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New England Swimming
Harvard Pilgrim Center - Wellesley, Massachusetts
March 8, 2016 - Minutes - Board of Directors Meeting

Board Members:

Present: Arthur Athanas (YNS), Elise Atkinson (CRA), Chuck Batchelor (ABF), Jamie Bloom (WYST), Matt Craven (SAC), Priscilla Davis (UN), Joe Frazier (UN), Ray Grant (SSA), Nadine Johnson-Jesioneck (UN), , Anne Kaufman (PHX), Judi Lombardi (NSSC), Paul Memont (UN), Kayla Metivier (EST), Tim Mulvihill (SSYS), Katherine O'Shea (PSC), Kyle Schack (MVS), Chris Sheppard (CRA). Mollie Westrick (KING)

Absent: Laura Matusak (GMA), Marshall Muir (ENVY), Rick Osterberg (UN),

Guests:

Louis Arruda (UN), Kathy Dacey (UN), Consi Faling (CS), Anne Frazier (APEX), Ken Galica (UN), Carol Healey (NES-Office), Chris Payson (SSC), Mary Riddell, (UN), Betsy Russell (CS), Lisa Black Sholudko (AAC), Mary Ellen Tynan (UN), Dan Warner (NSSC)

7:03 pm – 15/22 Quorum reached - BOD Meeting called to order by General Chair, Ray Grant

- 1. Welcome, Ray Grant:** Ray opened with an announcement that Carol Healey has resigned as office manager for New England Swimming. We have been fortunate that both Carol and the previous office manager, Mary Riddell, worked out of their homes for the last 22 years saving us a great deal of money. Thank you Carol for your service and she has agreed to stay on to assist with the transition to a new office manager. Moving forward, we now have added a new budget item to allow for NES to rent office space along with all the expenses that come with a new office. We will also be turning the job into two office positions to keep up with the growth of the LSC. One will be in charge of the meet fees, templates, P & P and Meets. The other position will be focused on registrations and daily work. The Executive committee will make recommendations after interviews.
- 2. Secretary's Report, Judi Lombardi:** Minutes for the November 4, 2015 meeting reviewed. No discussion. Motion to approve Secretary's report for 11/4/15 made by Jamie Bloom, seconded by Chris Sheppard. *Motion passes 15-0.*
- 3. Treasurer's Report, Joe Frazier:** All treasury reports as of 3/1/2016 are on file at the New England Swimming Office and available upon request. Motion to approve Treasurer's report made by Jamie Bloom, seconded by Chris Sheppard. *Motion Passes 15-0. (Chuck Batchelor arrives)*
- 4. Senior Chair Appointment, Ray Grant:** Ray informed the board that he received Joe Bernal's resignation. Therefore, he would like to recommend Chuck Batchelor to be appointed Senior Chair until the annual May HOD meeting in which an election will be held. Motion to approve interim appointment made by Priscilla, seconded by Chris Sheppard. *Motion passes 15-0-1*
- 5. Budget Review, Joe Frazier & Arthur Athanas:**
 - a.** Arthur reiterated to everyone that we had to adjust the budget to accommodate an actual office for New England Swimming, which includes not only the office personnel but also, office space, electricity, equipment, insurance, etc.
 - b.** Joe reported that the Budget has been externally reviewed. He reminded everyone that when USA swimming increased their membership, we voted to increase ours by \$2.00 each year to align with them. He reported that we are maintaining the budget for inclusion and outreach and increasing budget for club and coach development. Lastly, when they initially set up the budget, they set aside funds for a possible outside lease if needed in the future, so we do not have to take away from other items to accommodate an office budget. Motion to approve budget made by Priscilla, seconded by Chris. No discussion. *Motion passes 16-0*

- 6. Age Group Committee, Tim Mulvihill:** First, our next meeting will be Tuesday, April 12th at the Quincy YMCA to review SCY season and discuss LCM season. LCM cuts are posted and Harvard is secured for all 4 days for a 14 & under championship. There will be no 15-18 LCM championship this summer. We began preliminary talks with NSSC to see if their structure can help to accommodate some 15-18 swimmers as well as hoping Seniors will have bonus events to give opportunity to the 15-18 group. Regarding SCY season, thank you the Carol and Mary Ellen for all their help with championships, especially with merging the Regional/Silvers meets. YNS is ready for the 13-18 meet. The same issues with facility/meet structure continue to impact this meet. 12 & under ran effectively. There were 700+ swimmers with 130 relay only. UVAC is committed to the current quad plan but expressed a desire not to host in 2017. They also indicated that they will not be bidding on this meet in the future. 6 coaches expressed difficulty with the lack of consistency with officiating including me. Silvers timeline seemed manageable and placement was in line with the end of season progression structure. However, progression structure still has coaches divided. Some coaches abused the deadlines adding tons more bodies to an already bloated facility (2346). This leads the committee to believe the cuts were too easy. Complaints from parents and coaches on the lack of available warm up/warm down and deck space. Regionals went well but most pools were undersubscribed (3352). More swimmers chose Silvers believing it to be a better meet. The result was a combination of the silvers meet along with adding a 7th regional site. There is some discussion as to removing time standard and making this an end of season meet but just in discussion at the moment.
- 7. Officials Report, Paul Memont:** We have 2 officials going to trials. And, we are not going to have an outside facilitator come in, we will be doing this all in house.
- 8. Coaches Report, Kyle Schack:** Thank you Carol for all you do for every coach.
- 9. Athletes Report:** The athlete reps created an athlete committee with the athletes who applied but did not get a representative position. We are working on our charity focus including our can drive at the Bluefish meet where were collected over 600 cans to donate. Also, this spring we are working on holding a fundraiser near Boston. Ideas like a relay carnival or a swim-a-thon are being discussed. We are also organizing having college swimmers and parents come in to talk about their experience as they continue to college and to answer questions for those seeking to swim in college.
- 10. Inclusion Committee, Nadine Johnson-Jesionek:** The committee has had 3 new members join due to the efforts at our last equipment drive. We also have had a few grant applications. After review, we would like to make a motion to award the BCYF a \$1,000 requested grant. Seconded by Chris. *Motion passes 16-0*. In addition, the Boys & girls Club of Burlington, VT requested more money than we can give but after review we support their efforts so, I am making a motion to give \$2,000 to their grant application. Motion seconded by Judi. *Motion passes 16-0*. Also, we are planning to host Water Safety Days again between April-June. We are looking at 2 locations as well as the help and support of our Student Athletes. We are also hosting a fundraising effort for the screening of “Touch the Wall” at the Harvard Pilgrim Center in Quincy. We are working on getting a celebrity swimmer to come. To date, we have held 4 successful equipment drives and held a HyTek Team Manager Coaches Clinic for community Centers League. Kyle and Nicole facilitated this clinic with great success.
- 11. Safety Report, Priscilla Davis:** Working at the Girls High School championships, there was a big push to make kids take showers before entering the pool. Although it has always been a rule, it hasn't always been enforced. They believe that all the deodorants, perfumes, etc, mixing with pool chemicals has contributed to some of the poor air quality issues we have been having.
- 12. Safe Sport, Anne Kaufman:** I would just like to introduce Consi Falling. She is a USA Safe Sport Athlete Fellow and also a New England swimmer. I hope to have more moving forward with the efforts of this committee.
- 13. Nominating Committee Report:** Ray wanted to remind everyone that 5 major positions are open and all are being vacated, meaning nobody is returning. – General Chair, Administrative Vice Chair, Finance Chair, Senior Chair and Secretary. Three of the positions have a term limit. So, we need people to send in their

resumes' etc so that nominating committee is able to set up a nominating slate.

- 14. Zones Report, Mary Ellen Tynan:** We have our Long Island hotel secured but it is more expensive than Richmond, so parents will be on their own to secure their own hotel rooms if they are attending the meet. We will open sign ups May 1st and we are working on the coaching staff next.
- 15. Office Report, Carol Healey:** We have 8200 athletes, about 1,000 less than last year. We are unsure as to why except maybe many of the recreational swimmers are choosing not to register. For next year, clubs will be responsible for their own registrations into swims through a vendor of their choice. I am sure many will chose Team Unify but are not required to. Lastly, I want to state that I have loved working for New England Swimming but the job has grown too much for one person. As the LSC has grown, so has their need. It will be better with more help. I plan on staying to help through the transition, which given the changes in the board could take many years. Thank you again.
- 16. Election of HOD Athletes:** Ray reported that similar to last year, we are asking that the Athlete Rep from each team that was indicated on the club registration form be elected to the HOD for the upcoming meeting in May. Motion made by Chris Sheppard, seconded by Arthur Athanas. *Motion passes 16-0*
- 17. Annual Meeting:** The Annual HOD Meeting is scheduled for May 7th, 2016. Committees will meet starting at 9:30pm and the full HOD will begin at 1:00pm. Elections have been streamlined to address the numerous run-off elections from last year. The coaches meeting will immediately follow the HOD. *(Matt Craven arrives)*
- 18. New Business:** The BOD has increased by 5 members to accommodate the new board positions of the Officials Chair and SafeSport Chair in alignment with USA Swimming. Due to these added positions, we need to maintain 20% athlete representation. After soliciting resumes and reviewing qualifications, athletes are asking the Board to vote on new member, Jordan Arnold as a junior athlete rep. Motion made by Chris Sheppard, seconded by Arthur Athanas. *Motion passes 17-0*. Secondly, for clarification, two committees, both the Executive, consisting of the main BOD positions, and the Personnel, consisting of the Gen. Chair and Vice Chair, will be responsible for the new Office Managers positions from hiring to creating job descriptions for each of the managers.
- 19. Calendar Committee, Matt Craven:** The LC calendar is set and once again we ran into a problem with the limited number of opportunities for our swimmers. We need to address this issue to be more consistent.
- 20. Technical Committee, Matt Craven-for Laura Matusak:**
 - a. **Calendar Protection #1:** Matt presented Technical Committee's proposed legislation to revise the Calendar Protection rule. Chuck questioned why not make it work for everyone regarding the wording of the proposed legislation. Ray explained that this legislation would give the Calendar committee the authority to review on a case-by-case basis whether to allow a meet or not on a specific weekend because when we run into limited opportunities it only hurts our swimmers by mandating they swim one event at one meet or none at all. Motion to strike # 2 from the proposal to include everyone made by Matt, seconded by Tim Mulvihill. Motion passes 17-0. Further discussion realized that the wording in #2 does not restrict the committee or 12 and unders. Motion to insert #2 back into the proposal made by Kyle Schack, seconded by Chris Sheppard. Motion passes. Discussion continues on original motion. Motion made by Matt Craven, seconded by Chris Sheppard to pass Calendar Protection #1. *Motion passes 17-0.*

CALENDAR PROTECTION #1

Technical Committee at the request of the Calendar Committee recommends that this motion be considered.

Background: The Calendar Committee seeks to update the Calendar Protection Policy to best meet the needs and interests of New England Swimming teams and athletes.

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

II. Swim Meet Policies and Procedures

D. Calendar Protection (effective February 1, 2016) New England Swimming will protect the dates of the New England Swimming Annual Meeting, other House of Delegate meetings and the New England Swimming Award Banquet. No meets will be sanctioned, approved or observed at the same time and date of the New England Swimming Annual Meeting or other HOD Meeting or at the same time and date of the New England Swimming Award Banquet.

Any swimming competition affiliated with the National Congress of State Games may be approved on any date at no fee to the organization, with observation forms collected (\$5.00 each splash).

High School conference, Sectional and State Championship meets may be observed on any date.

NCAA Collegiate meets may be observed on any date.

The New England Calendar Committee may choose to protect "end of season" meets: New England Age Group Qualifier Meets, New England Regional Meets, New England Silver Meets, New England Age Group Championships, New England Open Championships and the New England Senior Championships. If the New England Calendar Committee chooses to protect and end of season meet", meets may be sanctioned or approved on these dates using the following protocol:

1. Only meets for New England Senior qualifiers and above will be sanctioned, approved or observed on the same dates as the New England Age Group Qualifier Meets, the New England Regional Meets, the New England Silver Meets, the New England 12 and Under Championship Meet and the New England 14 and Under Championship Meet.
 2. Only meets for 12 and younger athletes will be sanctioned, approved or observed on the same dates as the New England 15-18 Championship Meet and the New England Senior Meet.
- This policy will be printed on the meet bid form

- b. Meet Reimbursement Policy for 2016-2017:** Motion made by Matt to pass the Meet Reimbursement Policy adopted by the BOD , for the upcoming 2016-2017 season now, so that it will be in line with our budget. Motion made by Matt Craven, seconded by Chris Sheppard. No discussion since all done at last meeting. *Motion Passes 17-0.*

21. Other:

Chuck Batchelor: Since being appointed to Interim Senior Chair, I have an issue I would like to discuss regarding the Senior Meet. Ray, who currently is hosting the Senior LCM Meet, removed himself from the discussion and the room to avoid potential conflict. Chuck stated that he wants to give the best opportunity for all NE swimmers and many train all year only to make just one event and given that there is no 15-18 championship he is moving to adjust the Senior Meet to 4 full days to allow bonus cuts as an option for swimmers to get more splashes. However, by asking the host to extend it by a half-day, makes it a monetary issue for the host team given the costliness of the venue. Matt Craven said that you get more money because you get more swims. Arthur stated that \$10,000 is enough until we have more information with numbers instead of hypotheticals. Chuck stated that they are increasing the cost for the host team by requiring them to pay more to the venue as well as all the other logistics that go along with that including hospitality, parental help, etc. matt stated that we need to pay the money to be in the best facilities. Arthur stated that he isn't saying no more money, he is just stating that we have a fiduciary responsibility to not randomly give money without supporting documentation as this will set a precedent. Carol stated that we budgeted \$4,000 last year for 15-18 LCM Championships and it is just sitting there since we are not hosting a championship at that level. Joe Frazier made a motion to move the \$4,000 line item for 15-18 LCM Championships to LCM Seniors for 2016 season only. Matt Craven seconded the motion. Mollie asked if we should wait to see what the Thursday rates will be since it is during the week. Matt stated that pools don't typically off discounts by day of week. No more discussion. Motion passes 16-0-1

Lisa Black Sholudko: Just wanted to state how excited I am for Age Groups this weekend and to see some fast swims.

Closing: Motion to adjourn made by Ray Grant, seconded by Pricilla Davis. Meeting Adjourned at 8:40 pm.

Respectfully submitted,
Judi Lombardi, Secretary
New England Swimming