



**Florida Swimming, Inc.**  
**New Board Member Packet**

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# **Mission Statement**

Serving the competitive swimming community by providing an environment where our members can achieve their greatest dreams, in and out of the pool.

## **Vision**

Dream

Believe

Achieve

## **Core Values**

Safety

Integrity

Inclusion

Excellence

Supportive

Leadership

**FLORIDA SWIMMING, INC. OFFICERS & COMMITTEES**

General Chair	Charlie Rose (2024)	<a href="mailto:bdcoachrose@gmail.com">bdcoachrose@gmail.com</a>
Administrative Vice-Chair	Brett Ewald (2025)	<a href="mailto:brettewald@gmail.com">brettewald@gmail.com</a>
Senior Vice-Chair	John Hulvey (2025)	<a href="mailto:john@gatorswimclub.com">john@gatorswimclub.com</a>
Age Group Vice-Chair	John Bruenning (2024)	<a href="mailto:jbruenning@sarasotasharks.org">jbruenning@sarasotasharks.org</a>
Secretary	Mike Brady (2024)	<a href="mailto:mbrady@rosenaquatic.com">mbrady@rosenaquatic.com</a>
Finance Vice-Chair	Mike Brewer (2025)	<a href="mailto:brewmike29@gmail.com">brewmike29@gmail.com</a>
Technical Planning Chair	Ryan Gober (2025)	<a href="mailto:ryan@tampamantas.com">ryan@tampamantas.com</a>
Coach Representative	Kristen Foley (2025)	<a href="mailto:krisfo@hotmail.com">krisfo@hotmail.com</a>
Safe Sport Chair	Chris Daly (2025)	<a href="mailto:coachcdaly@gmail.com">coachcdaly@gmail.com</a>
Open Water Chair	Cashel Mack (2024)	<a href="mailto:zookeeper5721@gmail.com">zookeeper5721@gmail.com</a>
Officials Chair	Gary Sanderson (2025)	<a href="mailto:gary.sanderson@me.com">gary.sanderson@me.com</a>
Diversity, Equity & Inclusion	Cori Welbes (2025)	<a href="mailto:coriwelbes@gmail.com">coriwelbes@gmail.com</a>
Treasurer	Ellen Earley	<a href="mailto:admin@floridaswimming.org">admin@floridaswimming.org</a>
Senior Athlete Rep.	Aidan Siers	<a href="mailto:aidansiers2024@yahoo.com">aidansiers2024@yahoo.com</a>
Junior Athlete Rep	Colin Gibbons	<a href="mailto:colinpatrickgibbons@gmail.com">colinpatrickgibbons@gmail.com</a>

**Area Representatives:**

<b>Area 1</b>	Frank Holleman (2024) – 2yr	<a href="mailto:swimaugustine@msn.com">swimaugustine@msn.com</a>
	Corey McMeeking (2024)	<a href="mailto:Corey.McMeeking@bbrown.com">Corey.McMeeking@bbrown.com</a>
	<i>Tech Planning</i> Alexis Keto (2024) – 1 yr	<a href="mailto:KetoA@bolles.org">KetoA@bolles.org</a>
<b>Area 2</b>	Kyle Goller (2025) - 2 yr	<a href="mailto:kylegoller@lakerswim.com">kylegoller@lakerswim.com</a>
	Clay Parnell (2024) – 1 yr	<a href="mailto:jocflybon@aol.com">jocflybon@aol.com</a>
	<i>Tech Planning</i> Mike Travers (2024) - 1 yr	<a href="mailto:Traversswim@gmail.com">Traversswim@gmail.com</a>
<b>Area 3</b>	Fred Lewis (2024) - 2 yr	<a href="mailto:swimstpete@aol.com">swimstpete@aol.com</a>
	Nicole Miller (2024) – 1 yr	<a href="mailto:Nicole@TampaMantas.com">Nicole@TampaMantas.com</a>
	Guerby Ruuska (2024) - 1 yr	<a href="mailto:guerbyruuska@gmail.com">guerbyruuska@gmail.com</a>
	<i>Tech Planning</i> Fred Lewis (2024) – 1 yr	<a href="mailto:swimstpete@aol.com">swimstpete@aol.com</a>
<b>Area 4</b>	Chris George (2025) - 2 yr	<a href="mailto:chris_george@floridafast.com">chris_george@floridafast.com</a>
	Terry Maul (2024) – 1 yr	<a href="mailto:perfenh@aol.com">perfenh@aol.com</a>
	<i>Tech Planning</i> Kevin Milak (2024) - 1 yr	<a href="mailto:Kevin_Milak@floridafast.com">Kevin_Milak@floridafast.com</a>
<b>Area 5</b>	Jim Lindberg (2025) - 2 yr	<a href="mailto:coachlindberg@comcast.net">coachlindberg@comcast.net</a>
	Jeanne Epps (2024) – 1 yr	<a href="mailto:katsrgr8@aol.com">katsrgr8@aol.com</a>
	<i>Tech Planning</i> Eric Nelson (2024) – 1 yr	<a href="mailto:eric@t2aquatics.com">eric@t2aquatics.com</a>
<b>Area 6</b>	Manny Noguchi (2024) – 2 yr	<a href="mailto:coachmannyira@gmail.com">coachmannyira@gmail.com</a>
	Randy Johnson (2024) - 1 yr	<a href="mailto:Cvstrandya@aol.com">Cvstrandya@aol.com</a>
	<i>Tech Planning</i> Ed Dailey (2024) – 1 yr	<a href="mailto:Ed.dailey49@gmail.com">Ed.dailey49@gmail.com</a>

**Adm Review Board (2 year - 2025)**

Area 1 -	Bryan Welter - bwelter@gmail.com
Area 2 -	George Mathis - swim@georgemathis.com
Area 3 -	Kevin Rosepapa - kevinrosepapa@gmail.com
Area 4 -	Leonard Kraus - kraus.leonard@gmail.com
Area 5 -	Eric Nelson - eric@t2aquatics.com
Area 6 -	Ed Dailey - Ed.dailey49@gmail.com

**Nominating Committee (1 year - 2024)**

Martin Zubero - zuberom@esj.org
Steve Lazaraton - lazaratons@trinityprep.org
Sue Curnutte - susancurnutte@aol.com
John Hulvey - john@gatorswimclub.com
Jr Whaley - coachwhaley@hotmail.com
Steve Fenning – <a href="mailto:sfenning@steds.org">sfenning@steds.org</a>

**PROPOSED BY: FL OFFICE**

**FLORIDA SWIMMING, INC.  
POLICY & PROCEDURES  
CHAPTER 12**

**GENERAL CHAIR**

The General Chair shall oversee and have general charge of the management, business, operations, affairs and property of FL, and general supervision over its officers and agents; shall call meetings when and where deemed necessary; shall preside at all meetings; and, except as otherwise provided in these Bylaws and with the advice and consent of the Board of Directors, shall appoint committee chairs and members for standing and special committees or coordinators as may be necessary to permit FL to effectively, efficiently and economically conduct its affairs. The General Chair shall report to the Board of Directors all matters within the General Chair's knowledge that the Board of Directors should consider in the best interests of FL.

**ADMINISTRATIVE VICE CHAIR**

The Administrative Vice Chair shall conduct meetings in the absence of the General Chair and, at the request of the General Chair or in the event of the disability of the General Chair, shall perform all of the duties of the General Chair, and when so acting shall have all of the powers of the General Chair. The Administrative Vice Chair shall chair, and have general charge of the business, affairs and property of the division that administers FL business and affairs. The Administrative Vice Chair shall aid in the development of policy and the coordination of the activities of the officers and committees within the division internally and with other divisions, and committees and coordinators. The Administrative Division shall be responsible for the creation and maintenance of FL's Policies and Procedures Manual.

Duties include, but may not be limited to:

- Serve as liaison to Official's Committee
- Serve as liaison to Athlete's Committee
- Serve as Chair to Governance Committee

**SENIOR VICE CHAIR**

The Senior Vice Chair shall chair and have general charge of the affairs and property of the Committee that develops and conducts the senior swimming program of FL.

Duties include, but may not be limited to:

- Developing Senior Time Standards
- Developing Meet Announcement for Florida Swimming Senior Championships
- Selecting Florida Senior Awards
- Consulted on the appropriate National level support from the LSC for athletes, coaches and officials.

**AGE GROUP VICE CHAIR**

The Age Group Vice Chair shall chair and have general charge of the affairs and property of the Florida Swimming Age Group Committee, which develops and conducts the age group swimming program for Florida Swimming.

Duties include, but may not be limited to:

- Developing Age Group Time Standards
- Developing Meet Announcement for Florida Age Group Championships
- Developing Meet Announcement for Harry Meisel B Championships
- Organizing/Selecting Florida All-Star Team
- Organizing/Selecting Florida Age Group Zone Team
- Selecting Florida Age Group Awards

**SECRETARY**

The Secretary, or a delegate, shall be responsible for keeping a record of all meetings of the House of Delegates and Board of Directors, conducting official correspondence, issuing meeting and other notices and making such reports to FL and USA Swimming as are required by these Bylaws and shall perform the other duties incidental to the office of Secretary. The Secretary, or the staff of FL's permanent office, shall be custodian of the records, and attest the execution of all duly authorized instruments. The Secretary shall cause to be kept at FL's permanent office copies of all minutes, official correspondence, meeting and other notices, and any other records of FL.

**TECHNICAL PLANNING COMMITTEE CHAIR**

The Technical Planning Committee Chair shall chair and have general charge of the affairs and property of the division that develops, coordinates and conducts a swimming program for all levels of swimming in the Territory, including the development of long-range plans for swimming programs.

**FINANCE VICE CHAIR**

1. The Finance Vice Chair shall be the chief financial officer of Florida Swimming. The Finance Vice Chair shall have general charge of the affairs and property of the division that includes the Treasury function, the development and implementation of an investment program for Florida Swimming's working capital, funded reserves and endowment funds, and the development and implementation of a marketing and fundraising plan for Florida Swimming.
2. The Finance Vice Chair shall:
  - a. Have charge of and supervision over and be responsible for the funds, moneys, securities, and other financial instruments of Florida Swimming.
  - b. Prepare an annual and quadrennial budget for Florida Swimming operations and present the budget for approval by the Board of Directors and the House of Delegates.
  - c. Cause to be conducted the audit or review required pursuant to Bylaws Article 7.4.2 C (2) & (3).
  - d. Authorize the Treasurer to disburse the funds of Florida Swimming by checks or drafts, automated debits, or wire transfers upon the authorized depositories of Florida Swimming and obtain and preserve proper receipts and documents for all moneys disbursed.
  - e. Cause the moneys, securities, and other financial instruments of Florida Swimming to be deposited in the name and to the credit of Florida Swimming in such institutions as shall be designated in accordance with Bylaws Article 6.12.
  - f. Have the authority to require from the officers, committee chairs, coordinators, staff or agents of Florida Swimming reports or statements providing information as the Finance Vice Chair may deem appropriate with respect to any and all financial transactions of Florida Swimming.
  - g. Cause to be appropriately segregated any special purpose or restricted fund or accounts.
  - h. Issue regular reports listing the current budget variances by line item, all consolidated expenditures and the current fund and account balances for the fiscal year to date, together with such other items as the General Chair or the Board of Directors may direct.
  - i. In general, have oversight of all duties incident to the corporate treasury.
3. The Finance Vice Chair is responsible for the adequacy of Florida Swimming's system of internal financial and accounting controls. The Finance Vice Chair is ultimately responsible for Florida Swimming's compliance with Bylaws Article 7.4.2 and Bylaws Article 8.
4. The Finance Vice Chair shall serve as the Chair of the Finance Committee. The Finance Vice Chair may be authorized to sign on Florida Swimming Bank and Investment Accounts.

**TREASURER**

1. The Treasurer is the principal receiving and disbursing officer of Florida Swimming.
2. The Treasurer shall:
  - a. Oversee and ensure the receipt of all moneys, incomes, fees, and other receipts of Florida Swimming and oversee the payment of all bills, salaries, expenses, and other disbursements approved by the Board of Directors.
  - b. Cause to be kept, by Treasurer or person authorized in writing by the Treasurer, correct books of accounts and other financial records of all Florida Swimming's affairs and transactions and such duplicate books of accounts as the Board of Directors or the Finance Vice Chair shall determine.
  - c. Upon request, cause such books or duplicates thereof, quarterly financial reports and annual audited financial statements to be exhibited to any member of the Board of Directors, Florida Swimming or USA Swimming.
  - d. Ensure that all financial statements and supporting documentation of income and payments is stored electronically as specified by the Finance Vice Chair and that originals are stored and kept according to established record keeping requirements.
3. The Treasurer shall publish monthly a Consolidated Statement of Financial Position (balance sheet) and Statement of Activities Budget Performance (profit & loss) and submit them to the Finance Vice Chair.

**ATHLETE REPRESENTATIVES**

The Athlete Representatives shall serve as the liaison between the athletes who are members of FL and the Board of Directors and House of Delegates. The Senior Athlete Representative shall chair the Athletes' Committee. Athlete Representatives serve as voting members of the FL Board of Directors.

**COACH REPRESENTATIVE**

The Coach Representative shall serve as a liaison between the coaches who are members of FL and the Board of Directors and House of Delegates. The Senior Coach Representative shall chair the FL Coaches’ Association.

Duties include, but may not be limited to:

- Selection of Hall of Fame/Legends of Florida inductees
- Assist with the Annual Awards Banquet
- Assist with LSC Clinic and Camps
- Attend Annual House of Delegates, Workshops and Other USA Swimming meetings

**SAFE SPORT**

The Safe Sport Chair shall chair and have general charge of the affairs of the Safe Sport Committee. The duties of that committee include, but may not be limited to:

- Voting board member
- Update FL Swimming on USA Swimming safe sport requirements
- Encourage participation in the LSC
- Responsible for increasing awareness

**OFFICIALS CHAIR**

The Official’s Chair shall chair and have general charge of the affairs of the Official’s Committee.

Duties include, but may not be limited to:

- Voting board member
- Head the officials Committee
- Help with design and operation of all championship meets
- Selection of meet officials for championships
- Act as liaison between the officials and Technical Planning, Board of Directors and House of Delegates
- Assist in the recruitment of new officials.

**DIVERSITY, EQUITY, AND INCLUSION CHAIR**

The DEI Chair shall chair and have general charge of the affairs of the DEI Committee. The duties of that committee include, but may not be limited to:

- Voting board member
- Update FL on USA Swimming DEI requirements
- Encourage participation in the LSC
- Responsible for increasing awareness
- Keep Board of Directors, Technical Planning, House of Delegates and membership aware of programs and camps being offered by USA Swimming.

**OPEN WATER**

The Open Water Chair shall chair and have general charge of the affairs of the Open Water Committee. The duties of that committee include, but may not be limited to:

- Voting board member
- Design and implement FL open water events and championships.
- Consult on any open water events in the State
- Plan the Open water championships, zone championships, and any other regional events held in FL.
- Help with selection process for championship teams from FL.
- Act as a liaison between USA Swimming open water and FL Swimming

**AREA REPRESENTATIVES**

In addition to their inherent powers and duties as members of the Board of Directors, the Area Representative Board Members shall have such powers and duties as may be delegated to them by the General Chair, the Board of Directors or the House of Delegates. Area Representatives shall:

- Shall chair Area caucus at the HOD
- Determine 2 year area representatives

2024 Budget

Income

<b>2024 Membership Cycle</b>	
ATHLETE	\$ 176,000
NON-ATHLETE	\$ 15,000
TRANSFERS	\$ 1,500
<b>Total 2024 Membership Cycle</b>	<b>\$ 192,500</b>
<b>Age Group Chair - Income</b>	
All-Stars OW	
All-Stars Pool	\$ 12,000
SZSAG OW Championship	\$ 19,000
SZSAG Pool Championship	\$ 40,000
<b>Total Age Group Chair - Income</b>	<b>\$ 71,000</b>
<b>Club Income</b>	
Athlete Memberships	
Bid Fees	\$ 4,000
Club Dues	\$ 22,000
Fines	\$ 1,000
Sanctions	\$ 10,000
Surcharge	\$ 323,500
<b>Total Club Income</b>	<b>\$ 360,500</b>
<b>Florida Convention-Clinic/Banquet</b>	
Clinic	\$ 4,500
Banquet	\$ 10,000
<b>Total FL Conv.-Clinic &amp; Banquet</b>	<b>\$ 14,500</b>
<b>Total Income</b>	<b>\$ 638,500</b>

Expense

<b>Age Group Chair Expense</b>	
All-Stars Pool	\$ 14,500
Open Water Series	\$ 3,000
SZSAG Championships (Zone)	\$ 90,000
SZSS OW (Zones)	\$ 38,200
<b>Total Age Group Chair Expense</b>	<b>\$ 145,700</b>
<b>Awards</b>	<b>\$ 20,000</b>
<b>Bank Service Charges (TU)</b>	<b>\$ 9,000</b>
<b>Business Expenses</b>	<b>\$ 100</b>
<b>Coaches Clinics Expense</b>	<b>\$ 1,500</b>
<b>Contract Services</b>	<b>\$ 2,400</b>
<b>Diversity &amp; Inclusion</b>	<b>\$ 1,500</b>
<b>Executive Director Expenses</b>	<b>\$ 1,500</b>
<b>Florida Convention</b>	<b>\$ 34,500</b>
<b>Memberships</b>	
SZSS Membership Dues	\$ 7,200
<b>Office Expenses</b>	<b>\$ 30,300</b>
<b>Officials Expense</b>	<b>\$ 14,300</b>
<b>Payroll Expenses</b>	<b>\$ 115,000</b>
<b>Senior Chair Expenses</b>	<b>\$ 247,500</b>
<b>Workshops/Meetings</b>	<b>\$ 8,000</b>
<b>Total Expense</b>	<b>\$ 638,500</b>
	\$ -



**Mission Statement:** Florida Swimming serves the competitive swimming community by providing an environment where our members can achieve their greatest dreams, in and out of the pool.

**FLORIDA SWIMMING  
HOUSE OF DELEGATES MEETING  
OCTOBER 8, 2023**

**MEETING CALLED TO ORDER 9:04 AM**

**ATTENDED:** Charlie Rose, Ira Klein, Ryan Gober, John Bruenning, John Hulvey, Mike Brewer, Mike Brady, Brett Ewald, Cashel Mack, Fred Lewis, Cori Welbes, Clay Parnell, Terry Maul, Manny Noguchi, Scott Barlow

Clubs: AAC, ATAC, BERK, BD, BSS, CVST, CAT, CCS, FAST, GOAT, GSC, GCST, GTSA, HCTY, HURR, H4S, IRSC, LAKR, MAKO, NFS, PYP, PS, RCKT, SA, SAST, SC, SCAT, SEA, SYS, SRQ, SDA, SPA, STA, STAR, SWIM, NRG, T2, TBAC, TYS, TCA, TEAM, TPA, USRP, WFLA

Athlete Reps: Aiden Siers, Colin Gibbons, Karter Seluk, Calissa Kissinger, Cobe Hehenberger, Evie Milak, Sidney Stromberg, Riley Wasner, Siena Barre, James Allender, Payton Bonino, Collin Magnus, Mckenna Smith, Meredith Mendenhall, Keyda Sagastume, Kiera Myers, Maura Myers, Xavier Sohovich, Kyler Kiefer, Madilynn Senft

Staff: Vanessa Brewer, Ellen Earley

**MEETING CALLED TO ORDER 9:04 AM**

**Moment of Silence** – Remembering Mark McCaw and Jim Kelly

Motion to approve Minutes (October 22, 2022), Seconded, Approved.

**Report of Board of Directors:**

**General Chair-Charlie Rose**

C. Rose explained block legislative voting and consent agenda for housekeeping items (HK) and thanked all committee chairs, Board of Directors, Vanessa and Ellen for their work this past year. Attended Annual Business Meeting in CO. Stated that FL is not experiencing any more problems than other LSC's and believes we are in better shape than many LSCs. Advised that Vanessa has a tremendous reputation throughout nation and that we are lucky to have her.

**Administrative Vice-Chair – No Report**

**Senior Vice-Chair - Ira Klein**

Thanked Meet Ref (MR) Matt Stoneburg for spring Sr Champs and congratulations to winning team SYS; thanked summer Sr Champs (MR) Joe Glennon and congratulations to winning team GSC; thanked SZSS – (MR) Brett Ewald. Both 2024 SZSS meets will be in FL, spring (Feb) @ RAFC, summer (May) @ FAST. Announced he will not run for another term due to USAS commitments. Introduced Bob Vincent, past chair USAS BOD, and current FL official. Thrilled to see new faces running for BOD & athletes in attendance.

**Age-Group Vice-Chair - John Bruenning**

Thanked Vanessa for tireless help; thanked spring FLAGS (MR) north Stephen Plapp & Don George, spring FLAGS (MR) south Nathan Dean, summer FLAGS north Eva Gronke, and summer FLAGS south Gary Sanderson.

The All Star meet has been revamped with Florida Swimming and Florida Gold Coast coming together and making 4 teams for a new format; thanks to FL Head Coaches Kyle Berry & Larry Jukes.

Florida Swimming placed 2<sup>nd</sup> at the Southern Zone Age Group Zone meet in Cary, NC.

2025 SZAG meet will be in Orlando @ RAFC, asking for support as coaches & athletes to make this a priority to win the title on home turf.

Awards ceremony held last night (Saturday, Oct. 7) to recognize top age-group LSC performers -

SOY - **SC** - 10u - Makayla Hill, Davin Mathis  
11 - Sabrina Avila, Sawyer Hansen  
12 - Brinkleigh Hansen, Lincoln Driesse  
13 - Rylee Erisman, Luke Zardavets  
14 - Rylee Erisman, Joseph Campagnola

**LC** - 10U - Sarah Fiama, Sutton Hansen  
11 - Ansley Best, Jayden Tsai  
12 - Alex Clark, Jayden Tsai  
13 - Rylee Erisman, Denzo Senekal  
14 - Rylee Erisman, Owen Ekk

IMX - **SC** - Makayla Hill, Sabrina Avila, Brinkleigh Hansen, Rylee Erisman, Ella Gotham, Ivan Maslianyi, Jayden Tsai, Charlie Russell, Luke Zardavets, Joseph Campagnola

**LC** - Grace Goodman, Makayla Hill, Sophia Malkowicz, Brinkleigh Hansen, Rylee Erisman, Lorenz Fahnenschmidt, Jayden Tsai, Reef McMeeking, Charlie Russell, Alex Gonzalez

#### **Finance Vice Chair - Mike Brewer**

Finances have come full circle since Covid, we are in a place of strength financially. In September - finished Agreed Upon Procedures review by outside CPA firm per USAS - no issues to report. Next year will be a full audit. Investment account up approx. 7.35% for year, balance approx. \$450,000. Additional savings has been moved into a higher-yielding account, now earning approx. 5% return. All savings spread out to meet FDIC limits. Budget proposal posted of approx. \$638,500. First clean year since change of membership revenue processing.

Reminder that in 2019 legislation was passed to increase LSC fees every 4 years by \$10, starting 2021 cycle (Sept 2020). next increase will be 2025 cycle, which begins on September 1, 2024.

#### **Secretary - Mike Brady – No report**

#### **Coach Representative - John Hulvey**

Age Group Coach of the Year - Kyle Goller

Senior Coach of the Year - Brent Arckey

Legends of Florida Hall of Fame inductees - Officials - Mark McCaw, Stephen Plapp; Coach - Jim Kelly, Randy Reese; Athlete - Matt Cetlinkski

Officials recruiting campaign - deferring intro to Brett Ewald

Athlete LSC clinic was fantastic. We had 2 this year due to hurricane last year. January was in Gainesville and October in Orlando by Fitter & Faster. The All Star & Zone team coaches ran a 1-hour workout for athletes that missed Saturday practice.

Saturday banquet first since 2019 and had over 280 in attendance.

### **Technical Planning Chair - Ryan Gober**

Thanked C. Rose for to Tech Planning Chair after Erin Condon stepped down. Thanks to all Area Tech Planning representatives. Proposals will be discussed later in the meeting, most are supported by Tech Planning.

### **Safe Sport Chair - Cori Welbes**

Thanked for letting her serve as Safe Sport chair, will be her last time in this position. Out of 105 clubs, 79 have started SSRP (75%), but only 17 have finished - please finish the training/applications so that we can become a SafeSport LSC. USAS has all steps/help/zoom clinics online. October is bully-prevention month. Most calls she receives are about bullying. Oct 21 - webinar available. C. Welbes attended the SafeSport Leadership conference in Denver earlier this year. All 4 SafeSport presentations available online. Don't forget the MAAPP has to be acknowledged annually.

### **Open Water Chair - Cashel Mack**

2023 FL OW Champs - Thanks to H4S for hosting, & officials Mike Brewer and Matt Stoneburg & all the volunteers - 1st place team BSS, 2nd place GCST.

OW Zone team won 5th championship title in NC. Congratulations to individual winners: Cadence Fort, Cher Patrick, Caelan Tracy. Thank you to Zone coaches Don Henshaw, Maria Zambito, Claire Mills, Cyro Tavares, and to Maria Medina for all their hard work.

OW Nationals was hosted by SYS at Nathan Henderson Park, Sarasota - congrats to top 16 finishers:  
5K - Aubrey Tuthill, Colin Jacobs, Brandon Gear, Walker Lanoue  
10K - Brennan Gravley, Anna Auld, Blair Stoneburg, Cadence Fort, Carly Rose

It's hard to find a host for FL OW championships because of the summer schedule, big thank you to GCST for stepping up for 2024.

### **Officials Chair - Brett Ewald**

FL has approx. 440 officials. We can't get an exact numbers because of reporting limitations of new SWIMS. Continue to have had a hard time getting officials for LSC championships level meets. C. Rose had an idea to create recruiting posters. Every team will get a poster of either Caeleb Dressel or Bobby Finke to hang at their facilities. The poster will include a QR code that will direct user to a online form, and then they will be contacted by a rep for follow-up. USA Swimming has some efforts in the works to create streamlined standards to become an official.

Officials Awards presented at banquet Saturday evening:

Soltis winner - Steve Schenk

Cruciger winner - Quinn Sampson

B. Ewald stated that he will be stepping down as Officials chair after 9 years and Gary Sanderson will be the new chair.

Thanks to Caeleb Dressel & Bobby Finke for their time, energy & willingness to help their home LSC.

### **Diversity, Equity and Inclusion Chair - Erin Crabtree**

V. Brewer reported on behalf of E. Crabtree - Congratulations to DEI regional & national camp athletes. Recommends to the next DEI chair to work with other LSC's to organize a camp and offered her assistance.

### **Athletes' Representatives - Aidan Siers, Sr. Rep., Colin Gibbons, Jr. Rep**

Worked on rebuilding FL athlete committee from pre-covid - now have 24 members, up 200%; announced they have 20% athletes present at HOD, first time in quite a while this has happened; thanks to BOD & other adults for their support.

C. Rose stated that the athletes are doing a great job.

## **LEGISLATIVE PROPOSALS**

### **HOUSEKEEPING**

**HK 1-7** - 'general housekeeping' - to adjust language/rules/policy to meet USAS or to clean up existing language- does not include major changes.

C. Rose stated that he will read the proposal and if anyone wishes to discuss item please announce 'PULL' so that item can be addressed after all HK items presented.

**HK1** - pulled.

**HK2** - pulled.

**HK3** - no comments

**HK4** - no comments

**HK5** - no comments

**HK6** - no comments

**HK7** - no comments

HK3 through HK 7 vote - Seconded, Approved.

**HK1** – R. Aceto (GOAT) questioned the approx. \$247,500 for 2024 athlete/coach reimbursement (support). M. Brewer responded that the value is unusually larger because it is an Olympic year (higher than 'normal years'). 2024 Budget, Seconded, Approved.

**HK2** - 2024 Meet Schedule – V. Brewer asks for clarification re: flexibility to adjust fees on published meet schedule if host makes fee changes in meet letter vs bid. I. Klein advised that existing legislative language does not prohibit adjustments. 2024 Meet Schedule, Seconded, Approved.

**#8 - Bylaws** - proposal to remove county lines for Area designations. C. Rose explained that this change is to remove the county line restrictions as the defining Area designators. Original designations relied upon telephone area codes, which were county-specific, and are no longer so. R. Gober advises that if item #8 is not passed then item #9 cannot be presented for discussion. K. Rosepapa (BERK) started discussion about Area designations should be based on population vs county lines. R. Gober and J. Bruening informed that his comments were relevant to item #9 and that item #8 had to be passed before continuing. Bylaws, Seconded, Approved.

**#9 - Area Re-alignment** - proposed by Justin Correia

Proposal submitted to re-align the Areas due to population growth in the state, along with improved roadways/highways. In an effort to equally distribute athlete numbers & improve access for area meet competitions. This affords opportunity to split the Area 1/4 meet into stand-alone meets. This is to be effective to be effective immediately. Area Re-alignment, Seconded, Approved.

**#10 - Clubs Moving Area** – proposed by John Hulvey

Pulled by author, who states that this legislation was only left on the docket in case item #9 did not pass.

**SENIOR CHAMPS PROPOSAL** - not on legislative grid paperwork – proposed by I. Klein

Proposal submitted to steer Sr Champs into a true Senior meet and away from the 'Sr FLAGS'/developmental style meet that currently exists and with an effort to prepare older age-group swimmers for college-level competitions. It is proposed as a 2-year trial beginning Spring 2024, to be re-evaluated at 2025 HOD. Oral vote - too close to determine outcome. Senior Champs Proposal, Seconded, Approved by ballot voting.

**#11 - Combining Summer FLAGS** – proposed by John Bruenning

Proposal submitted to restructure meet, to bring the best swimmers together to compete, and to provide an opportunity for all athletes to compete at an indoor facility and not lose swims due to weather conditions.

Sion Brinn (IRSC/RATS) questions how this proposal would change the existing meet bids & future meet bid process, as 2024 & 2025 spring FLAGS bids have already been submitted. J. Bruenning stated that this was considered before the proposal was drafted. It was determined that this legislation would have to be decided upon on the floor of the HOD, and if passed then bids would be re-addressed.

R. Gober states another proposal that will be introduced later today will discuss the bid process.

Athlete S. Stromberg (SLAC) proposes an amendment that to qualify for FLAGS an athlete must have short course cuts for spring meet and long course cuts for summer meet - cut times should not be interchangeable. No second received - amendment not supported for further discussion.

Combining Summer FLAGS, Seconded, Approved as written.

**#18 - Meet Schedule** - 18 months - Tech Planning (R. Gober)

Proposal for HOD to approve LSC championship bids, including Area meets, 18 months from date of HOD. Current approval schedule is 2 years out. Proposal is submitted due to unknown USAS scheduling beyond 1 1/2 years and the difficulty to plan LSC events with unknown national competition dates.

If passed, the 2023 HOD would decide on all 2024 LSC championships and spring 2025, and the 2024 HOD would decide on summer 2025 and spring 2026. This would be the beginning of the new scheduling pattern.

K. Milak (FAST) asked for clarification re: proposal language - should the legislation specify dates or seasons? Consideration for re-schedules/postponements due to weather, etc., can go beyond actual specified dates if used.

RG adjusted the proposal language to reflect 'SEASON' instead of specific months - to read "through the short-course season of the following year." Proposal, Seconded, Approved.

**#12 - LSC Championship Bids** -

C. Rose presents block approval for all single bid meets: 2023 & 2024 Meisel East & West, 2024 Open Water Championships - 4/13/24. Bids, Seconded, Approved.

Bids presented:

2024 Short Course FLAGS - NORTH: OH/NTC; FAST  
SOUTH: SRQ @ Rosen; TBAC @ St. Pete; SYS  
**VOTE:** NORTH - FAST; SOUTH - SRQ @ Rosen

2024 Short Course Senior Champs - RAFC; FAST; SYS – VOTE: FAST

2024 Long Course FLAGS - COMBINED following approval of legislative action #11 - FAST; RATS (BSS, CAT, GCST bids pulled by hosts) – **VOTE:** FAST

2024 Long Course Senior Champs - GCST; RATS; FAST – VOTE: FAST

2025 Short Course FLAGS - NORTH: OH/NTC; FAST  
SOUTH: SYS; TBAC @ St. Pete; CAT (bid from the floor)

**VOTE: NORTH - FAST; SOUTH - SYS**

2025 Short Course Senior Champs - RAFC; FAST; (SYS bid pulled by host) - VOTE: RAFC

**BREAK OUT FOR AREA CAUCUS MEETINGS**

**Area 1** - 2024 spring, 2025 spring champs – NFS; 2024 summer - BSS

[Frank Holleman has 1 yr. left], Corey McMeeking - 1 yr., Alexis Keto - TP, Bryan Welter - ARB, Martin Zuberu - nominating committee.

**Area 2** - 2024 spring - PA; 2024 summer - RAFC.

Kyle Goller - 2 yr., Clay Parnell - 1 yr., Mike Travers - TP, George Mathis - ARB, Steve Lazaraton - nominating committee

**Area 3** - 2024 spring, summer & 2025 spring championships - SPA.

[Fred Lewis has 1 yr. left], Nicole Miller & Guerby Ruuska - 1 yr., Fred Lewis - TP, Kevin Rosepapa - ARB, Sue Curnutte - nominating committee.

**Area 4** - 2024 spring championships - FAST, 2024 summer championships - ATAC, 2025 spring - FAST.

Chris George - 2 yr., Terry Maul - 1 yr., Kevin Milak - TP, Leonard Kraus - ARB, John Hulvey - nominating committee

**Area 5** - 2024 spring - T2, 2024 summer - SDA, 2025 spring - SYS.

Jim Lindberg - 2 yr., Jeanne Epps - 1 yr., Eric Nelson - TP & ARB, JR Whaley - nominating committee

**Area 6** - 2024 & 2025 spring - TCSC, 2024 summer - RATS.

[Manny Noguchi has 1 yr. left], Randy Johnson - 1 yr., Ed Dailey - TP & ARB, Steve Fenning - nominating committee.

**#13 - Athlete Legislative Proposals** - Aiden Siers & Colin Gibbons

**13a** - **Bylaws: Article 4.1.4** - Athlete at-large House members

"a sufficient number of athletes to ensure that Athlete members constitute at least 20% of the voting membership of the House of Delegates, in order to achieve the 20% minimum, for every club in which a voting non-athlete delegate is in attendance they shall be guaranteed one athlete delegate. Additional delegates needed to reach 20% shall be appointed by the Senior and Junior Athlete Representative in a manner consistent with the Committee Manual, etc..."

Proposal intended to grant voting rights to 1 athlete per club who has a voting delegate in attendance.

C. Rose explains that this could potentially increase the number of athletes votes to less than 50% if every attending club brings 1 eligible athlete. Proposal voting 1st oral vote - indeterminate; 2nd oral vote - indeterminate; Vote, proposal failed.

**13b** - **Bylaws: Article 7.4.1.B** - Athletes Committee members

"... Each club may appoint ...a minimum of two (2) years, meets the requirements of a 2-year athlete as defined by USA Swimming, and is at least 13 years of age... All members at least 18 must have completed Athlete Protection Training."

Revised with BOD guidance, proposal to open leadership opportunities to older athletes with an interest in governance and leadership (high school seniors and/or college athletes). Proposal, Seconded, Approved.

**13c - Rules and Regulations: 221.2.8** - Florida Swimming Championships"... to enter the FLAGS, meet an athlete must have residency or educational enrollment within the LSC for 60 days..." Discussion, mostly unfavorable with respect to the educational clause due to multiple virtual options.

R. Gober also commented that while it is not currently a written procedure, meet letters identify the waiver-to-participate procedure and that he can't recall any athletes denied who met the requirements. Motion to amend (seconded) to remove "or educational enrollment." Amendment, seconded, approved. Vote on amended proposal, 1st oral vote - indeterminate; Vote – amended proposal, Seconded, Approved.

**13d - Rules and Regulations: 22.222.2** - Regulations Concerning Entries

Proposal is to add section with language: ".4 Area Championships - Swimmers with FLAGS or Senior Champs (or other higher-level championship) cut (prior to the area meet) may not compete in any individual event in which they have the time standard for their age group - including swimming in an OPEN event. Swimmers with more than 6 cuts (excluding stroke 50's) in their age group MAY NOT swim in the area meet regardless of the event.

The intent of the proposal is to provide a true championship-end of season style meet for developmental-level swimmers who may not have other opportunities to win.

Discussion – F. Lewis stated that most Area meets already have restrictions in place for FLAGS or higher-level swimmers, doesn't believe that this is a good idea because Area meets are used by many to try to get higher-level cuts and these meets are their last opportunity. Amendment proposed by Sienna Barre (BSS athlete) to remove all language after the words 'their age group' et al. seconded. Amendment, Seconded, Approved.

Amendment proposed by Lisa Bitting to edit proposal to state "...cannot swim an event in their age group if they have a cut but can swim in an Open event.' Seconded, Approved.

Proposal as amended now reads: ".4 Area Championships - Swimmers with FLAGS or Senior Champs (or higher-level championship) cut (prior to the area meet) cannot swim an event in their age group if they have a cut but can swim in an Open event." Proposal, Seconded, Approved.

**#14 - Officials Registration Incentive** - Brett Ewald

Proposal, if passed, to be effective on 9/1/24 for 1 year; Proposal, Seconded, Approved.

**#15 - Rules & Regulations #223.6** - Required number of officials for host teams - Officials Committee proposal, if passed, to be effective immediately. Discussion – R. Aceto states that he believes it is incumbent upon teams to recruit/retain officials, feels that a mandatory number per club should not be mandated by Rules & Regs or the LSC.

Additional discussion from several regarding syntax of proposal as written in legislative packet – B. Ewald advises that the actual language in the rule includes the correct wording, and that the legislative packet does have a few errors. Proposal, Seconded, Approved.

**#16** - Extend policy to suspend deck registrations and deck entries.

R. Gober explains that SWIMS is still not as user-friendly and causes confusion for many parents/families. Proposal is to continue the temporary suspension, to be readdressed at 2024 HOD. Proposal, Seconded, Approved.

**#17** - Pulled by author.

**#19** – Continue OME Usage for LSC Championships - Tech Planning

R. Gober explains that OME in the new SWIMS seems to be back to full functionality, and our LSC is lucky to have K. Milak, who is well-versed in OME and has worked with USAS to improve functionality. Proposal, Seconded, Approved.

**#20 - Recognition of Officials - Joe Glennon**

C. Rose advises that this item is not a Florida Swimming controlled item but is the responsibility of the Coaches Association. The Officials committee and the Coaches Assoc. will work together on future Hall of Fame inductees. Proposal pulled by author/BOD.

**#21 - FL BOD nominations - Ira Klein**

Motion to approve uncontested positions, Seconded, Approved.

Administrative Vice-Chair - Brett Ewald

Senior Vice-Chair - John Hulvey

Finance Vice-Chair - Mike Brewer

Safe Sport Chair - Chris Daly

Technical Planning Chair - Ryan Gober

DEI - Cori Welbes

Officials Chair (Officials Committee nominee) - Gary Sanderson

Coach Representative - Kristen Foley by ballot

C. Rose proposed 2024 HOD dates - October 5-6, 2024 – Seconded, Approved.

C. Rose motioned from floor to destroy ballots – Seconded, Approved.

C. Rose motioned from floor to adjourn 2023 HOD – Seconded, Approved.



**Mission Statement:** Florida Swimming serves the competitive swimming community by providing an environment where our members can achieve their greatest dreams, in and out of the pool.

**FLORIDA SWIMMING  
BOARD OF DIRECTORS MEETING  
OCTOBER 7, 2023**

**ATTENDED:** Charlie Rose, Ira Klein, Ryan Gober, John Bruenning, John Hulvey, Mike Brewer, Brett Ewald, Fred Lewis, Cori Welbes, Frank Holleman, Justin Correia, Clay Parnell, Terry Maul, Manny Noguchi

Athlete Representatives: Aiden Siers, Colin Gibbons

Staff: Vanessa Brewer

**MEETING CALLED TO ORDER 4:00 PM**

**Moment of Silence** – Remembering Mark McCaw and Jim Kelly

Motion to approve Minutes (June 15, 2023), Seconded, Approved.

**Report of Board of Directors:**

**General Chair-Charlie Rose**

C. Rose explained block legislative voting and consent agenda for housekeeping items (HK) and thanked all committee chairs, Board of Directors, and Vanessa for their work this past year.

**Administrative Vice-Chair – No Report**

**Senior Vice-Chair - Ira Klein**

Announced both 2024 SZSS meets will be in FL, spring (Feb. 8-11) @ RAFC, summer (May 23-26) @ FAST. Meet changes now include a full day on Thursday and a half day on Sunday. Spring 2025 meet will return to FG.

**Age-Group Vice-Chair - John Bruenning**

Thanked LSC championship meet refs.

The All-Star meet has been revamped with Florida Swimming and Florida Gold Coast coming together and making 4 teams for a new format.

Florida Swimming placed 2<sup>nd</sup> at the Southern Zone Age Group Zone meet in Cary, NC.

2025 SZAG meet will be in Orlando @ RAFC, asking for support as coaches & athletes to make this a priority to win the title on home turf.

**Finance Vice Chair - Mike Brewer**

Budget proposal posted of approx. \$638,500. First clean year since change of membership revenue processing.

In September - finished Agreed Upon Procedures review by outside CPA firm per USAS - no issues to report. Next year will be a full audit. Investment account up approx. 7.35% for the year. Additional savings have been moved into a higher-yielding account, now earning approx. 5% return. All savings spread out to meet FDIC limits.

Reminder that in 2019 legislation was passed to increase LSC fees every 4 years by \$10, starting 2021 cycle (Sept 2020). The next increase will be 2025 cycle, which begins on September 1, 2024.

**Secretary - Mike Brady – No report**

Asks that everyone speak loudly for the recorder.

**Coach Representative - John Hulvey**

Athlete LSC clinic was fantastic. We had 2 this year due to hurricane last year. January was in Gainesville and October in Orlando by Fitter & Faster. The All Star & Zone team coaches ran a 1-hour workout for athletes that missed Saturday practice.

Saturday banquet tonight, first since 2019.

Officials recruiting campaign – posters created with images of FL Olympians Caeleb Dressel and Bobby Finke to be distributed to clubs.

Awards being announced at banquet & HOD:

Age Group Coach of the Year - Kyle Goller

Senior Coach of the Year - Brent Arckey

Legends of Florida Hall of Fame inductees - Officials - Mark McCaw, Stephen Plapp.

Coach - Jim Kelly, Randy Reese; Athlete - Matt Cetlinkski.

**Technical Planning Chair - Ryan Gober**

Thanked C. Rose for appointment as Tech Planning Chair after Erin Condon stepped down.

Thanks to all Area Tech Planning representatives.

Proposals will be discussed later in the meeting; most are supported by Tech Planning.

**Safe Sport Chair - Cori Welbes**

Stresses importance of getting Club SSRP to protect business.

October is bully-prevention month. Most calls she receives are about bullying. Oct 21 - webinar available.

Attended the SafeSport Leadership conference in Denver earlier this year. All 4 SafeSport presentations are available online.

**Open Water Chair - Cashel Mack**

Report read by Vanessa Brewer. 2023 FL OW Champs - Thanks to H4S for hosting, & officials Mike Brewer and Matt Stoneburg & all the volunteers - 1st place team BSS, 2nd place GCST.

OW Zone team won 5th championship title in NC. Congratulations to individual winners: Cadence Fort, Cher Patrick, Caelan Tracy. Thank you to Zone coaches Don Henshaw, Maria Zambito, Claire Mills, Cyro Tavares, and to Maria Medina for all their hard work.

OW Nationals was hosted by SYS at Nathan Henderson Park, Sarasota - congrats to top 16 finishers:

5K - Aubrey Tuthill, Colin Jacobs, Brandon Gear, Walker Lanoue

10K - Brennan Gravley, Anna Auld, Blair Stoneburg, Cadence Fort, Carly Rose

We do not currently have a bid for 2024 OW Champs yet.

**Officials Chair - Brett Ewald**

FL has approx. 440 officials. USA Swimming has some initiatives in progress, including Junior Officials.

Officials Awards to be presented at banquet Saturday evening:

Soltis winner - Steve Schenk

Cruciger winner - Quinn Sampson

B. Ewald stated that he will be stepping down as Officials chair after 9 years and Gary Sanderson will be the new chair.

**Diversity, Equity and Inclusion Chair - Erin Crabtree**

V. Brewer reported on behalf of E. Crabtree. Congratulations to DEI regional & national camp athletes.

Recommends to the next DEI chair to work with other LSC's to organize a camp and offered her assistance.

**Athletes' Representatives - Aidan Siers, Sr. Rep., Colin Gibbons, Jr. Rep**

Worked on rebuilding FL athlete committee from pre-covid - up 200%

**LEGISLATIVE PROPOSALS**

**HOUSEKEEPING**

**HK 1-7** - 'general housekeeping' - to adjust language/rules/policy to meet USAS or to clean up existing language- does not include major changes. C. Rose stated that he will read the proposal and if anyone wishes to discuss item please announce 'PULL' so that item can be addressed after all HK items presented.

**HK1** - no comments

**HK2** - no comments

**HK3** - no comments

**HK4** - no comments

**HK5** - no comments

**HK6** - no comments

**HK7** - no comments

HK1 through HK 7 vote – Board Recommends by acclamation.

**#8 - Bylaws** - proposal to remove county lines for Area designations.

Board Recommends by acclamation.

**#9 - Area Re-alignment** - proposed by Justin Correia

Is an effort to equally distribute athlete numbers & improve access for area meet competitions. This affords opportunity to split the Area 1/4 meet into stand-alone meets. This is to be effective to be effective immediately.

Question asked re: Item #10 – John Hulvey states he will pull this proposal if #9 is passed at HOD.

Board Recommends by acclamation.

**#10 - Clubs Moving Area** – proposed by John Hulvey

Will be pulled by author at HOD if item #9 passes.

Deemed that No Board vote needed.

**#11 - Combining Summer FLAGS** – proposed by John Bruenning

Proposal submitted to restructure meet, to bring the best swimmers together to compete, and to provide an opportunity for all athletes to compete at an indoor facility and not lose swims due to weather conditions. This restructuring would also allow AG chair better opportunities to fill out the Zone team roster since all swimmers would be together at one competition site while still being able to utilize SC FLAGS results for initial selections.

Meet restructure would include:

- all 10 & under events are timed finals, held in separate sessions on Friday, Saturday, and Sunday only
- all 11 & older events are prelims/finals, 4 full days (Thursday thru Sunday), with addition of a C final to allow for more swims
- all 10 & under cuts opened up
- all finals – swim 30/score 30 if 10-lane pool, swim 32/score 32 if 8-lane pool

Ryan Gober advised this proposal is supported by Tech Planning committee as written.

Discussion – Athlete Colin Gibbons stated that several athlete committee members questioned why no 11-12 B finals for distance events. John Bruenning explained that the Age Group committee supports only 1 final as most 11-12's have never competed in a 200-stroke event before FLAGS, and it is their belief that it may be too challenging to ask these athletes to swim this distance more than once in a day due to limited experience.

Board Recommends by acclamation.

## **#12 - LSC Championship Bids -**

Ryan Gober advised that Proposal #18 may alter the outcome of Proposal #12.

Charlie Rose states that the Bid proposals don't require BOD discussion.

A question was raised about changing order of proposals at HOD [#18 (18-month bid calendar) before #12 (Champ bids)], and Ira Klein advised that it would be important for HOD to decide on Proposal #11 then Proposal #18 before #12 was presented.

No BOD vote needed.

## **#13 - Athlete Legislative Proposals - Aiden Siers & Colin Gibbons**

### **13a - Bylaws: Article 4.1.4 - Athlete at-large House members**

"a sufficient number of athletes to ensure that Athlete members constitute at least 20% of the voting membership of the House of Delegates, *in addition to the 20% minimum, each club shall be allowed one athlete from every club in which a voting non-athlete delegate is in attendance. Additional delegates* shall be appointed by the Senior and Junior Athlete Representative in a manner consistent with the Committee Manual, etc..."

Colin Gibbons - Intent is that any club with an attending voting delegate can bring an athlete who is guaranteed a vote, regardless of # attending athletes overall.

Ira Klein states that the proposal as written can lead to upwards of 70% athlete vote at HOD.

Colin explains that wasn't the intent and they had no examples from other LSC's. He states that the purpose of this proposal was to give 1<sup>st</sup> priority vote to any athlete that attends as their club representative, and if these total # of athletes = 20% then the athlete quota would be met, but if this did not meet the minimum criteria then the Sr. & Jr. athlete reps would be able to complete the roster to meet the minimum criteria.

Ira advised that the language as written did not reflect this intent.

Charlie advises the athletes rewrite this proposal, so proposal was tabled to be readdressed at end of BOD meeting for review/vote.

### **13b - Bylaws: Article 7.4.1.B - Athletes Committee members**

"... Each club may appoint one (1) athlete member, who has been registered year-round with the club for a minimum of two (2) years and is ~~between~~ **at least 13 and 18**-years of age, to hold a non-voting position on the Athletes Committee. All members over the age of 18 must have completed Athlete Protection Training."

Proposal tabled for language revision per BOD suggestion, will move to HOD without BOD vote.

### **13c - Rules and Regulations: 221.2.8 - Florida Swimming Championships**

"All LSC championships are open only to FL registered swimmers, however, to enter the FLAGS meet an athlete must have ~~been a current FL member~~ **residency or educational enrollment within the LSC for 420-60** days, unless this time period is waived by the FL BOD."

R. Gober also commented that while it is not currently a written procedure, meet letters identify the waiver-to-participate procedure and that he can't recall any athletes denied who met the requirements.

Moves to HOD without BOD support.

### **13d - Rules and Regulations: 22.222.2 - Regulations Concerning Entries**

Proposal is to add section with language: ".4 Area Championships - Swimmers with FLAGS or Senior Champs (or other higher-level championship) cut (prior to the area meet) may not compete in any individual event in which they have the time standard for their age group - including swimming in an OPEN event. Swimmers with more than 6 cuts (excluding stroke 50's) in their age group MAY NOT swim in the area meet regardless of the event."

The intent of the proposal is to provide a true championship-end of season style meet for developmental-level swimmers who may not have other opportunities to win.

Ryan Gober advises that Tech Planning suggested amending proposal to remove language after the words 'age group' (- including swimming in an OPEN event. Swimmers with more than 6 cuts (excluding stroke 50's) in their age group MAY NOT swim in the area meet regardless of the event.)

Proposal with adjusted language supported by BOD.

**#14 - Officials Registration Incentive - Brett Ewald**

Proposal, if passed, to be effective on 9/1/24 for 1 year.

Fred Lewis offered a friendly amendment to add a \$10 fee per registration against clubs with no officials.

Amendment rejected as a perceived punitive measure.

Second friendly amendment offered to add \$0.20/splash.

Accepted then withdrawn after discussion – would place undue burden on host teams.

Moves to HOD with BOD support as written.

**#15 - Rules & Regulations #223.6 - Required number of officials for host teams –**

Officials Committee proposal, if passed, to be effective immediately.

BOD adjusted language in written proposal to include “up to” 30...

Moves to HOD with BOD support.

**#16 - Extend policy to suspend deck registrations and deck entries.**

Moves to HOD with BOD support.

**#17 – Area Meet Proposal.**

Not addressed by BOD due to failure of proposal by Tech Planning.

**#18 - Meet Schedule - 18 months - Tech Planning (R. Gober)**

Proposal for HOD to approve LSC championship bids, including Area meets, 18 months from date of HOD.

Current approval schedule is 2 years out. The proposal is being submitted due to unknown USAS scheduling beyond 1 1/2 years and the difficulty to plan LSC events with unknown national competition dates.

If passed, the 2023 HOD would decide on all 2024 LSC championships and spring 2025, and the 2024 HOD would decide on summer 2025 and spring 2026. This would be the beginning of the new scheduling pattern.

Board Recommends by acclamation.

**#19 – Continue OME Usage for LSC Championships - Tech Planning**

R. Gober explains that OME in the new SWIMS seems to be back to full functionality, and our LSC is lucky to have K. Milak, who is well-versed in OME and has worked with USAS to improve functionality.

Moves to HOD with BOD support.

**#20 - Recognition of Officials - Joe Glennon**

C. Rose advises that this item is not a Florida Swimming controlled item but is the responsibility of the Coaches Association.

BOD recommends that the Officials committee and the Coaches Assoc. work together on future Hall of Fame inductees.

Proposal does not need BOD or HOD consideration.

**#21 - FL BOD nominations**

Ira Klein reminds BOD members that nominations can be accepted from HOD floor.  
No BOD consideration required.

**SENIOR CHAMPS PROPOSAL** - not on legislative grid paperwork – proposed by I. Klein

Ira suggests no BOD discussion at this time due to time constraints and to leave any comments for HOD.  
All BOD agrees to wait for HOD to discuss.

**13a – untabled for revision decision**

"a sufficient number of athletes to ensure that Athlete members constitute at least 20% of the voting membership of the House of Delegates, *in order to achieve the 20% minimum, for every club in which a voting non-athlete delegate is in attendance, they shall be guaranteed one athlete delegate. Additional delegates needed to reach 20%* shall be appointed by the Senior and Junior Athlete Representative in a manner consistent with the Committee Manual, etc..."

**13b – untabled for revision decision**

"... Each club may appoint ...a minimum of two (2) years, meets the requirements of a 2-year athlete as defined by USA Swimming, and is at least 13 years of age... All members at least 18 must have completed Athlete Protection Training."

Due to time constraints, BOD suggested the athletes submit the changes for 13a & 13b to Vanessa via email and she would print copies of the updated proposal for HOD presentation.

BOD adjourned – 5:49 p.m.

**FLORIDA SWIMMING  
BOARD OF DIRECTORS MEETING  
JUNE 15, 2023  
ZOOM MEETING**

**ATTENDED:** Charlie Rose, Ira Klein, John Bruenning, Mike Brady, Mike Brewer, John Hulvey, Cashel Mack, Brett Ewald, Ellen Earley, Ryan Gober, Shannon Brocato, Kevin Milak, Fred Lewis, Jeanne Epps, Manny Noguchi, Scott Barlow, Ed Dailey

Athlete Reps: Aidan Siers, Colin Gibbons  
Staff: Vanessa Brewer

**MEETING CALLED TO ORDER 7:34 PM – MEETING RECORDED**

Motion to approve Minutes (January 10, 2023), Seconded, Approved.

**General Chair – Charlie Rose**

**Admin Vice Chair – Cary Showalter - No Report**

**Senior Chair – Ira Klein**

Meet information is out for Senior Champs and expecting a solid meet for the summer. Working on a few changes on qualifying times to bring to HOD meeting; Position will term limit out and is looking for members to run for Senior Chair.

**Age Group Chair – John Bruenning**

FLAGS is coming up; questions on start times but everything was discussed with the hosts. Ocala will work on their warm-up schedule because they are familiar with their water space. John will work on warm-up schedule for Ft. Myers and running a little earlier than normal to avoid weather issues on Thursday. Working on adding 50s qualifying times for 13-14 for FLAG meets; Zones is coming up and the team is filled which also includes a full coaching staff.

**Finance Vice Chair – Mike Brewer**

Updates to some of the moves that we made over the past year. We implemented a dollar cost averaging strategy to get back to our investments that we had prior to Covid. That's actually worked out well, even though we've had some fall to markets. Our investment accounts up about 7% year to date. Going shift some of the savings that we've got to a higher yielding savings account. probably in the about 4.6% is about the going rate for that. It's different environment where cash actually matters. And actually, we'll be able to get some : nice returns on those balances while they're just kind of sitting on the sidelines.

**Secretary – Mike Brady – No report**

**Coach Representative – John Hulvey – No report**

**Technical Planning Chair – Ryan Gober**

Position has been vacated by E. Condon; Ryan Gober is going to be the interim Tech Planning Chair through convention. We will have an election at HOD for the remaining one year term. Thank you to Erin for her assistance during the past year.

**Safe Sport Chair – Cori Welbes** – Not in attendance

**Open Water Chair – Cashel Mack**

Congratulated staff for OW Zones and thanking them. USAS was happy with OW Nationals and pleased with Sarasota and pursue it in the future; thank our host at Camp Winona for hosting FL OW Champs.

**Officials Chair – Brett Ewald**

Working on functionality as USA Swimming took many of our tools away but still doing what we are doing and keeping up with what we can.

**Diversity, Equity and Inclusion Chair – Erin Crabtree – No Report**

**Athletes Representatives – Aidan Siers/Colin Gibbons**

Elected in March Colin Gibbons as our Jr Rep.

Aidan and Colin are working on an applications for the Athlete Committee with 37 applications and limited it to 15-20 athletes. Once it finalized we will have non voting rep at minimum from every team that applied.

**A. Business:**

**Recruiting Officials**

Continued concern and issue with lack of official numbers. C. Rose proposed a “We Want You” Uncle Sam poster/banner to be at each pool with a QR code to take parents on how to become an official and offered to design the banner. F. Lewis suggested putting in meet letter priority placement in meets and voiced the concern that officials are working too many meets; I. Klein reported that USAS is working on a program to allow Senior swimmers to work developmental meets and also suggested that we look at meet host requirements for officials.

M. Brewer reported that B. Ewald recruiting officials; advertising is a good start idea; centralizing the certification process; and we discussed ideas for incentives for reimbursing annual fees. Also, swimmer fees are reimbursed for parent officials.

USAS working on different official requirement options to host meets.

C.Gibbons reported that the athletes received a survey with a question re: becoming a Jr. Official.

B.Ewald agreed that the banner was great idea; Jr. Official is being discussed and more information will be communicated; another option, on demand course for parents to become an official will be nationalized; we should have minimum for hosting meets; coach by-in is important and key to push it; incentives for registration fee and take the burden of cost off the official/club would be helpful.

**Bids for 2024 & 2025**

Proposal to have bids for LSC championships to include 2024 and 2025 dates. 2024 HOD would be bidding for all of 2026 and would follow suit for following years. Seconded, Approved.

**Bylaw 7.4.1B – Limitation on Athletes above the age of 18 (Athletes)**

Currently our bylaw states that athletes have to be above the age of 13, and not yet 18 at the time of election. We want to remove the upper age requirement for the LSC Athlete Committee. Any bylaw change needs to be approved by HOD.



**Rules & Regulations 221.2.8, 222.2.2 and 442.6.3 – 120 day limitation needs to be changed to 60 days and compliance for FLAGS and Senior Champs (Athletes)**

FL office will present for Rules & Regulations at HOD for approval.

Eligibility and compliance for FLAGS and Senior Champs applies for individuals moving to FL and only applies to FLAG athletes and residency. No change to eligibility for FLAGS.

**OME – FLAGS and Senior Champs (F. Lewis)**

Would like for FL to consider not using the OME process for FLAGS and Senior Champs.

**Records**

SWIMS 3.0 continues to have it's challenges and with access to Reporting, Records are available.

Formatting looks very different, errors and information is missing. We used to have 3 types of Records – LSC champs, Open, LSC records. SWIMS will not differentiate between Records and we will need to change the format and keep one record.

**National Support – Futures**

Proposal to give additional support in the amount of \$100 to athletes going to Future sites other than Ocala

**Nominating Committee**

FL office will contact Nominating Committee with open positions.

Motion to adjourn 2nd. Closed at 8:53pm

**FLORIDA SWIMMING  
BOARD OF DIRECTORS MEETING  
JANUARY 12, 2023  
ZOOM MEETING**

**ATTENDED:** Charlie Rose, Cary Showalter, Ira Klein, John Bruenning, Mike Brady, Mike Brewer, Erin Crabtree, John Hulvey, Cashel Mack, Brett Ewald, Ellen Earley, Erin Condon, Frank Holleman, Shannon Brocato, Clay Parnell, Kevin Milak, Fred Lewis, Terry Maul, Jeanne Epps, Steve Lubrino, Manny Noguchi, Scott Barlow, Ed Dailey

Athlete Reps: Gabby Goodwin, Aidan Siers  
Staff: Vanessa Brewer

**MEETING CALLED TO ORDER 7:31 PM**

Motion to approve Minutes (October 19, 2022), Seconded, Approved.

**General Chair – Charlie Rose**

C. Rose thanked everyone for their continued service.

**Admin Vice Chair – Cary Showalter - No Report**

**Senior Chair – Ira Klein**

I. Klein attended reception for Jim Kelly. Carrollwood County Club has renamed the pool the Jim Kelly Aquatic Center. Working with office to have Senior Champs meet letter to be posted. Senior Champs will follow same schedule as summer and planning on warmup schedule to be similar. Everyone can come in on the ½ hour so it's not a mix-up at times and clubs not having enough room.

Individuals have been selected for officiating. All facilities are set up for the summer.

**Age Group Chair – John Bruenning**

A few conference calls re: All Stars meet; FLAGS meet letter is almost done and should be pulched soon.

**Finance Vice Chair – Mike Brewer**

Keeping on the finances with the new membership registrations. Financials report a difference of \$3000 compared to last year so everything looks pretty steady. Waiting for year end numbers to give a more detailed report.

**Secretary – Mike Brady – No report**

**Coach Representative – John Hulvey**

Hosted 2<sup>nd</sup> LSC Select Camp in Gainesville over the weekend. Athletes enjoyed it, got to see the campus and meet Ryan Lochte.

**Technical Planning Chair – Erin Condon – No report**

**Safe Sport Chair – Cori Welbes – Not in attendance**

**Open Water Chair – Cashel Mack – No report**

**Officials Chair – Brett Ewald**

In the middle of recertification of officials, which was pushed back from last year due to COVID. Going to lose approximately 15-20 officials which will not renew. Recertification will last 3 years. We have Lead Teams in place for Sectional, FLAGS and Seniors.

#### **Diversity, Equity and Inclusion Chair – Erin Crabtree**

Met with Jennifer Gibson to discuss co-hosting a camp in the end of April.

#### **Athletes Representatives – Gabby Goodwin/Aidan Siers**

Will be opening applications for Jr Athlete Rep soon.

#### **Business:**

##### **No Deck Registrations/Deck Entries Suspension**

Review current suspension policy – To suspend allowing deck registrations and deck entries for swimmers not previously entered in a swim meet but allowing deck entries for intrasquad meets. To be reviewed at the FL HOD in October 2023.

Motion to accept, seconded, passed.

##### **120 Day Eligibility Rule – FLAGS**

Review of the current eligibility rule for FLAGS to take in consideration the new transfer rule of 60 days. No change.

##### **Times verification – LSC championships - Policy Procedure – Chapter 6.3.2**

OME is not available for LSC Championships. Need direction of how in depth of verifying of times without the use of OME for entries for FLAGS/Senior Champs. All entries are submitted via a gmail account and then the admin team will build the database.

Sectionals is not proving times and suggest using the meet letters verbiage:

The coach, swimmer or swimmer representative who enters these championships Clause: thereby attests that all times stated are true and correct as achieved qualifying times for each event entered. He/she assumes all responsibility for false or incorrect times, or times which are unacceptable under USA Swimming rules, and shall be assessed a \$50 penalty for each such time entered.

##### **Bud & Irene Hackett –**

Review history of the release of the application and possibly moving it early in the year. No change.

##### **Protect LSC championships – Add Meisel?**

Proposal to add Meisel Championships to the protected rule. Time standards for Meisel Championships are below FLAGS or Senior Champs time standards. Also, S. Barlow suggested moving up date for bidding on the meet. J. Hulvey suggested reviewing December meets.

Rule: LSC Championship (Senior, FLAGS, Spring Area meets) meet weekends will be protected unless meet includes events or age groups that are not included in the LSC Championships.

Recommendation for Technical Planning to review.

##### **Jim Kelly Memorium**

FL BOD reviewed options to make a donation in Jim's memory. J. Hulvey suggested a named award at our LSC championship; I. Klein suggested a Jim Kelly volunteerism award – I. Klein and C. Rose will work on gift amount.

##### **New Business:**

Outreach Splash Fees – E. Crabtree

FL has a reimbursement for outreach members of \$150 for individual events. With the cost of everything rising would like to propose that the amount be increased to \$200 for meet event fees and facility fees. Effective 2023 year.

Motion to accept, seconded, passed.

Motion to adjourn 2nd. Closed at 8:40pm

# AMENDED AND RESTATED BYLAWS OF FLORIDA SWIMMING, INC.

A copy can be found at:

[https://www.gomotionapp.com/szflsc/UserFiles/Image/QuickUpload/fl-bylaws-approved-11-09-2023\\_069922.pdf](https://www.gomotionapp.com/szflsc/UserFiles/Image/QuickUpload/fl-bylaws-approved-11-09-2023_069922.pdf)