

Gulf Swimming BOD Minutes 10/2/24

Meeting called to order at 7:30 by Vice Chair Paige Sikkema.

She read Mission Moment. Workshops, athlete committee activity and upcoming Gold Medal Clinic examples of Gulf putting mission statement into action.

Roll call taken by Jennie Shamburger. Attending online meeting: Paige Sikkema, Jennie Shamburger, Travis Sandifer, Henry Clark, MaryAnne Svoboda, Tanja Avant, Mark Martinez, John Burke, Lauren Fuller, Brandon Trittipio, Courtney Scott, Lisa Blok. Gulf staff attending: Julie Bachman, Tom Hasz, Loren Fischbach. Coordinators attending: Matt Sale, Davis Peden.

BOD minutes from April 17 motion to approve made and seconded. No discussion. Minutes approved.

Executive Director Report: Julie Bachman presented updates. 2025 Coaches Clinic weekend of April 4th at San Luis - both clinic and rooms at same site. Early registration starts in November. Officials track will be bigger at this clinic. Speakers - Paul Yetter, Ken Ono/Paige Madden, Tyler Fenwick U of V analytics/science of swimming talk. Dr Megan Cannon, Dana Skelton. Multiple tracks.

Duel in the Pool - Gulf hosting. Dates and sites pending. Identifying a pool in TX we will host meet in. Option to flip and host in 2026 still on the table.

Open Water Zones in April 2025 in Ft. Meyers.

Has been working with USA Swimming to design new logo. Survey will be sent for feedback.

ABM had 13 attendees from Gulf. Lots of information to bring back to BOD in January. Takeaways about USA Swimming being in flux with interim CEO Shana Ferguson. She has an amazing background. Travis and Julie invited to CEO round table after ABM meeting. It was exciting and informational.

Club survey being created. Information will stay within staff. Pinpointing opportunities for growth and retention and capacity. Will go to all head coaches. If not enough responses, survey will be sent to club presidents.

By laws state there are spots for ex officio members. Charlie Fry will move to ex officio membership. Any USA Swimming committee chairs also ex officio members - voice no vote. Herb has updated by laws and sent to USA Swimming as result of voting/rules set at ABM.

Scott Reynolds attending Olympic Trials this past summer - only Gulf official on pool deck. Officials reimbursement policy vs USA Swimming mandated hotel for meet. This greatly increased his cost of lodging by approx \$1000. He is asking for BOD vote for reimbursement. Tom Hasz spoke to his Gulf reimbursement vs actual costs. There is an \$1104 difference.

Travis made motion that we make adjustment to Scott Reynolds reimbursement for Olympic Trials due to the mandated hotel for officials to cover the additional lodging costs. John B seconded. Motion passed.

Financial Report: Travis Sandifer presented balance sheet. Report through the 3rd quarter. Usually end of 3rd quarter, we are at max deficit and 4th quarter has income and less expenses.

USA Swimming ABM passed an increase in club dues. Going to go to \$225 annually for clubs. New clubs \$750 for first year. This money will allow “boots on the ground” with USA Swimming personnel able to visit clubs and advise. An age group excellence program will also be started - focused on retention and growth. App functionality will also be addressed. Support for home coaches at camps. Mentorship and helping new clubs survive. Strategic planning meeting for Gulf Swimming - this was also addressed with ideas to focus on growth and retention.

13% increase in growth of investments. Income statement reflected revenues and expenses up. Unrealized gain up and will help through end of year. 3rd quarter budget vs actuals - bottom line through the 3rd quarter, under budget by \$3000. This is low marker of our year. Feeling is that we will be under budget from number approved for this year. We are on track in Travis' opinion.

Proposed budget for 2025: Age Group Camps title will encompass all age camps without age restraints - \$20,000 budgeted.

Specific meets recommended to be reimbursed at 70% vs current 80% to have money to create partnerships to grow athletes. This is a reapportionment of money we reimburse still going back to swimmers and clubs.

Increase in budget for Coaches Clinic. Looking to increase budget for Officials to increase attendance at Clinic. Salary increase amounts are included in budget per the personnel committee. Yearly increase of .25 cents per splash fee helps smaller net deficit in proposed budget. Tom Hasz pointed out edits and corrections can be done before presentation at HOD meeting. **Motion to approve proposed budget for 2025 made by TA and seconded by John Burke.** Discussion - proposals within officials committee - are they included in this current budget? **An additional \$5000 needs to be included for the OQM meets to bring in a national evaluator for meets set up twice annually in the Gulf so they can get national certifications without traveling.** Additional proposal to change official's reimbursement policy. This change brings proposed budget to a -\$85,000 vs this year's \$143,000. **Motion voted on budget as amended. Motion passed.**

Safe Sport - Tanja Avant presented report. She has three student athletes on the Safe Sport committee. She shared focuses for 2024-25. Provide support and direction for safe sport issues. Push to help clubs “in progress” finish their SSRP. Continue to change the mindset from check the box to having a safe and positive culture. Offer Mental Health First Aid cert for coaches. Educational opportunities at meets including Meet 360. Gulf Swimming ranked 36th of 55 LSC's.

MHFA Certification - Gulf Swimming will cover cost for one coach from each team to become MHFA certified with two course date options. Courses will run 8:30-2pm on 11/6 or 11/14. Registration link will be sent out shortly. Tanja also shared the tasks and action items from her BOD report. Question about scheduling MHFA certification on on a weekend day to accommodate coaches who work daily. Question about athletes taking this course - Tanja hopes this can be provided because there is a course geared towards younger athletes.

Athlete Committee - Lauren Fuller presented report. 24 teams now represented on committee. Athlete rep committee retreat scheduled for Oct. 13th - an escape room experience and group dinner. 2025 committee project - mental health as a part of training. Goal would be to give swimmers a base set of tools to help keep swimmers in the sport. There is an opportunity to give back through Junior Officiating. This new USA Swimming program allows 16-17 year olds to become AP-ST Officials and work at 12 & Under sessions.

TPC Report- Davis Peden presented report. Recommendations from TPC for entire 2024-25 Champs season. For fall / December Champs meets - the exact number of bids received for meets. Gulf BOD voted to approve slate of meet hosts via virtual meeting on 9/18/24.

Champs calendar presented and in BOD packet.

Feb/end of SC season Champs meets: True 12 & Under Champs weekend of 2/21 and 13 & Over Champs 2/28-3/2. Recommended hosts for 12 Under Champs 2/21-23 NOCH, DADS, PACK, MAC, LSST, KATY. 13 & Over Champs (p/f) host recommendations are TEST, PEAK, AGS - three sites with 2 pool format for prelims and single pool for finals.

Summer Champs Meets: schedules will be same as 2024. 7/11 weekend both Age Group Champs and Sr Champs. Gulf B Under champs weekend of 7/18 and coinciding with TAGS. Weekend of 7/25 Summer Champs all age groups p/f. Bid for LC Sr Champs - KATY at U of H. Gulf AG Champs - CFSC. B Under / 12 Under Champs - recommending SHAC, MAC, SHRK, LSST. Hosts for Summer Champs recommended to be ESCA/TEST and KATY/PACE. No questions about bid recommendations.

Proposal from TPC to return to split bid process for 2025-26. Bidding for entire year makes LC Champs meet bids harder. Short course 2025-26 (Dec and Feb/March) will start bid process Jan 2025 and award meets April 2025 BOD and May 2025 HOD. Long course champs 2026 - bid process starting in October 2025 and meets awarded at January 2026 BOD and HOD meetings.

Second proposal from TPC for champs meet fees - Gulf raised splash fees collected but max ind event and relay event entry fees were not raised and income was reduced by .25 cents per splash. Proposal to raise ind and relay event fees by .25 cents and keep raising in line with raise in splash fees.

Motion to approve the TPC meet calendar for 2024-25 as presented for winter and summer champs. Mark motioned to approve. Motion seconded. Henry Clark reminded Davis that AGS had to pull their bid for 13 & Over Champs in Feb. Davis said new recommendation would be presented to house. If tabled, NOCH will pull bid as well. Winter Champs bid series needs to be tabled. ***Amended motion to approve TPC calendar only for summer champs series and tabling meet host recommendations for winter champs meet. Motion seconded. Motion passed.***

Motion to approve proposal for split bid process for 2025-26 Champs season as presented. Motion made and seconded. Motion approved.

Motion to approve increase Champs entry fees as presented by TPC made and seconded. Motion passed. Will take effect 1/1/24.

Officials Report - Matt Sale presented committee report. Notables since May 2024 - fully rolled out new R9 certification system in Gulf. Jr Official program has been introduced. Lauren Fuller first Jr Official - S&T apprentice. Two athlete reps on Officials committee - Lauren Fuller and Ngyuen Chen (sp?). Block party OTS approved participation has begun.

Activity metric is 50% new officials. Averaging 71% of activity since May with new officials. Gulf Swimming Officials list stands at 445 as of 10/1/24. Top 3 to 5 LSCs in the country with officials numbers. Retention of officials from entry level to next level may become cause of concern. No questions on report presentation.

Starter and AO clinics now live. Combined into an APT type course and officials can take it anytime and become apprentice at next level. Same cert for referees will be out next May.

Official National Evaluator proposal budget line item already approve in budget vote. This will be the Southern Sr Champs in Dec hosted by TWST and LC Sr Champs. Officials travel policy submitted for review - existing policy presented. Rational for proposed updates is set list of meets that officials get reimbursement for 4 star high level meets which requires an N3 certification. To get this certification, officials need to work the 1/2/3 star meets to get the experience needed. Officials currently spending approximate minimum of \$3000 to be eligible to attend a meet that qualifies for travel reimbursement. Proposed reimbursement increase would broaden base of officials who could gain this experience. Julie asked about the budget impact of this proposal. Travis asked if the National Evaluator budget line will help situation of officials travel to meets and is this proposal doing same thing but locally.

Tom Hasz asked - how would it be known meet star level by December for January reimbursements. Why was local number of local meets required to work for reimbursement reduced from 2 to 1. Lisa Blok said there is a chart that she can email to Tom and also available on USA Swimming website. Tom needs list of meet dates and locations proposed for this reimbursement by December. Concern that officials will only travel outside LSC for officiating meets instead of giving back to the Gulf. Reimbursements have been limited on a per meet basis so officials don't get more than athletes. This proposal would put officials reimbursements above those of athletes. Paige asked what we need to add to recommended budget. Julie recommended bringing this to the HOD meeting with more information since the final decision will be voted on by the HOD. Matt Sale asked what current budget line item is for officials travel is \$12,000. To date this year, \$8000 plus the approved \$1100 added for Scott Reynolds has been claimed. Travis asked for example meets / stars so everyone is clearer on what they are deciding on. He also recommended putting the 2 meet requirement back into proposal. Lisa asked if a "not to exceed" amount would be more acceptable. Tom doesn't think a "not to exceed" amount would be fair to officials who applied late in the year and were not able to be reimbursed. More discussion will be held between Lisa and Matt. Tom recommended showing Herb the update proposal to make sure all the wording is correct for presentation at HOD. Question about becoming a Jr Official - they can reach out to Matt Sale but must include a parent on the email. Information about Jr Official program also on Gulf Website.

No old Business.

Jennie announced first Gulf Desktop Discussions call for October 13th 7-8pm and asked that coaches talk it up with their staffs.

No other business or announcements.

Motion to adjourn made and seconded. Meeting adjourned at 9:23pm.