an in-person training for athletes on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <i><Please share the date and description of the event></i>		2 points



Safe Sport Recognition Program For Parent-Owned (Parent Board) Club

The club is owned by the parents of the team and governed by a parent board. Most of the time the club is registered by the IRS as a 501(c)3 non-profit organization. The majority of clubs in USA Swimming are of this type.

OVERVIEW

PURPOSE

The Safe Sport Recognized Club Program allows a member club to demonstrate its commitment to creating an abuse-free, safe, healthy, and positive environment for all of its members through the development and implementation of Minor Athlete Abuse Prevention and Anti-Bullying policies, Safe Sport Best Practices, and Athlete Protection Training.

WHAT'S INVOLVED

- Policies, procedures, and best practices: clubs will develop and/or share their Athlete Protection Policies and the other measures to safeguard athletes.
- Personnel: a big part of successfully implementing Safe Sport is getting the right people involved. Clubs will demonstrate the screening and selection procedures for staff and volunteers.
- Training and Education: clubs will be awarded points when minor athletes and parents complete the Safe Sport online courses, as well as hosting in-person Safe Sport-related training.
- Reporting: clubs will detail communication to members about how to report misconduct to USA Swimming Safe Sport and the U.S. Center for SafeSport.

WHERE TO APPLY

Clubs apply for Safe Sport Recognition through the team's Club Portal, which requires team administrator login credentials. The team administrator or head coach has this login information. The Safe Sport Recognition Program application is located on the "HOME" tab of the Club Portal. The application can be done by the team administrator or head coach, or the administrator or coach may share the team's Club Portal login credentials with the club's Safe Sport Chair and he/she may complete the steps and apply on behalf of the team.

WHAT IS REQUIRED BEFORE THE APPLICATION CAN BE SUBMITTED?

Safe Sport Recognition applications are scored for the Safe Sport Club Recognition in the following four areas:

1. Business/Organization Success
2. Swim Parent/Volunteer Development
3. Coach Development/Education
4. Athlete Development/Performance

In each of the four scored sections there are required components and then additional components. *The required components of each section must be met in order for a team to be eligible to submit its application*, plus additional components to equal a total score of 75% or 51.75 points. Safe Sport Recognition can be renewed every 2 years.

USE USA SWIMMING'S MODEL RESOURCES TO DEVELOP YOUR CLUB'S SAFE SPORT PLAN

To assist clubs in becoming Safe Sport Recognized, USA Swimming has resources and models for almost all of the required policy and guideline documents on the usaswimming.org website.



**Safe Sport Recognition Program
For Parent-Owned (Parent Board) Club**

The club is owned by the parents of the team and governed by a parent board. Most of the time the club is registered by the IRS as a 501(c)3 non-profit organization. The majority of clubs in USA Swimming are of this type.

BUSINESS/ORGANIZATION SUCCESS

Total Category Points Available: 36

Minimum Points Needed: 20 from REQUIRED + 7 or more from ADDITIONAL

Required	(20 Points Required)	Points
<p>Mission and Vision Statement Is child protection included in your club's mission or vision statement? This memorializes your club's commitment to providing a safe, healthy, and positive environment for athletes. <You are asked to type in your club's mission or vision statement></p>		1 point
<p>Club Website Does your club have a designated Safe Sport section that contains tools and resources for Safe Sport? <Share the link to your club's Safe Sport web-page></p>		5 points
<p>Reporting Information Is the information and procedure for reporting to USA Swimming Safe Sport and the U.S. Center for Safe Sport on your club's website? To deal with a Safe Sport concern, contact USA Swimming at (719) 866-4578 https://www.usaswimming.org/articles-landing-page/2017/05/08/safe-sport-report Contact the U.S. Center for Safe Sport to make a report. Call (720) 524-5640 or use the online reporting form at https://safesport.i-sight.com/portal or find more information at http://www.uscenterforsafesport.org/ <Share the link to your club's reporting page></p>		2 points
<p>Conduct Pre-Employment Screening As a condition of membership in USA Swimming, member clubs are required to conduct pre-employment screens on their new employees who are required to be USA Swimming members by USA Swimming rules. <click the box if your club does the required pre-employment screening></p>		2 points
<p>USA Swimming Code of Conduct Communicated to Club Club has documented that it has distributed the USA Swimming Code of Conduct to all members and that they have received it. <click the box if your club has communicated the USA Swimming Code of Conduct to membership></p>		2 points
<p>MAAPP USA Swimming Requires member clubs implement the Minor Athlete Abuse Prevention Policy (MAAPP) effective as of June 23, 2019. This policy addresses risk areas that present opportunities for abuse to occur. The policy covers five (5) areas: <ol style="list-style-type: none"> 1. One-on-One interactions 2. Travel: Local and Team 3. Social Media and Electronic Communication 4. Locker Rooms & Changing Areas 5. Massages & Rubdowns MAAPP has been reviewed with Parents/Athletes/Coaches/Volunteers/Other Adults affiliated with the club and signed acknowledgements are kept on file at the club. <Please customize MAAPP policy with your club name and post a PDF to your Safe Sport web page. Download the PDF.></p>		6 points
<p>Action Plan to Address Bullying USA Swimming Clubs are required to have an action plan to address bullying and the plan must be reviewed with and agreed to by all athletes, parents, coaches, and other adults at the club. An example action plan, that becomes the default if a club chooses not to create their own, is available on the USA Swimming website. <Upload your anti-bullying policy file></p>		2 points



**Safe Sport Recognition Program
For Parent-Owned (Parent Board) Club**

The club is owned by the parents of the team and governed by a parent board. Most of the time the club is registered by the IRS as a 501(c)3 non-profit organization. The majority of clubs in USA Swimming are of this type.

Additional	(16 points possible)	Points
<p>Safe Sport Best Practices Are the Safe Sport Best Practice Guidelines posted on your club's website? <check if yes></p>		2 points
<p>Communication of Policies How often to you communicate the Safe Sport policies to the members of your club, including coaches, athletes, parents, and volunteers? <Choose one: Never (0 pts) Annually (1 pt) Each Season (1 pt) More frequently than each season (1 pt)></p>		0-1 points
<p>Communication Audience Who do you target your communications to regarding Safe Sport policies? <check all that apply Coaches (1 pt) Parents/Volunteers (1 pt) Athletes (1 pt)></p>		1-3 points
<p>Coordinator Board Membership Is your club's Safe Sport Coordinator a member of the club's board of directors? <yes or no></p>		1 point
<p>Grievance Procedure Does your club have a grievance procedure for violations of your athlete, coach, and parent codes of conducts, as well as violations of other team policies? <please upload your grievance procedure file></p>		3 points
<p>Locker Room Monitoring Procedure Locker rooms and changing areas are a high-risk area for abuse to happen. Minor Athlete Abuse Prevention Policy addresses this in the Locker Rooms and Changing Areas Section. <Detail the steps your club takes to ensure your locker rooms are safe, include who has access to the locker rooms, and detail a plan of how to respond to misconduct and monitor problematic behavior in the locker room.></p>		2 points
<p>Parent Consent Forms Parent Consent forms are required to be kept on file at the club for each instance of the following:</p> <ul style="list-style-type: none"> ● Unrelated Adult Athlete to share a hotel room or sleeping arrangement with a minor athlete. ● Unrelated Applicable Adult providing local transportation to a minor athlete. ● Licensed massage therapist or other certified professional or health care provider to treat a minor athlete. ● Unrelated applicable adult to travel to competition with a minor athlete. <p><Attach copies of your Parent Consent Forms for review. Note: these should be combined to one file.></p>		2 points
<p>Photography Policy A photography policy is another way to enhance the protection of athlete members. A photography policy could include no picture taking from behind the blocks and could require anyone taking pictures to do so from a certain blocked-off location of the pool deck. <Please upload your photography policy.></p>		2 points



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SWIM PARENT/VOLUNTEER DEVELOPMENT

Total Category Points Available: 18

Minimum Points Needed: 8 points minimum, with at least 6 points from REQUIRED and 2 more points for from either REQUIRED or ADDITIONAL.

REQUIRED	(6 points required)	Points
<p>Safe Sport Club Coordinator Does your club have a designated Safe Sport Club Coordinator who is a non-athlete member of USA Swimming? This ensures that the individual is background checked and has taken the Athlete Protection Training. Please share the name and contact information for your Safe Sport Club Coordinator. <include name, phone number, and email address of Safe Sport Club Coordinator></p>		5 points
<p>Online Safe Sport Education for Parents (1-5) Safe Sport's online course for parents provides an introduction to Safe Sport, abuse, and reporting information. More information and access to the course can be found at www.usaswimming.org/learn. The course is called "Safe Sport for Swim Parents." Parents are calculated as a percentage of registered households with 1.5 parents per household. 10% is the minimum. 10% = 1 point <The system calculated this automatically based on how many of your team's parents have taken the Safe Sport for Swim Parents course.></p>		1-5 points

ADDITIONAL	(8 points possible)	Points
<p>Parent Code of Conduct Does your club have a Parent Code of Conduct? <Please upload your Parent Code of Conduct. A sample can be found on the USA Swimming website></p>		2 points
<p>Education Event for Parents Has your club hosted an in-person training for parents on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <If so, please share the date and description of the event.></p>		2 points
<p>Board Membership Does your club require that all members of the board of directors are non-athlete members of USA Swimming? This ensures that the individuals are background checked and have completed the Athlete Protection Training. <please include a board roster or a link to where this roster is posted in your team website></p>		1 point
<p>Volunteer Coordinator Membership Does your club require that your volunteer coordinator is a non-athlete member of USA Swimming? This ensures that the individual is background-checked and has completed the Athlete Protection Training. <Please share the name of your Volunteer Coordinator></p>		1 point
<p>Meet Marshals Does your club require that meet marshals are non-athlete members of USA Swimming? This ensures that the individuals are background checked and have completed the Athlete Protection Training. <Please list the names of your meet marshals.></p>		1 point
<p>Board President Membership Does your club require that the club's board president is a non-athlete member of USA Swimming? This ensures that the individual is background checked and has completed the Athlete Protection Training. <Please list the Board President's name.></p>		1 point



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COACH DEVELOPMENT/EDUCATION

Total Category Points Available: 6

Minimum Points Needed: 3 points minimum, with at least 1 point from REQUIRED plus 1 more point from REQUIRED and 2 points from ADDITIONAL or 2 more points from ADDITIONAL.

REQUIRED	(1 point required)	Points
Reference Checks How often does your club complete reference checks when hiring coaches and other staff members? <Choose one: Never (0 points) Only if we need to (0 points) Only the head coach (1 point) Every hire (2 points)>		0-2 points

ADDITIONAL	(4 points possible)	Points
Coach Code of Conduct Does your club have a code of conduct or honor code for coaches? This is a good way to create shared culture and expectations. <Please upload your Coach Code of Conduct. A model can be found on the USA Swimming website.>		2 points
Education Event for Coaches Has your club hosted an in-person training for coaches on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <Please share the date and description of the event>		2 points



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ATHLETE DEVELOPMENT/PERFORMANCE

Total Category Points Available: 9

Minimum Points Needed: at least 1 point from REQUIRED and 2 more points for from either REQUIRED or ADDITIONAL (for a total of 3 points minimum)

REQUIRED	(1 point required)	Points
<p>Online Safe Sport Education for Athletes Safe Sport’s online training for athletes provides an introduction to Safe Sport, healthy boundaries, and how to speak up about misconduct, abuse, and the behaviors that lead to abuse. Find more information and take the training at www.usaswimming.org/learn. The course is called “SAFE SPORT FOR ATHLETES”.</p> <p><i><Athletes are calculated as a percentage of registered athletes 12 and older. 10% is the minimum. 10% = 1 point></i></p>		1-5 points

ADDITIONAL	(4 points possible)	Points
<p>Athlete Code of Conduct Does your club have an Athlete Code of Conduct? <i><Please upload your Coach Code of Conduct. A model can be found on the USA Swimming website.></i></p>		2 points
<p>Education Event for Athletes Has your club hosted an in-person training for athletes on Safe Sport topics facilitated by Safe Sport Staff, the LSC Safe Sport Chair, or a community agency for violence prevention? <i><Please share the date and description of the event></i></p>		2 points

Safe Sport Recognition – Clubs Statistics

Started and Completed Counts by Zone

	Eastern	Southern	Central	Western	Total
Started Safe Sport Recognition	85	100	113	110	409
Safe Sport Recognized	23	31	24	13	91
Total Completed Any Level	23	31	24	13	91
Total Combined (Started + completed)	108	133	137	123	500

Top 10 LSCs (Ranked by count of clubs that have completed any level)

Rank	# Clubs Completed a Level	LSC(s)
1	8	FG
2	6	NC
3	6	IN
4	5	CO
5	4	MD PV
6	3	CA FL IL LA MV NI OK
7	2	BD GU MR MW NE OH VA



Swimming & Diving Advisory Committee Meeting

Recommendation Form – Agenda Item

Site: Robert W. Hughes FHSAA Building, Gainesville Florida Date: December 2, 2019

Item: _____ **Action:** _____ **Discussion:** _____

Recommendation:

Rationale:

Alternatives to Recommendation:

1. Approve recommendation.
 2. Modify the recommendation
 3. Deny the recommendation
-

Committees Voting Summary:

SWAC Vote:

Data Source:

Impact (To be completed by FHSAA Staff):

Name of Committee Member/Staff Member

Signature of Committee Member/Staff Member



FGC Board Report

HoD & Board Meeting 11/19/19

Submitted By: Kathleen Prindle

VC/Finance & Chair of Scholarship, DEI, Social Media Committees

FINANCE CHAIR REPORT:

- 2019 Annual Review (cost \$1K) was completed as per Coach Cavanah/Treasurer. Last full audit (cost \$4K) was 2016
- As per USA-S, our Annual Audit must take place for 2020 – we have included this in Budget Proposal
- **Reminder:** Get your 2019 Club & Athlete Reimbursement Applications in by **December 20th**!

SCHOLARSHIP COMMITTEE REPORT:

- ✓ The “Soaring Eagle Scholarship” award of \$1000 is awarded annually by the FGC LSC
- 2020 Applications will open Feb 1 – April 30
- 2020 Candidates will be evaluated by the scholarship committee May 1-31st
- Winner will be notified by both phone and by email before July 10th
- Scholarship will be publicly announced on FGC site and possible press release to local media
- Recipient will be awarded check before Finals, at LSC Summer Champs (session tbd by meet host)

ACTION NEEDED! ELECT SELECTION COMMITTEE CHAIR: The committee will utilize an objective grading rubric and provide evidence that the specific criteria was met when selecting a winner. The Selection Committee can change as the needs of the FGC evolve. Here is the Selection Committee as approved by our Board of Directors last year:

1. **Chair: Coach Member of the FGC Board of Directors. Must be elected at annual House of Delegates Meeting** – (Inaugural year 2019 was Kathleen P/Scholarship Committee Chair)
2. Treasurer, FGC Board of Directors (Dick C)
3. Senior Chairman, FGC Board of Directors (Sid C)
4. MSD School representative (Athletic Director preferred) – Lauren Rubenstein, AD, current
5. Prior scholarship recipient or a representative thereof. 2020 = Athlete Hailey Jerew (FGCU), Coach Lou Manganiello. 2019 = Dworet Family
6. (alternate: General Chairman, FGC Board of Directors)

SOCIAL/MEDIA COMMITTEE REPORT:

- Review attached Proposal from The Race Club
- **ACTION NEEDED!** Discussion and possible Board agreement on Race Club @ 2020 SwimPosium
- **For high school coaches: FHSAA Coaches Advisory Board Meeting** is Dec 2, 2019. Any proposals or topics for consideration **MUST** be submitted via Recommendation Form. See attached) This is the only way to have your grievances or suggestions fully aired in a public forum.
- **Reminder: DEADLINE to submit Recommendations: November 22.** You can turn this in directly to Kathleen at Kathleen@PAQSwim.com. Or you can email to kDoucette@FHSAA.org

DEI COMMITTEE REPORT:

- Now this is called DIVERSITY, EQUITY, and INCLUSION!

Definition (as defined by University of Michigan) is:

Diversity: We commit to **increasing diversity, which is expressed in myriad forms**, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status and political perspective.

Equity: We commit to working actively to challenge and respond to bias, harassment, and discrimination. We are committed to a policy of **equal opportunity for all persons** and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

Inclusion: We commit to pursuing deliberate efforts to ensure that our campus is a place where **differences are welcomed**, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion. We know that by building a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

- DEI Chairman is proposed as elected Board Position, rather than appointed Committee position, elected 2020 to begin term in 2021.
- I am working on a Job Description for any persons interested in running for this position at HoD next year.

Respectfully Submitted,
Kathleen Prindle