

**Florida Swimming BOD Meeting**  
**Monday, April 13<sup>th</sup>**

**Those in attendance:** Charlie Rose, Brett Ewald, Adam Epstein, Tom Teidt, Helen Kelly, Jeff Smith, Justin Correia, Don Henshaw, Fred Lewis, Evan Polk, Duncan Sherrard, Scott Caron, Terry Maul, Cashel Mack, John Bruenning.

**The Meeting Was Called to Order at 8:03 p.m.**

Review of Minutes from Previous Meeting, Motion to Accept, **Approved**

**Additions to Agenda:** Scott Caron mentioned a coach mentoring program, and an update on LC Flags and Zone meet

Jeff mentioned an email from our Athlete Reps in regards to the date/time of the meeting. The athletes stated that they were not provided 6 days notice as to the meeting. Jeff reminded everyone that this meeting was set at our October HOD meeting, and has been announced repeatedly. Helen stated that maybe the athletes were concerned with the attachments they did not get a chance to review. Athletes are not present at meeting.

Judy—with Arena Pro Series—had an emergency and could not make meeting. We are waiting for a check from USA Swimming. Jeff mentioned that we appreciate the time and efforts put into this meet.

Scott Kimmelman has had to resign due to a family emergency. Jeff asked the BOD to approve Duncan Sherrard for position. Call for a vote, seconded, **APPROVED**.

Helen stated that we have a new logo designed by Don Henshaw. It is on the website, and should now be appearing on every team's website. Email Don if you need a copy of the logo. Jeff thanked Don for his work on this project.

Stephen Plapp brought up that Kay Caldwell may take over Sr. Champs. Sue Talwar stated that we need an additional person in the tower. There has been some discussion among Officials re: this .

Charlie brought up the concept of a Zone Coordinator. Some coaches who have been in the role of Zone coach, have mentioned how difficult it is to put together the zone team. Charlie suggested that we have an All Star,/ Zone chair. Is there a need for a person to chair a committee? Erin Crabtree questioned the need for this. Charlie mentioned how difficult it is with how we choose athletes and when they are selected. Coaches have a hard time filling the team last minute. Erin commented that in the past she did not have much to do with this, as Doug had total control over the process. She thinks it is a great idea. Don stated that it has always been the job of the Age Group chair. Jeff asked Helen and Erin to work together to come up with a job description for this position. Erin was to chair a committee to do this work.

Charlie brought up the meet fee structure. He stated that he held a relay meet in January. The surcharge idea came up. Could have worded meet letter differently. Could have done it in a way to not pay surcharge at all. It says relay surcharges are optional. If you word a meet differently you can get away with paying less. There is no limit to the surcharge you can charge. Jeff asked if he was prepared to reword the rule and present it for a vote?

Charlie stated that technical planning should address it. Jeff asked him to put a proposal together for technical planning to look at. Fred commented that we have it in writing. It lists facility fees---stating that facility and surcharge are one in the same. We declared that 5 years ago. Don agreed with Fred--- we have it on our website and in our Rules and Regulations. The rule states that you can charge a flat fee but can't be more than your entry fee maximum. CAT did this at one meet, where they charged a flat fee. The BOD cleared up the wording after that. Jeff asked Charlie to sit down and put request to technical planning to tweak wording to be more user friendly. Charlie reiterated that the intent is to have an amt./swim to FL Swimming.

Charlie stated that he has had some trouble with meet letters for championship meets. He would like to work more with the meet host as to who is running the meet, who officials are etc. We need to discuss results and get them to FL Swimming as soon as possible. Don stated that getting results has been tough. Helen stated that results need to be on the FL Swimming webpage first. Jeff brought up that we want the meet ref. to help monitor results etc. Charlie stated that Eva and William can post results as well but should go to FL Swimming first. When it comes to a championship meet hosts should be more involved at staff. Stephen mentioned assignments were geared towards having someone from the local area as a head person. It doesn't always work out that way though. The Senior Chair needs to go to Stephen to get meet assignments. Sectional chair stated that host had to approve meet ref.

Jeff proposed that FL Swimming create an annual award in honor of Byron Plapp who recently lost his life to lymphoma. The BOD shared its condolences and discussed options. Jeff mentioned that he had spoken with UF staff to be sure that we would not be compromising eligibility. Motion was made to develop a scholarship/award. Seconded/ **APPROVED** (Jeff will develop a small group to work on this) Jeff asked John to spearhead this to present at October meeting.

On the topic of the office.....we currently have Helen, two part time employees with limited functions/ availability. Jeff asked that we consider the advantages of bringing in 2<sup>nd</sup> full time employee. Jeff made a motion: Request the Executive Committee to develop a list of desirable qualities and experience/training standards that we would use to evaluate candidates for a full time position with Florida Swimming. Once a job description with salary and benefits has been produced and the advertising strategy has been developed the Executive Committee will bring a final recommendation to the FL Board of Directors prior to any public advertising of the job. Fred stated that he would like to sit on this and hear more about it at a later date. Charlie commented that we are not voting to have a 2<sup>nd</sup> full time employee, just to take steps to do so. Motion was seconded, **APPROVED**

Jeff brought up the Officials travel reimbursement policy. Mark McCaw, Bob Griffiths, worked on this. We are finding it difficult to bring lower level officials up through the process. We developed some

funding priorities. We are not as interested in making an official a Fina official but in bringing more of our local official to national decks. Helen asked what the budget is.....Jeff asked Mark to increase the officials' budget in 2016. Motion was made to accept the travel stipend policy with exception that officials mull over it and come back to us if not acceptable. Motion was seconded and **APPROVED**

Justin spoke on the coach mentoring program. USA Swimming will invest up to \$4000 if we match a percentage. We have until the April 17<sup>th</sup> Deadline to apply. USA Swimming will reimburse up to \$4000 to mentor in several different areas. Motion was made for FL Swimming to approve up to \$4000 for FL Swimming to adopt mentoring program. Motion was seconded and **APPROVED**.

Scott Caron spoke on LC Flags. He is redoing order of events due to 10 and under being in a separate session. The new info. will be out soon.

Jeff stated that the next meeting will be our regularly schedule October 10<sup>th</sup> meeting.

Motion to adjourn, seconded, **ADJOURNED at 8:55pm**

Respectfully Submitted,  
Cashel Mack  
Secretary