

NE Swimming Board of Directors Meeting  
Harvard Pilgrim Center Wellesley, Massachusetts  
February 6, 2017 –Minutes, approved by the BOD on June 13, 2017

**Board Members:**

**Present:** Michelle Mitchell (CRIM), Priscilla Davis (UN), Jordan Arnold (SAC), Matt Craven (SAC), Brian Crawford (ESC), Joe Frazier (UN), Sean Geary (CRIM), Rick Osterberg (UN), Betsy Russell (CS), Nadine Johnson-Jesioneck (UN), Beth Weigel (BGNE), Anne Kaufman (UN), Mary Buckley (KING), Kayla Metivier (PHX), Paul Memont (UN)

**Absent:** Marshall Muir (ENVY), Nick Rice (WAC), Ray Grant (SSA), Arthur Athanas (YNS), Chuck Batchelor (ABF), Elise Atkinson (CS), Harrison Homans (ABF), Chris Sheppard (CS)

**Guests:** Mary Ellen Tynan (UN), Carol Healey (UN), Alan Sanders (CCSC), Lisa Black-Sholudko (KING), Erin Mary Ackerman (CRIM), Dan Warner (NSSC), Connor Fitz Miller (KING), Louis Arruda (UN), Kyle Schack (CRIM), Ebru (Abby) Marino (SSA), Ken Galica (UN), Kyle R. Harris (RSSC).

**7:00 pm – Quorum reached – BOD Meeting called to order by General Chair, Matt Craven:**

1. **Welcome remarks:** Matt Craven opened with a general welcome.
2. **Secretary's Report, Michelle Mitchell:** Minutes from November 1, 2016 meeting reviewed. Motion to approve by Rick Osterberg, seconded by Paul Memont. Motion passes. Minutes from January 9, 2017 meeting reviewed. Motion to approve by Rick Osterberg, seconded by Priscilla Davis. Rick Osterberg provided minor typographical corrections. Motion passes.
3. **Treasurer's Report/Budgeting Recommendations for the 2016-2017 fiscal year:** Joe Frazier reported the financial balances which are available upon request of the office. Rick Osterberg moved to pass, seconded by Priscilla Davis. Motion passed.
4. **Budget Review:** Joe Frazier presented the FY18 budget (attached) to be endorsed by the BOD for approval by the HOD. Michelle Mitchell asked why registration fees are both income and expense while they seem more of a pass through item. Joe Frazier explained that this activity is captured in the Income Statement for internal purposes only. Priscilla Davis moved to endorse the budget. Rick Osterberg seconded the motion. Nadine Johnson- Jesioneck abstained. Motion passes to endorse the budget for approval by the HOD.

There was a discussion around the reimbursement policy for Outreach Program swimmers and the number of calendar meets needed to be attended to qualify. Carol Healy clarified that the Technical Committee headed by Laura Matuszak would review the technical aspects of this question with suggested guidelines for relaxing requirements from Nadine and bring a policy to a future board meeting to be voted on.

5. **Short Course Calendar:** Brian Crawford referenced that Regionals are approaching. Carol Healy indicated that she would merge results from all locations the following week.
6. **Long Course Calendar:** Alan Sanders indicated that the planning of the Long Course Calendar is currently being worked on. Six bids are in for the Qualifiers and multiple sites are being considered to offer more opportunities to swim. Carol Healy indicated that the number of sites and locations would be determined by February 15, 2017 by the Calendar Committee. Mary Ellen Tynan mentioned that the Senior meet will take place at Brown University. There are no bids for the 15-18 year old meet so other options are being explored such as including this group in the Senior meet in some way. The Senior Committee plans to have a conference call to work out the details.

**7. Committee Reports**

- a. **Age Group Committee:** Sean Geary indicated that the cuts for Long Course will be available soon.

*b.* **Senior Committee:** No update as Chuck Batchelor was absent.

- c. **Officials Committee:** Paul Memont mentioned that a 'Coaches College' is being considered. Carol Healey, Kyle Schack and Matt Craven are working with two coach representatives on the content and structure of this. Rick Osterberg raised the point that it will need to be clarified whether involvement in this is compulsory or optional. This will be brought back to the Board once more work is done on what is most helpful.
- d. **Coaches Committee:** Kyle Schack mentioned that the Coaches Committee submitted a budget for FY18 that includes professional development.

There was a brief discussion about how an individual might be removed from the board due to attendance issues. Either an individual can resign in writing to the Chair or be impeached for improper conduct or failure to perform duties. Carol Healy mentioned that sometimes when there are attendance issues the individual is asked to resign if they have other commitments that are preventing them from fully participating.

There was a brief conversation around the idea of allowing conference calls at board meetings so that individuals who cannot be physically present can still participate. No progress was made on this as the meeting room commonly used in Wellesley is not equipped to meet the technical needs.

- e. **Athletes' Committee:** Mary Buckley (KING) indicated that the February newsletter would be available for distribution at Regionals. In addition, each Regionals site will have an Equipment drive for Outreach Program swimmers as coordinated by the Diversity & Inclusion Committee and its volunteers including Mary Erin R. Ackerman. Kayla Metivier (PHX) mentioned that applications are being accepted for the three new athlete representatives needed. Essay questions will be available in March. The intention is for these new athlete representatives to attend the April 29, 2017 meeting when they will be elected by the Board of Directors.
- f. **Inclusion Committee:** Nadine Johnson-Jesioneck reported: (attached)
- g. **Safety Committee:** No report out at this meeting.
- h. **Safe Sport Committee:** Anne Kaufman plans for there to be a presence at each of the seven Regional sites to promote education.
- i. **Technical Committee:** Rick Osterberg reported out in Laura Matuszak's absence. Rick presented the following Technical Committee proposed legislation:

**TRANSGENDER ATHLETES PROPOSAL #1**

*Technical Committee recommends that this motion be considered.*

Background: USA Swimming provides recommendations for best practices for transgender athletes.

*Change the following sections of the New England Swimming Policies and Procedures Handbook:*

II. NEW ENGLAND SWIMMING (insert after Athletes Code of Conduct)

Policy for supporting transgender athletes

The USA Swimming Code of Conduct specifies that discrimination against any member or participant on the basis of gender, sexual orientation, and gender expression is prohibited (304.3.3).

A minor transgender athlete member is allowed to participate in accordance with his or her gender identity, irrespective of the gender listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical treatment. A minor transgender athlete member may elect to participate in an activity according to his or her assigned birth gender. (i.e. An athlete who is biologically female but has a male gender identity should be allowed to participate in male events and an athlete who is biologically male but has a female gender identity should be allowed to participate in female events.)

New England Swimming member teams are encouraged to follow USA Swimming's recommended practices in support of the needs of the transgender athletes on their teams. [http://www.usaswimming.org/ Rainbow/Documents/f14035be-5552-4856-9e89-fe5c06ea4955/Best%20Practices\\_Inclusion%20of%20Transgender%20Athletes.pdf](http://www.usaswimming.org/Rainbow/Documents/f14035be-5552-4856-9e89-fe5c06ea4955/Best%20Practices_Inclusion%20of%20Transgender%20Athletes.pdf)

This policy will take effect on March 1, 2017.

Rick Osterberg moved, Priscilla Davis seconded. There was some discussion about how to handle this if an athlete would opt for different gender identities on different days. The rule is that an individual must be undergoing treatment for one year. It was not thought to be likely for a swimmer to alternate gender identities frequently. In the event of an issue, Rick Osterberg outlined that the Board of Review has an escalation path and that there is a feedback loop. Identities are changed in SWIMS via coach input. Nadine Johnson-Jesioneck motioned to pass, Rick Osterberg seconded. The majority was in favor and the motion carried to adopt this proposal.

## MAXIMUM ENTRIES PER DAY PROPOSAL #2

*Technical Committee recommends that this motion be considered so that New England Swimming can comply with USA Swimming Rules.*

Background: USA Swimming House of Delegates ADOPTED the following rule at the 2016 USA Swimming Conventions. Effective May 1, 2017 Location: Page 25 – 102.2 General Rules 102.2 GENERAL RULES .1 In order to compete in a meet, a swimmer must be entered in compliance with the event entry requirements stated in the meet announcement. .2 In a preliminaries and finals meet a swimmer may compete in not more than three (3) individual events per day. .3 In a timed finals meet a swimmer may compete in not more than six (6) individual events per day.

*Change the following sections of the New England Swimming Policies and Procedures (Rules and Regulations for Competition):*

### II. SWIM MEET POLICIES AND PROCEDURES

#### H. Meet Policies

1. General policies for all meets
  - b. A team cannot limit the number of events in which a swimmer can compete in a timed finals session to fewer than ~~five~~ six a day unless they are offering fewer than ~~five~~ six events in the session, or unless stated in the "Cut Protocol" section of the Meet Announcement.

Motion to pass made with a second from Priscilla Davis. Motion passes with majority approval.

### USA SWIMMING 4-HOUR RULE - Educational information for all athletes, teams and meet hosts

- The USA Swimming 4-hour rule is clean and firm in its purpose and application. All sessions with 12 and younger athletes must abide by the rule. The New England Swimming Officials Committee and the USA Swimming Officials Committee wish to reiterate its importance to all athletes, coaches, officials, teams and meet hosts.
- Please be aware the New England Swimming has received many complaints from parents of 12 and younger swimmers who have attended trials/ finals meets in which trials sessions have run longer than 4 hours while still abiding by the USA Swimming 4-hour rule (which allows a total of 5 hours for prelims plus finals sessions for all athletes, regardless of age). New England Swimming recommends that all meet hosts running trials/ finals meets carefully consider their order of events and timelines and work to run all events for 12 and under swimmers within 4 hours in prelims.
- New England Swimming Technical Committee will discuss the 4-hour rule and will consider taking additional steps to apply the rule to trials/ finals meets for 12 and younger athletes.

**j. Office:** Carol Healey reported that there are almost 9,000 athlete members of NE Swimming.

**k. Vote in Club Athlete HOD Delegates:** The attached list was presented.

The following changes were requested:

APEX	from Higgins, John Patrick	to Frazier, Alex
CRIM	from Manning, Jenna A	to Spear, Kevin
SAC	from Brindisi, Sophia	to Zhang, Chelsea

Majority approved. Passes. There is no transfer of vote to another athlete.

**l. Annual Meeting:** The Annual Meeting will take place at 11am on Saturday, April 29, 2017. Matt Craven announced his choice of five At-Large members with the advice and consent of the Board:

Joan Beisel (ABF)  
Kyle Schack (CRIM)  
Lisa Black Sholudko (KING)  
Abby Merino (SSA)  
Erin Mary Ackerman (CRIM)

**m. New Business:** None noted.

**n. Other:** Recording of the annual meeting on April 29, 2017 was discussed and dismissed. Rick Osterberg agreed to bring the draft reimbursement policy below to the next meeting for vote. Mary Ellen Tynan said that applications are being accepted for Head Coach for Zones.

**[Next Meeting:** The next meeting date will be the Annual Meeting at 1PM on Saturday, April 29, 2017. Details to follow by email and to be posted on the NE Swim website.

**Joe Frazier motioned to adjourn at 8:45pm. Rick Osterberg seconded.**

**Respectfully submitted,  
Michelle R. Mitchell,  
Secretary NE Swimming**



NewEnglandSwimming,Inc.  
September1,2017-August31,2018OperatingBudget

INFLOWS

Banquet	\$ 20,000.00
Camp & Clinic Income	2,500.00
Registration	756,000.00
Sanction Fees	6,500.00
Surcharges - Meet	205,000.00
Surcharges - Travel	45,000.00
Zone Income	38,850.00
Other Income	3,000.00
Interest / Portfolio Return	17,500.00
TOTAL INCOME	<u>\$ 1,094,350.00</u>

OUTFLOWS

All Athlete Fund	\$ 3,000.00
Athlete Support - National Meets	55,000.00
Athlete Support - National Meets - Outreach	5,000.00
Athlete Support - Scholarship	2,000.00
Awards	23,000.00
Banquet	33,000.00
Camps & Clinics	10,000.00
Club & Coach Development / Support	64,000.00
Committee Travel	7,500.00
Conventions	16,000.00
Inclusion	28,810.00
Meet Subsidies	42,500.00
Meetings	7,000.00
Office Expenses	128,500.00
Officials	27,575.00
Professional Fees	3,500.00
Registration - USA Swimming	579,000.00
Safe Sport	5,500.00
Safety	1,000.00
Zones	73,850.00
TOTAL EXPENSES	<u>\$ 1,115,735.00</u>

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Board Designated Fund - Operating Reserve (Decrease) \$ (21,385.00)

NET INCREASE (DECREASE) \$ -

2017 New England Swimming HOD ATHLETE DELEGATES

<b>CLUB</b>	<b>ATHLETE DELEGATE</b>	<b>Athlete Delegate</b>	<b>CLUB</b>	<b>ATHLETE DELEGATE</b>	<b>Athlete Delegate</b>
ABF	Lombardo, Nicholas H	Eugene Oh	JCCS	Havens, Christopher W	
ACES	Dorsey, Allison Grace		KAC	Peters, Bailey Richard	
ANA	Galligani, Thomas Francis	Tony Faller	KASC	Sexton, Tracy Ellen	
APEX	Frazier, Alexandra Marie	Alexandra Frazier	KCY	Theriault, Ryan Mathieux	Haley McCrystal
ATST	Thomas-Paquin, Aidan E		KING	Kalinowski, Lindsay Kathryn	
AYT	Erwin, Rachel Anne		KYD	Manning, Madeline Emilia	
BAT	Kozelian, Olive	Anthony Bulat	LCST	Quinn, Maureen Ann	Rebecca Quinn
BAY	Lane, Aidan Roland	Ethan O'Connor	LRW	Phelps, Eric James	
BDAT	Ceballos, Jayden Anthony		LSSC	Skinner, Kayla M	
BGNE	Sheehan, Maggie Elizabeth		MAC	Keegan, Henry Earle	
BGSC	Baczek, Steven Nolan	Dan Alber	MAL	Nguyen, Vivian Doan	
BYB	Stevens, Kirsten Alanna		MASK	Baron, Marguerite Elizabeth	Megan Damiao
BYD	Little, Kaitlenn Joelle	Clare Maxwell	MELY	Ronn, Alva Ingrid	
CAN	Hazeltine, Kimberly Ann	Meghan Vanderwoulde	MIDD	Milligan, Archie G	
CCFF	Bresnahan, Kerry Annette		MST	Ewing, Riley D	
CCSC	Wolf, Samira A		MTSC	Winters, Sydney Marie	Gabby Caron
CONY	Sampo, Amanda L		MWYS	Zheng, Kevin Y	Annie Lam
CRA	Cabot, Lettice Catherine	Lewis	NBY	King, Jeannette Chi	
CRIM	Spear, Kevin Barry		NEK	Tower-Pierce, Naia	
CRVS	Mirra, Samantha L	Grace Johnson	NPB	Kudish, Ryan Samuel	
CS	Gherbi, Lisa		NSSC	Lombardi, Felicia M	
CTS	Carpia, Cayla May		ORO	Sperry, Alice D	Sarah Arenberg
CVSC	Tarno, Eleanor Bloomfield	Meredith Stetter	PHX	Walsh, Dylan Antero	Connor Moran
DHH	Lempert, Max Louis	Grace Buza	PRDE	Swabowicz, Hannah Sue	
DHS	Ho, Steven N		PSC	Antes, Sydney Elizabeth	Isabella Korbly
DOGS	Dirschel, Jacquelyn Ann		PST	Avrett, Olivia Grace	
EDGE	Faith, Alexis Elizabeth	Ella Miller	PVA	Kuster, Cole A	Isaac Boyd
ENVY	Liceaga, Ariana J		PVAA	Rubenstein, Rafael Ilan	
ESC	Allen, Andrew Graham		PWSC	Cuddihee, Stormie Isles	
EST	Mulder, Sarah Ann		RAYS	Martin, Madison A	
EVO	Pant, Nishka		RSSC	Small, Ilyana	
FINS	Shusta, Michael Brendan	Ada Ferrick	SAC	Zhang, Chelsea J	Chelsea Zhang
FLWS	Ramsden, Egan John	Liam Fahey	SAIL	Roberts, Brenna M	Eric Green
GMA	Austin, Oliver Edward	Casey Keenan	SBGC	Arcidiacono, Jacob David	Chloe Arcidiacono
GMS C	Gregg, Kati Lynn	David Seppelin	SEEK		
GS	Dickson, Carly E	Kasia Dymek	SION	Mashkovtsev, Valerii	
GST	Plache, Lachlan Scott	Cameron Stinchfield	SJSC	Devlin, John Ethan	Ruby Dean
GYT	Danielson, Grace E	Isobel Cline	SNAP	Burnell, Sophia Marie	Nick Gray
HAY	Li, Lorna Juan	Eric Blair	SOLO	Hogan, Ryan B	
HDSC			SSA	Kurr, Nathan Charles	
HRY	Whitcomb, Nicholas Jason	Quinn Nortonsmith	SSC	Cormier, Zachary John	Lauren Falvey

HYV Synan, Haley E

ICMS Chung, Justin

INF Balboni, Gwendolyn Rose

**CLUB ATHLETE DELEGATE Athlete Delegate**

SSYS Austin, Victoria Anne

STRM Sweet, Emily Jane

STS Brynn, Heidi J

Lauren Brennan

TBGT	Moriarty, Amanda Patricia	
TYP	Macorri, Eric	Carly Mendonca
UVAC	Kangas, Atticus Finn	Clare Brown
VAS	Brandes, Chandler Frances	Kelly Lennon
WACK	Roethke, Tyler Steven	
WCP	Landurand, Taylor Ruth	
WEST	Allen, Jordan Taylor	
WHAL	Mania, Lauren	Matthew McGarry
WSY	Grossman, Gabriella L	
WTST	Smith, Sarah Gwendelyn	
WW	Larnard, Brianna Rose	Patrick Doherty
WYST	Viamari, Cole David	Kathleen Bissailon
YNS	Roach, Sarah E	Oliver Zmetrovich

**New England Swimming  
Diversity & Inclusion Committee Board Report  
Monday, February 6, 2017 - 7:00p.m.**

**N. E. Swimming's Mission**

To promote and support personal excellence through competitive swimming.

**Inclusion Committee Purpose:** "To Promote, inform and expand competitive swimming to underrepresented groups throughout New England Swimming's territory".

The NES D & I Committee met on Monday, Jan.26, 2017. The meeting began with a reminder to all to make sure housekeeping items were in place.

1. Meeting began with remarks about participation. All were encouraged to take an active participation in the committee. We need committee members responding, even if only to concur with the documents sent out for review, referencing rules of engagement and turn-around time. We all want to be on the same page and are all ambassadors of our committee and to other members of New England Swimming. Referenced was made to an excellent video about how to be an engaged committee member was share a link to for all the Board Members to review, promised to share the link with committee members to view.
2. Reminder that Diversity and Inclusion is referenced in the USA Swimming Quad Plan along with the work in this area and its importance is on the rise. It is a very exciting time to work with diverse populations within New England Swimming. Items referenced in the Quad plan
  - a. **"USA Swimming's Community Swim Team Partnership Program aims to provide competitive opportunities and services to outreach athletes, their coaches, and their teams. Forming meaningful partnerships with LSCs, can helps facilitate the creation of multi-level swim programs in diverse areas and exposes diverse populations to the sport and gives more kids the opportunity to swim in USA Swimming meets.**
  - b. **USA Swimming's Business Plan Summary 2017 - 2020, we were all encouraged to recognize that there are "some significant shifts in how we do business - Increased investment in the future of diversity & inclusion" To support BUILDING the BASE we were encouraged to lead the charge of inclusion within the sport. In Zones & LSC's "Expand educational services with a focus on leadership, diversity & Inclusion and governance, Cultivate Strong Teams - Provide a spectrum of innovative educational opportunities for coaches and team leaders, Grow & Retain Membership through Expanding diversity & Inclusion efforts." PROMOTE: "USA Swimming plans to position the sport as the most inclusive and welcoming sport to all cultures diversifying commercial properties to expand and grow the sport."**
  - c. **"Swim meets and events like the Multi-cultural Swim Meets are geared toward celebrating the cultural heritages of different ethnic groups". How many coaches or board members for NES have taken the opportunity to participate in any of these meets with their athletes?**

**The Budget Review Process is underway:**

3. Much of the meeting encompassed allotted much time for the budget to be discussed. The NES D & I Committee has submitted a new budget to NES Board for 2017 – 18, based on new work done by Erin Mary who added a different voice to the budgeting process identifying the recent Olympics outcome to create a link between our work and the success of Simone Manuel and Anthony Ervin.
4. The Committee reviewed in detail the line items on the new budget document.

**Official's extension:**

5. Erin Mary offered an addition to the budget to include officials in the Outreach Category. The committee discussion included a line item for registration, initial background check, and outfitting of a

parent or guardian of an Outreach Swimmer. Chelsea our committee athlete calculated the fees based on the numbers found on the official's page of NE Swimming, which amounts to approximately \$150.00 per person. The committee agreed to add this to the budget.

6. The committee recommitted itself to hosting an official's clinic for a team or in a location that would reach diverse groups. Two years ago there was a clinic offered by Paul Memont & Ken Galica at Madison Park high school.

#### **LSC D & I Camp/Summit:**

7. The "Camp" line item was discussed. The "camp" is named a summit for Diversity swimmers that we will host in 2018. This is an initiative driven by the USA Swimming National Committee that is strongly suggested to be held in an "off" year from the Zone Diversity Camp/Summit. The goal is to have 30 swimmers participate.
8. Pool locations and rental fees were discussed. Locations of long course pools were discussed. Committee members were given contact assignments and the budget for the summit was updated to reflect prices that were more realistic.
9. The Committee discussed potential dates for the LSC Diversity Summit in 2018 and the last week of June is preferred, as is usually the case with the Zones Camp/Summit.
10. It was recommended that an increase be made to the budget for copies and supplies based on a recent project for 50 Flyers and pamphlets costing just over \$78.00 and the members agreed.

#### **Multi-cultural Meet Swimmer & Team Support:**

11. The topic on loss of funding for a trip as a New England All Star Team was discussed. Erin Mary told the story of how she was encouraged to become a national official based on the mentoring of the officials at the Black Heritage Meet in North Carolina. The committee congratulated Erin Mary for her recent N3 Stroke and Turn National Certification. Erin Mary shared that her children are swimmers of color and seeing other swimmers of color, coaches, and officials of diverse backgrounds at that multicultural meet has lead her daughter to commit herself to the sport.
12. The committee agreed once again to ask the Board to reconsider their position on the multicultural swim meet. Chelsea made an impassioned case to urge the board to consider this meet special, perhaps to limit the number of athletes allowed to go by team, and to present or view it as a leadership opportunity for athletes of all backgrounds. This opportunity to go to a meet out of the LSC is an occasion for athlete leaders to bring to life the experience and values of multicultural meets and bring the benefits back to their team. It should be positioned like a Zone meet, with the requirement being character based on the fact that swimming is being introduced to a variety of groups and their exposure, experience and expertise isn't at the same level as other groups.

#### **Expanding Committee Reach and Membership:**

13. The Committee affirmed our commitment to inclusion of the LGBTQ Community and identified meeting and spoke with Schuyler Bailor of the Harvard Swim Team and his Father at the USA Swimming Convention, Diversity and Inclusion workshop. Committee members agreed that we want to make greater strides to include all diverse groups in our efforts, and not just target people of color.

The Committee agreed to extend an invitation to Schuyler Bailor to join the committee, or become an advisory member. If time limitations, we would request taking part in our water safety events. Erin Mary agreed to reach out to Schuyler, as they have both swum for Coach Kevin Tyrell.

Erin Mary has done this and received a very exciting response that Schyler is interested in working with or becoming a member of the D & I Committee.

- The Committee would like to extend an invite to anyone with an interest in Diversity and Inclusion to join the team and become involved with the activities outlined in support of New England Swimming's LSC.

**Equipment Drive:**

- The Committee discussed the Equipment Drive at Regionals. There are 7 Regionals sites and 1 Silvers site that is not hosting a Regional Meet and we would like to have 8 collection points at those meets. Erin Mary lead and volunteered to run the collection at Andover, Chelsea mentioned asking a Board athlete member of her team to assist in running the Framingham site, David Wolf will assist at this site as well. Erin Mary has sent out a sign-up sheet to circulate to committee members to see who can claim sites.
- “Beyond Outreach Financial Assistance: Review information provided by Kevin Keefe” was tabled until the next meeting based on Kevin’s availability.
- The next meeting will be **February 27, 2017**. Location TBD. Members are kindly asked to report if the South End is a bad location for them.

*Respectfully Submitted  
G. Nadine Johnson-  
Jesionek February 6, 2017*

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**NES Diversity & Inclusion Preliminary 2017-18 Budget Detail**

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**Clinics, Workshops, Camps & Conferences**

**Clinics: Coaches, Parents & Officials**

Location Potential Rental:	\$300.00
Supplies (Pens, Paper, Copies etc.)	\$500.00
Food/Refreshments	\$550.00
Outreach Swimmer Guardian - Official Fee Support	\$300.00

**Conferences:**

Womens Coaches Leadership Conference (2)	
Diversity In Aquatics Conference/Conven. (2)	
	\$3,200.00

**Camp (or) Waters Safety Days:**

Location: 2 Day - 8 hour+ Pool and Room Rental (summer - 50 meter pool)	\$3,800.00
Equipment/Supplies & Give-aways	\$500.00
Coaches Stipend (4 Coaches @ \$125 ea.)	\$500.00
Guest Speaker(s) or Olympic or National level Swimmer	\$500.00
Food & Refreshments - 30+ Atletes & Staff (\$30 X 40 =	\$2,400.00

**Total:** **\$12,550.00**

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**Outreach Meet Fees & Multicultural Meet Participation:**

**LSC Outreach Meet Fee Support:**

Annual LSC Outreach Meet Fee Club Reimbursement (Ch (Check in with Carol to see if this figure is still accurate)	\$6,500.00
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**Multicultural Meet Fee Participation:**

50 NES Athletes Meet Fees reimb. Up to \$75 per athlete, per meet	\$3,750.00
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Support for LSC Represented Team Attending Meet:		
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Coach(s) & Team Mgr. Travel, Lodging & Transportation (Including \$200 stipend)	\$1,600.00	
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Swimmers Meet Fees (12) @\$75.00	\$900.00	
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Swimmers Apparel @ 60.00 per swimmer	\$720.00	
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Banquet & Awards -	\$800.00	
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**Denied by  
Finance  
Committee**

Parents & Athletes responsible for Transportation, Lodging and meals to attend Meet

<b>Total:</b>	<b>\$14,270.00</b>
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Inclusion Grant	<b>\$6,000.00</b>
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<b>D &amp; I Budget Grand Total:</b>	<b>\$32,820.00</b>
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-4020.

<b>Approved amount by Finance committee</b>	<b>\$28,810.</b>
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Nadine commented that the January 26, 2017 meeting took place. There is a webinar taking place on February 8, 2017 @ 1pm with Cathy Mendez that will be shared with Committee members. Nadine is working with Erin Mary Ackerman (CRIM) on the equipment drive. Michelle Mitchell (CRIM) offered to assist with outreach efforts for equipment for the Outreach Program by contacting vendors such as K&B, Varsity, Metro and swimoutlet.com. In 2018, there will be a 'summit' for 30 people; this cannot be called a camp as being called a camp entails a lot of requirements. The Multicultural Meet will be team travel. Content will be added to the NE Swimming website. There will be a LGBTQ focus – Skylar Bailor has agreed to be on the committee. Beth Weigel will also be involved. February 27, 2017 is the next Committee meeting.