



Gulf Swimming, Inc.  
Gulf Swimming Board of Directors Meeting  
June 27<sup>th</sup> 2018

Reminder: Next House of Delegates Meeting  
October 2018 TBA

Reminder: Next Board of Directors Meeting  
Wednesday, October 10<sup>th</sup> 2018 7:30 PM

Reminder: Next Technical Planning Committee Meeting  
Saturday, September 22<sup>nd</sup> 1:00PM

Charlie Fry, Gulf Administrative Vice Chair, called the Gulf Swimming Board of Directors meeting to order at 7:30pm. Meeting was held in University of Houston Rotunda on campus a 4500 University Drive, Houston Tx.

The following voting members and committee coordinators were present and represented a quorum:

<b>Charlie Fry</b>	<b>Mike Nordmann</b>	<b>Dusti See</b>
<b>Jennie Shamburger</b>	<b>Xonzy Gaddis</b>	<b>Pete Wright</b>
<b>Bob Kizer</b>	<b>Jake Mitchell</b>	<b>Mike Yearwood</b>
<b>Tom Jones</b>	<b>Gilbert Legaspi</b>	

The following coordinators were also present:

**Jim Bocci / Club Development**    **Mark Martinez /Diversity & Inclusion**

Motion to approve Gulf BOD minutes from 4.11.18 was made and seconded. Minutes were approved.

Mission Moment: Charlie read Gulf LSC Mission Statement. *Gulf Swimming provides opportunities to learn, grow, and strive for excellence that develops leaders through competitive swimming.* He then read the Vision Statement for Gulf Swimming: *Competitive swimming for all.*

### **NEW BUSINESS**

A. TPC Task Force Report: Beau Caldwell and members of the task force presented their report and power point summarizing the TPC Task Force conclusions. Their goals were to make meets athlete, family and coach centered and to both promote retention in the sport and define the role of the LSC in hosting meets. They researched growth trend for the next 10/12 years to cover next two

quads. Report and power point presentation are attached for review. Beau made a motion that the BOD accept the Task Force recommendations as presented. Motion seconded. Concerns were expressed about the current free market meet system and what the task force proposal will do to ensure that all swimmers have meet access as meets are removed from the LSC responsibility and onto individual club hosts. Equity and opportunity for smaller clubs cannot be lessened. Question about how lack of facilities will be addressed when some teams control majority of water. How would incentives proposed keep from creating alliances among specific teams. There would be a sliding splash fee scale to allow bigger percentage of teams to run different sized meets catering to different focuses. Proposal is geared towards putting more money back into the team accounts and into the LSC travel fund. It was pointed out that LSC growth will be limited by pool space. Tom Jones wanted to review and add to the officials section of the recommendation and change the word "session" to "meet" in requirements stated on slide #20. There were concerns that not enough has been done to promote meet hosting within current free market system, however doing nothing isn't an option. More discussion between now and the next HOD meeting would be beneficial. Motion was called to question. Motion was approved and will be taken to the HOD for approval.

B. Code of Conduct: Laura Davis submitted proposal to update and change code of conduct for LSC travel trips. Motion made to accept the highlighted changes to the current Gulf Swimming Code of Conduct in relation to team activities. Motion seconded. Clarification made that choices to attend as part of LSC team and take part in ALL activities was a choice to be made by families before applying. Swimmers will now participate in ALL LSC activities during these trips. Swimmers no longer allowed to leave early. It was suggested to add an electronics policy to the address cell phones/video gaming/social media at a future date. Motion approved.

C. Asset and Capitalization Policy: Tom presented Henry Clark's report. The purpose of this policy is to track and maintain the electronic assets (computers, printers, etc) belonging to Gulf Swimming and control how they are recorded. The general policy is that all computers registered to Gulf Swimming be used by Gulf employees or volunteers. Gulf will also purchase specialized software as needed for BOD members to use for LSC purposes. The LSC will capitalize these purchases based on current IRS guidelines for \$2500 or less. Any asset under \$10,000 will be expensed year of purchase. Equipment has been tagged and software will track assets. At discretion of general chair and executive director, items that have passed normal lifespan will be replaced by Gulf Swimming. Motion to accept policy as presented was made and seconded. Clarification that persons in possession of Gulf equipment is responsible for replacement if lost, stolen or ruined. Motion approved.

**OLD / UNFINISHED BUSINESS** Review of Gulf Strategic Plan: progress is being made towards the goals for this year. Charlie read the structure regarding the camps. He opened the floor as to what we can do better in general as an LSC and BOD. Feedback on new LSC travel trip was good. Thought expressed that this opportunity be given another year to see if interest grows. New TAGS, Sectional and Jr National/Sr National cuts were achieved at meet.

**FINANCIAL REPORTS**

Tom presented report from BOD packet. No questions. The investment committee met with the LSC investment advisor. The portfolio was discussed. Question about cap on travel fund that was set with at least 5000 athletes at that time. Committee will meet at later date to revisit account funding for increased athlete numbers and bring recommendation to the BOD. Committee voted to approve advisor recommendations. Committee will meet twice yearly with advisor (January and June). New budget system for new 2019 budget approval. Worksheets will go out now as part of BOD packet. Actuals from June 2017 to May 2018 shown in report. Blank columns need to be filled in and will go to BOD and HOD in October. Anything coaches can submit to help with budget numbers for travel will be greatly appreciated.

**CONSENT AGENDA:** Charlie asked for agenda items in the Officer Reports that needed to be pulled for discussion. Motion to approve all reports not pulled. Motion seconded. Consent agenda approved and noted below.

**OFFICER REPORT**  
**GENERAL CHAIRMAN**

Travis Sandifer Not present. Report approved via consent agenda.

**EXECUTIVE DIRECTOR**

Darcey Baron Report approved via consent agenda.

**ADMINISTRATIVE VICE – CHAIR**

Charlie Fry No report.

**SECRETARY**

Jennie Shamburger No report.

**FINANCE VICE-CHAIR**

Henry Clark Report approved via consent agenda.

**SENIOR VICE-CHAIR**

Bob Kizer No report.

**AGE GROUP VICE-CHAIR**

Laura Davis Report approved via consent agenda.

**MEMBERSHIP CHAIR**

Eddie Adams

Report approved via consent agenda.

**OFFICIALS CHAIR**

Tom Jones

Tom proposed purchasing access to web based stroke and turn training for new officials. Recommended initial purchase would be \$25 per trained official with costs to be covered by Officials training budget. Proposal requires no action. This training uses young swimmers and is more realistic as to illegal technique than current USA Swimming videos with Olympic athletes.

**TECHNICAL PLANNING**

TPC moved that the BOD approve the 2018-19 SC meet formats as presented. Motion seconded. Differences include moving events around within a meet. Actual meet changes were approved previously. This motion just reflects what was approved. Motion approved.

**SAFE SPORT COORDINATOR**

Paige Sikkema

Report approved via consent agenda.

**PAST GENERAL CHAIR**

Henry Clark

No report.

**ATHLETE REPRESENTATIVE**

Athletes were presented from recent elections and were present at meeting. New Senior rep is Jake Mitchell. New Junior rep is Anika General chair to approve new slate of athletes. Acting Chair approved. Motion to designate funds remaining from Texas Proud t-shirts to go into special fund for scholarships to be used in support of Outreach athletes for camps. Seconded. Discussion about this funding being earmarked for Hurricane Harvey victims Clarification that the funds being discussed are remaining after disbursements to families who applied for assistance through this program. Moneys were raised for a specific purpose and that purpose is fulfilled. Remaining money will continue to support athletes. Herb and Tom recommended saving this money for the next storm impact assistance because funds were raised within the LSC and at Convention for this specific purpose. Motion was not approved and goes back to the Athlete committee. Monies will be held aside as restricted funds until decision is made as to what to do with this amount. Athletes were asked to reconsider opening the application for Hurricane relief funding again. There was already an eight week window for applications. This request goes to the Athlete committee for consideration as well.

**COACHES REPRESENTATIVE**

Mike Nordmann

No report.

## **COMMITTEES AND COORDINATORS REPORTS**

### **SANCTIONS COORDINATOR**

Paige Sikkema Report approved via consent agenda.

### **NTV COORDINATOR**

Rick Kehlenback Not present. No report.

### **RECORDS COORDINATOR**

Mike Nordmann No report.

### **DISABILITY SWIMMING COORDINATOR**

No report.

### **COMPUTER INFO / WEBMASTER**

### **EQUIPMENT COORDINATOR**

Eddie Adams No report.

### **OPERATIONAL RISK AND SAFETY COORDINATOR**

Todd Johnson Report approved via consent agenda.

### **CLUB DEVELOPMENT LIASON**

Jim Bocci No report.

### **PUBLICITY COORDINATOR**

No report.

### **DIVERSITY COORDINATOR**

Mark Martinez Mark made a motion to form a D & I task force. Motion was seconded. He has contacted several people including Jennie Shamburger, Julian Wilkins and Andre Smith. Athlete representation will be needed. Point of order - there only needs to be a vote on forming a formal committee. General Chair can appoint committee members. Charlie agreed on task force member suggestions. Motion approved. Mark should be considered the D & I Chair.

### **OPEN WATER COORDINATOR**

Seth Huston Not present. No report.

### **CAMP COORDINATOR**

Mandy Norris Not present. No report.

**ANNOUNCEMENTS** Darcey Baron and her children will be moving to Qatar to join her husband. Charlie read the letter she wrote expressing her gratitude for the opportunity and recognition of all that has been accomplished during her tenure as the first Gulf Executive Director. She will continue to work in a part time/limited capacity for the Gulf until someone is hired to replace her position. A

personnel committee will be put into place and search for a new executive director. Darcey will help with the transition of duties once the new hire is made. Charlie spoke for the entire Gulf when he expressed gratitude for all she has done for the LSC. Travis Sandifer, Henry Clark and Charlie Fry will work together to oversee the office in the interim.

Reminder about upcoming public forum for meet task force at CFSC. Reminder about dates in January for TPC, HOD and BOD meetings.

The BOD went into closed session regarding employment contract issues. Voting BOD members remained for the closed session.

Motion to adjourn meeting made and seconded. Approved. Meeting adjourned at 9:38pm.

***Notes recorded on June 27<sup>th</sup> and respectfully submitted on August 12<sup>th</sup> by Jennie Shamburger – Gulf Secretary.***