

Minutes of a Special Called Meeting of
Southeastern LMSC
4:30 p.m. (Central), February 11, 2023

The meeting was held in conjunction with the Auburn Masters SCY Invitational (February 11-12, 2023). The hope was that because this meet was held in a central location to our LMSC and that large numbers of LMSC swimmers were in attendance, that an in-person meeting would allow for wider participation than has been the case with our last two meetings held using Zoom. This hope was only partially met, with only a few non-Board members present. That said, those who were present were active in discussion and had not been active in previous Zoom meetings.

The meeting was called to order by Conner Bailey, Chair of Southeastern LMSC. Minutes from the annual meeting held on November 20, 2022 were not available and so were not discussed or approved.

The primary order of business was to review and possibly approve a set of changes to our LMSC Bylaws. Our Bylaws require that any changes be made at the annual meeting or a special called meeting of the LMSC. The Board is not empowered to change LMSC Bylaws. The proposed changes were discussed at a series of Board meetings during 2022 and further discussed at the annual meeting of our LMSC on November 20, 2022. The proposed changes were posted on our LMSC website. The LMSC membership was alerted to these proposed changes by email on January 12, 2023 (meeting the 30-day advance notice requirement of our Bylaws). The changes proposed are appended to these minutes. Each proposed change was discussed and voted upon. The revised Bylaws were posted on our LMSC website.

Conner also noted that it will be time for election of new officers this coming summer, hopefully by the end of June 2023. He noted that he will not be standing for re-election due to family caregiving responsibilities he has assumed.

Respectfully submitted

Conner Bailey, Chair
Southeastern LMSC

Reviewed at the June 28, 2023 meeting of the LMSC Board.

Revisions to Bylaws of Southeastern LMSC
Voted on at a Special Called Meeting of Southeastern LMSC
Saturday afternoon after conclusion of the last event of the Auburn Masters SCY Invitational
February 11, 2023

During 2022, the Board of Southeastern LMSC discussed and approved for consideration by the LMSC membership a set of changes to our Bylaws. These changes were the subject of discussion at the annual LMSC meeting on November 20, 2022 and the subject of a special called meeting on February 11, 2023 for purposes of accepting or rejecting the changes.

Revisions to the Bylaws can only take place during the annual meeting or a special called meeting of the LMSC with thirty days advance notice. A two-thirds vote of those present and voting is required to adopt any revision (Sections 12.01 and 12.04). These requirements were met. Eight changes were discussed and adopted, as indicated below.

Amendment 2 was adopted as amended to replace the word “approximately” with reference to a specific window of time during which an election should be held (22-26 months).

Amendment 7 was adopted as amended by removing specific reference to USMS Rule Book Section 4.02 but retaining wording currently in that section.

The following LMSC Board members were present during discussions and the vote:

- Conner Bailey (Chair)
- Helen Naylor (Treasurer)
- Pia Vanheyste (Membership Coordinator)
- Roger von Juanne (Chair, Coaches Committee)

This document was prepared by Conner Bailey.

1. Southeastern LMSC Bylaws. Page 4. Edit.

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted Feb 11, 2023] [Edits Adopted as Amended] [Defeated]

Section 3.02 ELIGIBILITY – Only current registered members whose primary residence is within the geographic bounds of the SOUTHEASTERN LMSC are eligible to hold office stand for election to one of the offices identified in Section 3.01. If an elected officer subsequently moves their primary residence outside the LMSC but commits to continuing service to the LMSC, they may continue to do so with approval of the LMSC's Board of Directors. Absent such commitment and approval, Sections 3.06 and 3.07 will govern removal and replacement of the elected LMSC officer.

Rationale: Past experience with an elected officer who was registered in our LMSC but who lived elsewhere created operational difficulties for our LMSC. We believe there are sufficient numbers of volunteers capable and willing to provide leadership who live within our LMSC. We also recognize that sometimes people make unanticipated moves for reasons of work and family. If an elected officer who lives in our LMSC subsequently moves elsewhere but expresses a willingness to continue serving out their term, the revised wording in Section 3.02 makes that possible. If the elected officer who moves away is unable to make that commitment, they can resign and the position will be filled through the process laid out in Section 3.07. In the event an elected officer who moves away does not resign and does not continue to actively serve the LMSC, Section 3.06 provides a process for removal from office.

2. Southeastern LMSC Bylaws. Page 5. Edit.

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted] [Edits Adopted as Amended on Feb. 11, 2023] [Defeated]

Section 3.03 TERM OF OFFICE – Each officer shall serve for a term of approximately two (2) years, or until a successor is chosen. There is no limit to the number of terms an officer may serve.

Rationale: The interval between elections should be approximately two years, not precisely two years.

Proposed amendment to the above: LMSC member Rob Broderick proposed replacing “approximately two (2) years” with something less subject to interpretation such as “22 to 26 months.”

3. Southeastern LMSC Bylaws. Page 5. Edit.

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted on Feb. 11, 2023] [Edits Adopted as Amended] [Defeated]

Section 3.04 ELECTION – Officers to serve on the Executive Committee shall be elected by the general membership of the LMSC in elections held at intervals of approximately two years.

Rationale: The interval between elections should be approximately two years, not precisely two years.

4. Southeastern LMSC Bylaws. Page 5. Edit.

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted on Feb. 11, 2023] [Edits Adopted as Amended] [Defeated]

Section 3.04 (a) A Nominations Committee of three members representing the geographical diversity of the LMSC will be responsible for submitting nominations to serve as LMSC officers, and for conducting the election process as described below. The Nominations Committee Chair and the other two members of the Nominations Committee will be appointed by the LMSC Chair upon approval of the Board of Directors. No member of the Executive Committee may serve on the Nominations Committee.

Rationale: *The proposed changes reflect recent practice whereby the Nominations Committee has handled the election with assistance of the Membership Coordinator. Because the Membership Coordinator is an elected position, it makes sense for the person in that role to remain at arm's length from the voting process. Current wording does not specify how the two Nominations Committee members other than the Chair are to be selected.*

5. Southeastern LMSC Bylaws. Page 5. Edit.

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted on Feb. 11, 2023] [Edits Adopted as Amended] [Defeated]

Section 3.04 (d) Elections will be conducted in a manner most likely to allow and encourage electronically, with all eligible LMSC members of the LMSC eligible to cast a single vote for each office all officers. Provision for write-in candidates will be provided. The election shall be conducted by the Nominations Committee with assistance of the Membership Coordinator. The Nomination Committee will report election results to the LMSC Chair Registrar, who will confirm and transmit the results to the LMSC Chair, whose responsibility it will be to communicate results to the LMSC membership through the Membership Coordinator using email or other effective means established by LMSC policy.

Rationale: *At present, elections have been conducted using a web-based software. The wording change reflects the possibility of future technological changes while putting emphasis on participation by all eligible LMSC members in elections. The new wording also makes clear that the Membership Coordinator will assist the Nominations Committee, for example in communicating information on the election to the membership. The Nominations Committee should report election results to the LMSC Chair who will transmit results to the membership through the Membership Coordinator.*

6. Southeastern LMSC Bylaws. Page 5. Edit.

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted on Feb. 11, 2023] [Edits Adopted as Amended] [Defeated]

Section 3.04 (e) ~~When elections are deemed final by the Nominations Committee, the~~ The new officer(s)' term shall commence the Monday following the announcement of the election results by the LMSC Chair and shall last until the next annual meeting or time period during which officer elections are conducted, not less than a period of two years.

Rational: *Proposed edits to wording of Section 3.04 will have elections held at intervals of approximately two years. Setting a term of office of "not less than a period of two years" creates an unnecessarily rigid time frame for the Nominations Committee.*

7. Southeastern LMSC Bylaws. Page

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted] [Edits Adopted as Amended on Feb 11, 2023]
[Defeated]

Section 11.01 PARTICIPATION – The LMSC, in accordance with the rules of the USMS, shall respect, and protect, the opportunity of every eligible individual to participate in USMS administrative activities and sanctioned or recognized events, or to participate in any other USMS activity. All such activities shall be conducted in compliance with provisions of all local, state, and national laws, and within the rules outlined in the USMS Rule Book (Section 402.4) and applicable international requirements which defines as unsporting conduct any discrimination or harassment based on an individual's age, gender, race, ethnicity, national origin, religion, sexual orientation, gender identity, gender expression, genetic information, mental or physical disability, protected health and medical information, political affiliation, or any other status protected by federal, state, or local law, where applicable, directed toward members, volunteers, staff, or bystanders in connection with USMS administrative activities, events, or workouts.

***Rational:** The wording on protected categories is lifted directly from Section 402.4 of the USMS Rule Book. Wording on local, state, and national laws was removed in light of contemporary actions by various state legislatures that may seek to limit these protections. Wording related to federal, state, and local laws that extend protections to additional categories found in Section 402.4 is retained.*

Proposed amendment to the above: LMSC member Rob Broderick proposed replacing the new wording with simple reference to Section 402.4 without restating verbatim what it states. The restatement is unnecessary and if the Rule Book is changed, it will require a similar change to the Bylaws. Suggest a more general statement be made such as "(Section 402.4) which defines as unsporting conduct any discrimination or harassment."

(Note: this proposed amendment was defeated in favor of having the wording spelled out. The amendment made to the original proposed change was to drop reference to the specific section since the USMS Rule Book section numbers are subject to change.)

8. Southeastern LMSC Bylaws. Pages 7-8

Board of Directors Action: [Edits Adopted] [Edits Adopted as Amended] [Defeated]

Membership Action: [Edits Adopted] [Edits Adopted as Amended on Feb. 11, 2023]
[Defeated]

Section 5.01 STANDING COMMITTEES - The following standing committees should exist within the LMSC at all times. In practice, these committees may consist of a single Chair who is responsible for the work described below

- (i) Diversity and Inclusion Committee – The Diversity and Inclusion Committee shall help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and engaging teams, coaches, and local volunteers so that membership within Southeastern LMSC will more nearly reflect the population living

within our LMSC boundaries. The Committee will work with underserved populations and swimmers who traditionally may not have participated in Masters swimming, including those with disabilities, people of color and underrepresented ethnic and religious groups, people whose primary language is not English, people identifying as LGBTQ+, young adults (18-25), and people of all ages new to the sport of swimming.

Rationale: Since our Bylaws were written, USMS has created a Diversity and Inclusion Committee and several LMSCs, including Georgia, have followed suit. Establishing a Diversity and Inclusion Committee and representation of this goal on our Board of Directors will help focus efforts towards building our membership through inclusion of adults from diverse backgrounds.