

New England Swimming Board of Director's Meeting
Tuesday, October 30th at 7 PM via teleconferencing
CONSENT AGENDA

Treasurer's Report (as of Saturday, Oct 27, 2018):

- Business Advantage Chk \$74,680.86
 - Business Advantage Chk \$164,216.67
 Less October USA registration: - \$199,855.00
 - Business Advantage Sav \$565,604.50
 First Western Investment: \$381,929.11
- Total: \$986,576.14

Secretary's Report (attached, last page)

Coach Report (attached)

Convention Reports (attached)

Athlete Report (attached)

Safe Sport Report, Anne Kaufman:

Booked up for workshops this fall, now looking ahead to December/January. Safe Sport club recognition is live - we'd would love to see more New England teams take advantage of this resource. Some still say Safe Sport is worthless if National team athletes don't adhere to best practices. We can't wait around for them to work out their issues with deck changing and the like - our LSC needs to be well-educated and prepared.

Officials Report, Betsy Russell: Now that we've started the SCY Season, the following is quick briefing on what we've been up to.

- * Sent a proposed amendment to Championship Meets Rules to Bob Menck to present to Technical Committee. Aim of the amendment is to bring language in line with actual practice regarding "Designated Officials" at meets. Since we no longer assign a Clerk of Course, the current language is obsolete.
- * Sent a proposed Officials Travel Policy to Bob Menck to present to Technical.
- * Have had several clinics (Admin Official, Stroke & Turn, Starter and Referee) across the LSC so far this season, with more still on the Calendar
- * We are currently working on updating all the clinic presentation materials and have 3 subcommittees with 4-5 Referees each, from across the LSC, given the task to bring each .ppt up to date
- * We are finalizing final drafts of Certification and Advancement summary documents for S&T, Starter, Deck Referee and AO.
- * The Recruitment subcommittee has been forwarded previous e-materials and are working on creating some materials that can be shared with clubs in order to help recruit more officials.

Age Group Committee, Sean Geary:

Since the last meeting, the following items have been the focus:

- 1.) Meet format adjustments for Regionals
 - a. Meet hosts to build their own events list/sessions; all events must be included (same as previous years)
 - i. 9-10 events changed to 10&U

- ii. If 1000 and 1650 are offered same day, site must allow time trial on separate day for those who desire to swim both
- iii. 50s of strokes added for 13&older that qualify for corresponding 100, if they want to swim the 50
- iv. Coach times are allowed for bonus events (same bonus structure as previous years)
- 2.) Meet format adjustments for 10&U Challenge
 - a. As discussed at last board meeting; however, there will be relay time standards for single gender relays
- 3.) Non-conforming cut time adjustments based on wrong conversion formula (500, 1000, 1650)
 - a. The website used spit out incorrect numbers for scm distance events, this has been c corrected

The following are next up on the priority lists:

- 1.) Meet format for 11-14 Champs
- 2.) Meet format for Silvers
- 3.) Long Course 2019 Planning

Senior Committee, Jay Craft:

Work is finished on SCY December Senior meet. Info to be posted by 10/25. Bonus structure will be "matching". 100/200 events and 200/400IM only. Distance events may not be matched. Looking forward to working soon with Sean on a 15-18 focus meet for end of LCM. Also thinking of putting together some sort of senior circuit. Coaches' input welcome.

Calendar Committee, Brian Crawford

2019 SCY Dates:

2/8-10. *regionals (*8 sites*)
 2/22-24 *10 & under Challenge@UNH
 2/28-3/3 *11-14 Age Groups@WPI
 3/8-10 *15-18 Age Groups @WPI
 3/15-17 *Silver Champs (*WPI, URI, UVAC*)
Sunday, October 6th: Awards Banquet
 12/19-27 * New England Seniors

2019 LCM Dates:

Saturday, May 4th: Annual Meeting at Needham Sheraton
 7/11-14 *Seniors @Brown
 7/13-14 *10 & Unders
 7/18-21 *11-14 @Harvard
 7/25-28 *15-18

2020 SCY Dates:

2/21-23 *10 & under
 2/29-3/1 *11-14
 3/6-8 *15-18
 3/13-15 * silver

2020 LCM Dates:

June: Olympic Trials
 7/16-19 *Seniors @Brown
 7/18-19 *10 & Under
 7/23-25 *11-14 @Harvard
 7/30-8/1 *15-18

2021 SCY Dates:

2/19-21 *10 & Under
2/26-28 *11-14
3/5-7 *15-18
3/12-14 *Silver

2022 SCY Dates:

2/25-27 *10 & Under
3/4-6 *11-14
3/11-13 *15-18
3/18-20 *Silver

2023 SCY Dates:

2/24-26 *10 & Under
3/3-5 *11-14
3/10-12 *15-18
3/17-19 *Silver

OPERATIONAL RISK COMMITTEE, Priscilla Davis:

Convention re-cap and report:

The Disability Committee has established motivational times for disabled swimmers in response to many requests. They feel that the times are standardized, progressive and appropriate for various levels. They have also developed a trifold for officials and have a sub committee working on best practice for coaches. I have copies of the times and the trifold and I will bring them to our next face to face meeting. Operational Risk committee discussed workshops to be held in May of next year. These will be held in conjunction with the planned Zone meetings. Our LSC will attend the meetings in Chicago.

The Red Cross will be rolling out a new Safety Training for Swim Coaches aiming for release this fall. They are working with both USAS and YMCA on this project.

Our insurance has reiterated the need to report any and all accidents-even small ones. Often times trouble comes later after a bump and if it isn't reported there is no insurance. Please report bee stings, dental injuries. etc.

Concern was raised that some parents might not want a future (college) coach to know of injuries and we were told that the name, age and identifying information of the athlete is not held at our insurance company- they hold only a number.

States have different standards for concussion and each LSC should follow their own state's requirements.

There is no program yet for Sudden Cardiac Arrest but it is on the radar.

Hypoxic blackout, teaching dives and EAP are still in the program,

Unfortunately, we must now include active shooter/shelter in place in our EAP's

Submitted by Chris Sheppard and Meg Feran, NE Coaches Representatives-
Coaches Committee Meeting 10/18/2018:

At the October Coaches Meeting we had 100% participation from our members: Bernie Dickman (SSYS), Rhi Jeffries (CSC), Alessandro Eramo (YNS), Todd Bohannon (WACK), and Nick Rice (ABF).

We discussed the following items (Committee thoughts included under each item).

1. Suit Ban

- a. Logistics; how do we enforce? If the national ban will have specific marking, how do we enforce prior to those new tags being placed? Does this mean our ban would be stronger than the national one until the national ban was in place?
- b. April 1 Start date creates a mixed playing field for 18-19 season. Coaches would prefer a September 1 start date if the ban is passed.
- c. Education would need to be a priority if we are to pass an early ban (prior to Sept 2020). According to National Age Group Committee, education is coming down the pipeline, but may not be in time for our ban. What education systems are being considered to help assist the board educate coaches, and therefore help teams educate parents and athletes?
- d. Reasoning behind the ban...If it is to say that 12 & Unders don't need suits, this feels like the LSC is trying to legislate how our teams should coach, which makes some uncomfortable.
- e. If teams leave the LSC they will be allowed to wear suits. Are we concerned about this? How might this affect teams on the outer borders of our LSC if the neighboring LSC's do not make this change? Do we risk pushing kids to CT or ME?
- f. Are times achieved outside of LSC (in suits) allowed for qualification of our LSC championship meets?

2. Coach Mentor Program

- a. Not successful at all this year, no one took advantage.
- b. Issues-lack of education or understanding of its existence or what it could be used for.
- c. Lots of evidence of events and collaborations that could have been included as acceptable for this program, but no funding requests were received.
- d. Would like to continue for 2019, but maybe no longer eligible for National funds due to lack of participation.

3. New Project-LSC Select Camp/Athlete Summits

- a. Similar to NSC structure; "hidden training" education, in water training, overnight.
- b. Separate boys and girls camps.
- c. Bring in sports psychologists, nutritionist, USA Consultant.
- d. Simmons College interested in hosting girls' summit.
- e. Sub-Committee: Todd Bohannon (WACK), Bernie Dickman (SSYS), Meg Feran (SOLO)

4. New Business-

- a. This was not discussed at the meeting, but brought up afterwards by multiple coaches-Senior Bonus Structure. What is the reasoning behind it? How is this beneficial?

Athlete Reps Report for 10/30 NES Board Meeting

Jake Eastman

I would firstly like to thank the Board of Directors for giving me the chance to participate on this years convention in Jacksonville, Florida. Along with my two other Athlete Reps (Aaron and Sasha) we made an impact both inside the practice pool and out within various meetings. The techniques we learned about how we can improve upon our leadership and how we can improve dynamique within our individual clubs and at LSC championship meets is simply priceless. In addition to attending a few of the athlete meetings, Aaron and I participated in a couple of other meetings with topics of interest. One of which was an amazing swim-a-thon meeting. During the short fifty minute session, a panel of five successful team leaders/owners shared their experience with the swim-a-thon program and explained what made theirs so fantastic both for the swimmers and the parents involved. The two largest points that I took away from that meeting where the importance of sponsors and the emphasis of having a good time over simply swimming for money. A second meeting that Aaron and I attended was a meeting based on facility management (specifically air quality). Major points mentioned included how the quality of the water in the pool can dramatically affect the air quality and how several chemicals we used to smell good can also affect the overall quality of the air when mixed with chlorine. Serval filtration options were discussed however, the most impactful solution for the bad air in New England is a fifteen second warm shower before your first entry into the water for the day. This method has shown up to 80% effectiveness in improving air quality at large meets. It was not just in meetings that I was learning new ways to improve swimming at home. There were also many vendors that had interesting booths of which could be applied to issues at home. One that comes to mind is the false swim wall that could be used to shorten the length of pools by ten inches. This is applicable to the RACO pool by MST that is about a foot too long. This product would allow the pool to be closer to the right length without adding a conversion factor that only benefits half of our athletes. In summary, the convention was a complete blast and was definitely something I would be interested in going to again if given the opportunity. I can't say it enough, thank you.

Aaron Zhu

Again, thank you to Carol and Matt, and the entirety of the NES Board for giving me, as well as Jake and Sasha, the opportunity to attend Convention this year! I had a blast meeting athletes from several LSCs, experiencing the dynamics of Zone and HOD meetings, and most importantly, I learned a lot from the informational sessions held in Jacksonville that I am excited to bring back to our LSC!

Just to build upon what Jake has said, and giving a more strategic plan for us as athlete reps moving forward in the future:

- From what we have learned at Convention, specifically the air quality session (see Jake's report), and from input of several other board members, I think the athletes might move forward with a consistent athlete's newsletter of some sort. With the usage of social media, we can easily spread awareness about certain issues regarding athletes in NES, and also take in any possible ideas that other athletes may have in our LSC
 - We need to continue spreading our social media accounts so that everyone is following them!
- I know Jake said that one of his key goals this season was to design some sort of athlete's hospitality rooms for certain championship level meets, and Sasha and I are completely on board with this. We felt like this just might be another way to keep athletes more excited about these meets and our sport and our LSC in general, and this idea can again bring athletes closer together in a certain way as well
- After listening and discussing about certain ideas at Convention, the idea of an athlete's committee came up to me. I remember back last year, Jane Grosser spoke to me about this idea as well at our Governance session. I talked with several other athletes from other LSCs about their athlete committees, and I think it would be a great way to get more athlete voices in our LSC, and give them experience with the makings of our LSC. Also talking with Matt, the athlete's committee could also restructure the way we elect our Athlete Reps in a positive way, to make sure that we are selecting the best and brightest athletes who are willing to serve NES.
- All three of us were in agreement that we want to try to organize more athlete social gatherings across our LSC, to make a more closely knit athlete body. I think through the community service events that us three have experienced at Convention and the Leadership Summit in Houston have also made us realize how powerful community service is, and we think implementing more of that as an LSC athlete effort is very beneficial because it can create great young leaders in our sport on the community level.

These are the ideas we will mainly be working towards for the year, that we have brought home from Convention. If anyone has any other ideas or suggestion for the athlete reps, please let us know! Thank you again!

Sasha McNeal

Before anything, I would like to give a huge shout out to Carol, Matt, and the entire New England Swimming Board for being able to give the opportunity for me, Jake, and Aaron to travel to Jacksonville, Florida for the 2018 USAS Convention. Thank you all so much for the time and effort that went into getting us there, we deeply appreciate it.

While Jake and Aaron had each other all week at Convention, I was in a different situation since I had a roommate that was from outside our LSC. I had actually already met her earlier at the Leadership Summit in Houston in April, and we had reconnected when we found out we would be rooming together. I was also looking forward to seeing some of my other friends that I met back in April, so Convention already felt welcoming. From Wednesday through Friday the athlete meetings were run similar to what Jake, Aaron, and I learned at the Summit in April. It was a great recap, but I wished that I could have gone to other meetings like Jake and Aaron did. In a way I didn't want to stray away from the athlete schedule we were given but, if I'm able to go to Convention again in the future, I would definitely make going to other meetings a higher priority, since I was interested in partaking in them.

Nevertheless, I did learn some new things from the other meetings in my athlete schedule that Jake and Aaron were not there for. For example, the Operational Risk educational workshop presentation was very informative and gave me a new perspective on the use of regular everyday over-the-counter and prescription drugs that I didn't have before. The rules, regulations, and strict precautions were all very new and interesting for me to learn about. It was such an important topic that I think every team in our LSC needs to address the guidelines with their swimmers, so that the sport is upholding the clean, safe, and healthy competition standard guidelines. I would gladly write a small summary article of the workshop so that it could be sent out to teams across our LSC so that coaches, parents, and swimmers could be properly informed about the precautions that go into keeping our sport safe.

Overall, I think that Convention was such a fun, new, and exciting experience. Jake, Aaron, and I are very grateful to have had the opportunity to travel and learn. However, I do believe that if I were to attend again in the future, it would be even more beneficial to our LSC. By a second time around, I feel like I would know my way around a little bit better, and have more confidence to speak up within meetings. Also, I would not be as strict in following the athlete schedule, and in that way, would have more time to observe more meetings that I otherwise wouldn't have gotten the chance too.

Thank you again for giving us an opportunity to experience, learn and see firsthand how our LSCs are truly impacting the future of USA Swimming. I would love to go again.

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Arthur Athanans	Finance Vice Chair	LSC Development LSC Financial Reporting Safe Sport Air and Water The mental side of coaching for athletes and parents Stroke Technique	<ol style="list-style-type: none"> 1. Using the LSC statistical portal to analyze the dynamics of our LSC population 2. Review of the previous budget year to more closely align the next budget year 3. Resources that are available to us from USA swimming that we should take advantage of and decide their worth to our operation 	I think it would be great for the people who attend to come back with a 10 minute talk on how we could apply in a practical manner what they learned

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Lisa Black Sholudko	Operational Risk and Disability Co-Chair, Administrative Board of Review Chair, NES BOD at large member	Operational Risk meeting and workshop Rules and Regulations committee meeting and workshop Officials' Committee meeting and workshop Disability Committee meeting Our Kids Initiative meeting Nat/Zone Board of Review workshop Advocacy and Understanding Coach/Official EZ and HOD meetings	<p>Listening to the discussion regarding the proposed Safety Director position for meets (defeated), I would like to see teams have to list at least 2 Meet Marshals on their meet bids. The Meet Marshal card is great, but I would like to see a training, even if just an on-line training/test for Meet Marshals to ensure understanding of their responsibilities.</p> <p>I would like to see NES go ahead and adopt the 12 and under tech suit rule now, instead of waiting for the National rule to go into effect.</p>	Honestly, I find that NES is ahead of the curve in almost everything! While I learn new things and make new friends at convention, I frequently find during discussion with others and in workshops, that both our Board and Membership are very forward thinking and have the best interests of our athletes and non-athletes at heart.

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Jay Craft	Senior Chair	Advocacy with Officials	Initiative tracker sheet Projecting the new rules/policies on the screen and having live edits	
Jake Eastman	Athlete Rep	swim-a-thon workshop, facilities management, and the leap finances	putting into effect a mandatory shower rule at all championship meets and potentially hosting a community service event or a swim-a-Thon to bond with other athletes	The athlete meetings where repetitive based off of the summit in Houston
Carol Healey	Office	Registration practices Governance-Bylaw changes Safe Sport	Form a Governance Committee	The new bylaw changes will really help the Board and membership understand our rules because it will be 40 pages shorter and more concise without repetition.

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Anne Kaufman	Safe Sport chair	Safe Sport LSC chairs workshop was extremely helpful.	<p>Regular safe sport training for officials including ways to defuse situations at meets.</p> <p>Encouraging clubs to use online training materials and rewarding them for it.</p> <p>Regular training for club LSC safe sport coordinators (we've done this once but some LSCs do this with every HOD meeting).</p>	

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Bob Menck	Technical Chair	Rules and Regulations Officials Committee Open Water Committee	<p>Times can now be loaded into SWIMS from non-conforming pools.</p> <p>The Administrative Official is really just a Timing Judge and was never intended to serve in a capacity beyond that. As a result, we will need to modify our training documents.</p> <p>We have had a Safety Director for meets. The legislation from USA to actually create this position was defeated. We need to do the same to ours.</p>	We should not have voting delegates that can not attend the entire HOD meetings

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Chris Sheppard	MA	Technique with Russel Mark, Social Identity as Key Strategy to Increase Equity and Inclusion, National Team High Performance Plan	12 & Under Suit Ban prior to the 2020 implementation of the national ban. Increased support for our top end athletes, including but not limited to more in-season opportunities to bring them together for racing, camps, etc.	

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Aaron Zhu	At-Large Athlete Rep	<ul style="list-style-type: none"> - Swim-A-Thon - Athlete Meetings (ish) - Athlete engagement as leaders through a variety of activities - Athlete Engagement Workshop - I thought it was really fun to discuss the workings of our LSC as a team and what we can do to move forward, as I believe we gained many ideas from that workshop 	<ul style="list-style-type: none"> - Athletes Committee - Athletes Hospitality for Certain Championship meets - More Athlete Social Gatherings, especially centered around Community Service - Spreading more awareness about the USA Swimming Swim-A-Thon to NE Clubs - Athlete Newsletter of some sort to spread awareness about certain issues to the athlete body (use Social Media!) 	<p>Thank you again to Carol and Matt and the Board for allowing me to attend Convention! I had a blast in FL and gained a lot of experience and knowledge that I'm excited to bring back to my LSC.</p> <p>As athletes, we did have complaints about how the Athlete Meetings were essentially the same exact as the Leadership Summit in Houston, but by Matt and Carol's permission, I was able to attend a few other workshops and learn a lot more about USA Swimming. We also felt as athletes that we had barely any down time between practices, meals, and meetings, and would like it if all sessions weren't so tight on schedule.</p> <p>I would definitely like to work on implementing the ideas above to NES, as I believe these would be beneficial each in their on purposes to the LSC.</p> <p>Lastly, I felt like most importantly, after being experienced to the Zone and HOD Meetings, I feel more confident in my understandings of how the board/meetings should function, where I</p>

NEW ENGLAND SWIMMING
BOARD OF DIRECTOR MEETING *Tentative Minutes*
Tuesday, September 11, 2018
The Needham Sheraton, Needham, MA

Board Members:

Present: (20) Matt Craven (CRIM), Brian Crawford (ESC), Jay Craft (KING), Priscilla Davis (UN), Meghan Feran (SOLO), Joe Frazier (UN), Ken Galica (UN), Sean Geary (CRIM), Anne Kaufman (UN), Bob Menck (UN), Betsy Russell (CS), Chris Sheppard (CS), Aaron Zhu (SOLO), Arthur Athanas (YNS), Lisa Black Sholudko (UN), Janet Harty (YNS), Sasha McNeil (PHX), Jake Eastman (PSC), Caleigh Wukitch (CRIM), Erik Linseisen (UN),

Absent: (4) Erin Mary Ackerman (CRIM), Malicia Policard (ICMY), Rick Osterberg (UN), Connor Miller (KING)

Guests: (5) Louis Arruda (UN), Carol Healey (UN), Mary Ellen Tynan (UN) via conference call, Moriah Tyrrell (PSC), Patrick Hunter (UN-MN)

New Member On Boarding at 6:30 PM: Carol Healey
Jay Craft, Janet Harty, Caleigh Wukitch, Erik Linseisen and Meghan Feran attended.

Distribution of new BOD attire

Meeting called to Order at 7:13 PM by General Chair, Matt Craven

Welcomed us all to the first in person board meeting of the new board this fiscal year. Matt reported on the health of Rick Osterberg, our Governance Chair, and welcomed the NES new Registrar, Moriah Tyrrell. Prior to the meeting, all board members were asked to think of a goal they have for this upcoming fiscal year and to report it tonight. **GOAL:** To achieve an atmosphere of positivity on deck between all the coaches and clubs. To provide transparency at all levels of board discussions and decisions and to set up a mentorship program for new coaches.

Consent Agenda: The consent agenda included:

- Secretary's Report: Tentative Minutes from the July 10, 2018 Board of Directors Meeting
- Treasurer's Report (included as an Appendix to these Minutes below)

The Secretary's Report was pulled from the Consent Agenda. Without objection, the remaining items on the Consent Agenda were adopted by general consent.

Secretary's Report: The Tentative Minutes from the July 10, 2018 Board of Directors Meeting were amended with clerical corrections. Adoption of the Minutes as amended was moved, seconded, and passed unanimously.

Governance: Matt Craven reminded the Board that attendance at the Board meetings and good positive communication is necessary for a well-functioning board.

Discussion on the start date of elected BOD positions to move from the present date of election to September 1st to ease the Committee Chairs into the role and to keep the current season plans in place. Technical was tasked with providing a change in Policy.

Calendar: Brian Crawford reported that the 15-18 AG Championships has moved from Roger Williams University to WPI, still hosted by Kingfish Swimming-RI. **GOAL:** to keep consistency in the Quad Plan.

Technical:

- A motion was made to abolish the continuing of 8 & Under records and to report the records as 10 & Under records. Lisa Black Sholudko motioned to approve and Arthur Athanas seconded. Motion passes.
- A motion was made by Bob Menck to record the records of all 50 yard and LCM events in all strokes and in all age categories since USA-Swimming is now offering and tracking those events at the National level. Motion to approve was made by Sean Geary, seconded by Chris Sheppard. Motion passes.
GOAL: to get all of our Policy and Procedures language up to date with practices.

Committee Reports:

Senior Committee: Jay Craft reported that the LCM Senior meet will go back to being 4 full days with fewer bonus events. The SCY Senior meet is at Brown for 3 1/2 days with the same cuts and format as last year. **GOAL** of Jay Craft for this fiscal year: To work with Age Group Chair, Sean Geary, on providing a LCM 15-18 Championship for NE Swimming and to learn at convention how our LSC fits into USA Swimming.

Age Group Committee: Sean Geary reported that this is the first year in a while where the Championship meets fall into an age progression. The committee decided to make the 10 & Under Championship meet a “10 & Under Challenge” with looser cuts and 25 yard events. This decision was made to help broaden the base of 10 & Under recognition. **GOAL:** to become more accessible/available at meets so that the goals of the committee are transparent and so there is some one on one communication and feedback to coaches.

Officials: (attached report by Betsy Russell, Officials Chair).

GOAL:

- To have officials prefer to be on deck rather than in the stands. Create a community that supports each other.
- To foster a cooperative relationship with all coaches (as many as possible) and have them view us as partners rather than adversaries.

Coach: Chris Sheppard, Senior Coach Rep: has created an active Coach Committee. **GOAL:** to expand and involve more people to work on projects and idea development. Meghan Feran, Junior Head Coach: **GOAL:** to unify the coaches of New England Swimming.

Safe Sport: Anne Kaufman reported that the committee has been very busy with requests for workshops and with training individuals to conduct them. YNS ran a LCM Safe Sport meet with T shirts and prizes that was very successful. **GOAL:** wants to double the amount of individuals who are trained to conduct workshops so that all four regions are covered.

Operational Risk: Priscilla Davis reported that she has five new members of her committee and that the new concussion protocol education will begin. Wants to encourage all clubs to file Reports of Occurrence so that accurate data is compiled by USA Swimming, which means even at practices, not just at meets. **GOAL:** get better on the computer.

Lisa Black Sholudko, **GOAL:** to learn as much about the Operational Risk Committee so that she can be a valuable contributor, and wants to get all of our language up to date with our practices.

Zones Report (attached): Mary Ellen Tynan summarized the exciting win for our 2nd year victory of the EZ Age Group Championship that came down to the final 15-18 girls relay. Bob Menck reported that there was much discussion on the Zone deck regarding the NE T shirts that stated “DEFENDING

CHAMPS". The board members were mixed in their views on whether this was an "in your face" attitude or too much "bragging". The athletes said they would conduct a survey.

Athlete Report: The committee is working on ways to not focus on just one group of athletes, but all of those in the LSC.

Jake Eastman, **GOAL:** to better represent and improve athlete communications

Erik Linseisen, **GOAL:** to gather opinions about Senior level swimming and implement them from within the Senior Committee.

Sasha McNeal, **GOAL:** to communicate productively through appropriate social media.

Caleigh Wukitch, **GOAL:** To take an active role as an Athlete Rep

Office Report: Carol Healey reported that registrations were starting to come in for 2019. The new online registration platform is not ready for implementation. The Awards Banquet is already full with Ian Crocker as guest speaker.

Club Grant: need to consolidate questions to all be answered from the club portal. Too much time is needed to fact check. Feedback and suggestions are requested to be sent before the next board meeting.

Other Goals:

Janet Harty, **GOAL:** to learn more about what it means to be a Board member and how to improve the LSC.

Ken Galica, **GOAL:** to do what is necessary in the LSC to ensure that the sport is healthy.

Arthur Athanas, **GOAL:** to look at tools on how we look at our budget and to provide transparency when needed.

Next Board Meeting: Tuesday, October 30th via conference call at 7 PM

Governance Meeting: Tuesday, Nov 13th at 6:30 PM at the Needham Sheraton.

Meeting adjourned at 8:36 PM

Respectfully submitted by Carol Healey

(Officials, Zone and Treasurer reports attached)

Betsy Russell, Officials Committee 9/11/2018

- At Seniors and 11-14 Champs LCM we provided NES Champ Meet shirts to all officials who worked at least 4 sessions. VERY positive feedback. New officials were thrilled. Have been working with Carol to get some more swag to give to Officials who work end of season Champs meets...and other potential events. I want us to keep giving back to the officials who give so much to the athletes.
- Scheduled a series of clinics – S&T/SR/DR for same date/location as the annual MM/AO – last Saturday, Sept 8. Excellent attendance – S&T 18, SR 12, DR 22 - hope to provide the same set of clinics again next year. 4 S&T, 3 SR, 1 DR and 1 AO clinics are on the calendar now in various locations over the next month. More are being organized. All are listed on the NES Officials website
- Matt Soska is creating standardized clinic presentations for each level that he is distributing to all facilitators so that we are all being trained with the same materials and message across the LSC.
- Jess Workman sent out our 1st newsletter Labor Day weekend welcoming to SCY season. Topic was credential recertification requirements going into 2019 and how to check to see if clinic/tests/checks/sessions needed. Explained that should clinic be necessary, all levels were available. Plan on sending out newsletters q 2months. Include news and recognize advancement of officials.
- In response to #1 concern from Survey responses from Officials, we are working to create a document for posting on the website that details the requirements to advance as an Official in NES. There is excitement growing among the next generation of officials who are looking to advance, and we want to encourage that. Knowing expectations up front will improve the Officials’ experiences and hopefully reduce some of the expressed frustrations. I also see the document as a valuable resource to make very clear the expectations and levels of experience and performance that are required to advance, particularly at higher levels

ZONE REPORT by Mary Ellen Tynan:

NES WON AGAIN – meet came down to the final relays

NES – 1033 NJS - 992

Total: 74 swimmers – 42 girls, 32 boys

SELECT: 16 total: 11 girls/5 boys

Select swimmers scored 324.5 individual points

Zone Team scored 1033

Swimmers achieved 193 best times:

88% of SELECT swimmers achieved at least one best time (52 best times overall). The two who didn’t get best times came from the ISCA Meet.

<i>Age Group</i>	<i>2018 Girls</i>	<i>2018 Boys</i>
Total	42	32
9-10	5	3
11-12	11	8
13-14	18	11
15-18	8	10

<i>Team Scores</i>	<i>2018 Girls</i>	<i>2018 Boys</i>	<i>2017 Girls</i>	<i>2107 Boys</i>
Total	611.5 (1st)	421.5 (4th)	511.5 (1st)	773.5 (1st)

9-10	3.5 (9th)	40 (7th)	13 (8th)	49 (7th)
11-12	35 (8th)	58 (4th)	25 (8th)	225.5 (1st)
13-14	264 (1st)	178 (2nd)	194 (1st)	203 (1st)
15-18	309 (1st)	145.5 (2nd)	397(1st)	296 (1st)

Points of note:

1. Girls 13-14 200 Free Relay of Michaela Chokureva, Megan Reich, Lexi Martino and Malia Amuan – Meet Record, NE RES Record

2. Girls 13-14 400 Free Relay of Malia Amuan, Lexi Martino, Megan Reich, Michaela Chokureva – Meet Record, NE RES Record

3. Girls 13-14 200 Medley Relay of Victoria Novinskiy, Paige Spencer, Chloe Song, Lexi Martino – Meet Record

4. Callie Breiter – 1st Place Girls 15-18 High Point
 David Sapozhnikov – 3rd Place Boys 10 & U High Point
 Oliver Austin – 3rd Place Boys 15-18 High Point
 Malia Amuan – 4th Place Girls 13-14 High Point
 Josh Parent – 5th Place Tie Boys 13-14 High Point
 Clare Brown – 5th Place Tie Girls 15-18 High Point
 Sophie Cassily – 5th Place Tie Girls 15-18 High Point
 Cameron Marcus – 6th Place Tie Boys 15-18 High Point
 Hannah Perkins – 7th Place Tie Girls 13-14 High Point
 Victoria Novinskiy – 7th Place Tie Girls 13-14 High Point
 Issy Hiller – 8th Place Girls 15-18 High Point
 Jake McIntyre – 8th Place Tie Boys 15-18 high Point

5. 19 individual event winners

6. Participation overall was down this year significantly from 97 swimmers to 74 swimmers. 10 & unders did not qualify for the meet and many 11-12 did not qualify. Since meet was in same location as futures we did have upwards of 6 or more swimmers compete in both meets.

7. Swimmers from:

- a. ATST (1), ANA (1), ABF (8), BAT (1) CCFE (1), CRA (2), CS (3), CRIM (3), BGSC (4), GMA (4), GS (6), ICMY (1), KASC (1), MST (1), MTSC (2), MWYS (4), PSC (1), PHX (10), PST (1), SSA (3), SOLO (2), SSYS (2), UN (2), UVAC (8), STRM (1), YNS (1)

8. Will be working on updating the signup procedure for those swimmers with 2-3 cuts that would score points at the meet to apply to attend.

Treasurer Report for 9.11.18

Checking account:	\$49,500.12
Checking account:	\$14,399.69
B of A Savings	\$565,571.97
Best Western Investment:	\$391,070.44
Total	\$1,020,542.22