

-
New England Swimming
Wellesley Community Center - Wellesley, Massachusetts
June 9, 2015 - Minutes - Board of Directors Meeting

Board Members:

Present: Arthur Athanas (YNS), Elise Atkinson (CRA), Matt Craven (SAC), Priscilla Davis (UN-NE), Joe Frazier (UN), Ray Grant (SSA), Nadine Johnson-Jesioneck (UN), Judi Lombardi (NSSC), Laura Matusak (GMA), Paul Memont (UN), Kayla Metivier (EST), Tim Mulvihill (SSYS), Katherine O'Shea (PSC), Rick Osterberg (UN), Kyle Schack (MVS), Chris Sheppard (CRA), Mollie Westrick (KING).

Absent: Joe Bernal (BGSC), Chuck Batchelor (ABF), Marshall Muir (ENVY)

Guests:

Louis Arruda (UN), Lisa Black Sholudko (AAC), Jamie Bloom (WYST), Nicole Carter (EVO), Kathy Dacey (UN), Ken Galica (UN), Carol Healey (NES-Office), Anne Kaufman (PHX), Bob Menck (UN), Chris Morgan (BGSC), Chris Payson (SSC), Mary Riddell (UN), Steve Van DerBeken (MST), Mary Ellen Tynan (PSC), Dan Warner (NSSC)

7:02 pm – Quorum (15/20) Established - BOD Meeting Called to Order by Ray Grant, General Chair

1. **Welcome, Ray Grant:** First, we want to welcome all the newly elected board members.
2. **Secretary's Report, Judi Lombardi:** Minutes for the March 31, 2015 meeting reviewed. Priscilla Davis and Joe Frazier submitted typographical errors. Motion to approve Secretary's report with typographical corrections for 3/31/2015 made by Rick Osterberg, seconded by Matt Craven. *Motion Passes 15-0.*
3. **Treasurer's Report, Joe Frazier:** All current treasury reports as of 6/9/2015 are on file at the New England Swimming Office and available upon request. Motion to approve Treasurer's report made by Priscilla Davis, seconded by Matt Craven. *Motion Passes 15-0. (two board members arriving late)*
 - A. **Increased Subsidy for 15-18 Champ Meets:** A suggested increase of up to \$10,000 for the 15-18 Age Group meet. Ray reported that we cannot vote on it because of our bylaws given the financial nature of the request but it can be heard tonight and Finance can come back in July with a recommendation. Matt said that YNS has stepped up to host the meet and maybe a sliding scale would work because we do not know our swimmer commitments nor do we know the impact the NC meet will have on attendance. Rick O. stated that we should have a parameter instead of a sliding scale. Ray stated that if you want to weigh in on the decision, contact Finance and they can meet prior to presenting at the next meeting.
 - B. **Zone Stipend per Coach:** Mary Ellen Tynan is requesting a stipend for all coaches joining the zones team. Currently the head coach gets \$500.00 but would like the assistant coaches to get \$250.00 each because it takes a lot of time away from their paying job to work with the zones team. Due to the financial aspect, no vote will be taken and finance will review and recommend.
 - C. **Fundraising Policy:** Arthur drafted a policy to set and establish guidelines as safe guards for New England Swimming. If any fundraising event is under NES names, then NES has to know what their logo/name is being attached to. Read it over and any concerns to Finance Committee. Ray added that we have a fiduciary responsibility to have one in place. Nadine asked for clarification on whether there will be a form/application process. Carol stated that once the policy is approved then we will have a form for application purposes.
4. **Appointments to the Board, Ray Grant:**
 - a. Due to our current bylaws, we have the ability to appoint 4 At-Large members. However, at the National Level, they are looking for more prominence for Safe Sport Coordinator to be a voting member. He also believes the Officials chair should be a voting member. Rick and Ray will meet with the Governance Committee to review present bylaws and plan a HOD meeting for the fall because they have to also revise bylaws for the Administrative Review Board replacement.

b. **Board At –Large Appointments** are as follows:

1. Paul Memont, Officials Chair – At Large Appointment (UN)
2. Rick Osterberg, Governance Chair (UN)
3. Chuck Batchelor (ABF)
4. Chris Sheppard (CRA)

Motion to accept nominations made by Priscilla, seconded by Matt Craven. *Motion Passes 13-1-3*

c. **Appointments of Committees:** The Age Group, Senior and Calendar Committee will submit their committees for posting on the website tomorrow.

5. Annual Meeting Reports:

a. **Coaches Meeting, Kyle Schack:** We gathered together in groups to discuss SCY Zones. We are looking at possible participation in 2016. Also, we reviewed how the championship meets are set up and possibly eliminating some awards like the IMX. We also elected Marshal Muir as the Junior Coach Rep. Unfortunately; he could not come tonight due to an emergency with his dog. Lastly, our Coach Mentor Program is up and running through December. Steve VanDerBeken was our first volunteer. This program helps to bridge some divides. We are still accepting volunteers and they can chose to meet with whoever they like but only 75% reimbursement/max \$200.

b. **Officials Meeting, Paul Memont:** I attended the National Conference and will have more stats to present at the next meeting.

c. **Meet Managers Meeting, Carol Healey:** It was a meeting for newbies with one for experienced Meet Managers scheduled for September. However, I have gotten 8 requests since then for new Meet Managers so, I may have to schedule another training in the fall cause we are encouraging everyone to learn.

d. **Registration, Rick Osterberg:** Registration went efficiently at the HOD. However, we are exploring changing our balloting procedures for some of the Run-Offs to reduce the repetitive voting while still maintaining fairness.

6. **Inclusion Committee, Nadine Johnson-Jesioneck:** Ray asked that we allow Nadine the floor at this point because she has to leave early tonight. Nadine thanked everyone and reported: We have a lot going on and have held 3 meetings with our 10 members. Our equipment drive was a success and all the items collected were dispersed to community centers in our LSC. In May we attended the Zones Meeting in Virginia Beach where we talked about club demographics and how to ID members. At NE All Stars Heritage Meet, we had a small group in attendance and were thrilled to meet Cullen Jones. Two of our members were selected to participate in an exhibition swim against him. We have the Eastern Zone Summit coming in which we will have 3 athletes, 2 coaches and myself attending. We are also establishing a Outreach Grant Program to reach out to other states and support them. The committee will review the grant proposals and have BOD approve. We already have \$3,000 budgeted for this endeavor. Each grant will be \$1,500 and we are looking for feedback on our draft proposal at the July meeting.

7. **Technical Committee, Laura Matusak:** Laura presented 6 new motions for proposed legislation:

TEAM CODE OF CONDUCT VIOLATIONS MOTION #1

Moved by Laura Matuszak, seconded by Rick Osterberg.

Change the following sections of the New England Swimming Rules and Regulations for Competition:

II. SWIM MEET POLICIES AND PROCEDURES

N. After Running a Swim Meet: Guidelines for Submitting Meet Results to the NES Office:

5. Grievances

a. Teams who do not wish to have permanently prohibit specific teams in from their meet(s) must file a formal complaint with New England Swimming that is approved by the Administrative Board of Review. *Review Board.*

b. Teams who have complaints about host teams and the meet hosting policies must file a formal complaint with New England Swimming that is reviewed by the Administrative Board of Review. *Review Board*

c. Teams who wish to temporarily prohibit specific teams from their meets due to peer

unacceptable coach and/or athlete behaviors must report the team to the New England Swimming Office using the Meet Evaluation Form.

i. The report must include the name of the person making the report as well as the name of one witness who can corroborate the report.

ii. Upon ~~the~~ a first report, the offending team will receive a written warning from the New England Swimming Office.

iii. Upon ~~the~~ a second report, the offending team will be prohibited from attending the host team(s) meets for a period of 12 months.

iv. Upon ~~the~~ a third report, the offending team will be referred to the Zone Board of Review for further consequences.

v. Offending teams may not be prohibited from New England Swimming End-of-Season or Championship Meets without a Zone Board of Review or a legal order.

vi. Offending teams may appeal their meet prohibition through the New England Swimming Administrative ~~Board of Review~~ *Review Board* and/or the Zone Board of Review. This policy will take effect on September 1, 2015.

Discussion:

Motion #1 to change typo/clarification errors made by Rick, seconded by Matt-*Passed 17-0-0*

Motion #2 to amend word "poor" to "unacceptable" made by Laura, seconded by Rick. – *Passed 17-0-0*

Kyle Schack asked why only a written notice at first. Laura responded that the committee wanted to not be just punitive but also educational. Matt stated that it will be appealed. Tim M asked if total complaints are from just one team or multiple teams. Laura explained it is the total # from any team.

Motion with amendments passed 17-0-0

CUT PROTOCOL CLARIFICATION MOTION #1

Moved by Laura Matuszak, seconded by Rick Osterberg.

Replace the following sections in the New England Swimming Rules and Regulations for Competition:

II. SWIM MEET POLICIES AND PROCEDURES

K. Meet Entry Policies

1. General policies for all meets

h. Allowable cut protocols for New England Swimming Calendar Meets:

i. For meets using the 75%/ 25% entry policy:

(a.) Teams included in the 75% *including the host team*, may be asked to cut each athlete to 4 events in the session.

(b.) Teams included in the 75% *including the host team* may be asked to cut relay events.

ii. For meets using the FCFS entry policy and for teams included in the 25% of the 75%/ 25% entry policy:

(a.) Teams may be asked to cut each athlete to as few as 3 events in the session.

(b.) Teams may be asked to cut relay events.

(c.) Entries may be cut by time or to a specific number of heats for specified events.

iii. All cut protocols must be clearly stated in the Meet Announcement.

Re-letter items under

1. General policies for all meets to accommodate these new items.

This policy will take effect on September 1, 2015.

Discussion: Ray asked reason for this policy now. Laura stated that it was just for clarification because current policy not specific enough. Matt asked if requirements include the host team.

Motion #1: Matt Craven made motion to amend 75%/25% policy to include host team. Laura seconded it. *Motion passes 14-1-2*

Motion #2: Chris Sheppard motions to amend First Come First Serve Policy to also include host team. Seconded by Joe Frazier. Ray asked if we are asking too much for host teams who need parents to work. Rick Osterberg said that host teams need to plan better. Judi stated that it is not that easy to always fill lanes for timers, so limiting to 3 events would require parents to be stuck working sometimes hours after their swimmer is done.

Motion #2 defeated 5-9-3

Motion to Accept Original Motion with first amendment passed 13-2-2

CALENDAR PROTECTION MOTION #1

Moved by Laura Matuszak, seconded by Rick Osterberg.

Change the following sections of the New England Swimming Rules and Regulations for Competition:

II. SWIM MEET POLICIES AND PROCEDURES

F. Calendar Protection

New England Swimming will continue to protect the dates of the New England Swimming Annual Meeting, or other HOD meeting, the New England Swimming Award Banquet, and the “end of season” meets—New England Regional Meets, New England Silver Meets, New England 12 and Under Age Group Championships, New England 13 and Over Age Group Championships, New England LCM Open Championships, New England Senior Championships, and the New England Long Course Age Group Qualifier Meet(s) (with the exception as printed below). No meets will be sanctioned or approved on these dates. This policy will be printed on the meet bid form. There should be one “end of season” meet (either long course or short course) for swimmers below the age group championship level to be held in the long course season. This meet could be held the weekend of the Open Meet. There would be some conditions: a separate session for 8 and Unders, swimmers with one or more open cut could not swim that event(s) at the meet, and the team hosting the meet would still be required to meet their work assignment at the open championship if it were held on the same weekend.

1. Sanctions and Approvals on Protected Dates If the dates are protected dates, as identified on the New England Swimming Calendar, no meets will be sanctioned or approved, unless it is the Bay State Games competition, in which case the meet can be approved or observed.

This policy will take effect on September 1, 2015.

Discussion: Ray stated that he doesn't understand how we can say you can't host a meet the same weekend even after supporting the LSC all year long. Kyle agreed with Ray and feels like this policy really tells teams where they have to send their athletes. Mollie stated that it is important that athletes go and support the championships. Louis Arruda stated that it deprives most kids of an opportunity to swim. Steve VanDerBeken agreed as well and stated that their NH Association has brought this issue up before stating that this is only good for a handful of athletes.

Motion passes 10-5-2

MEET SURCHARGES MOTION #1

Moved by Laura Matuszak, seconded by Matt Craven.

Change the following sections of the New England Swimming Rules and Regulations for Competition:

II. SWIM MEET POLICIES AND PROCEDURES

J. Meet Entry Fees, Surcharges, Awards and Subsidy Policy

2. Entry fees:

	Calendar Meets	Championship Meets
Individual Events	\$5.00	\$7.50 \$8.00
Distance Events	\$5.00 \$7.00	\$7.50 \$8.00
Non electronic entry	Add .50 per event	Add .50 per event
Relays	Up to 4 x IE	\$25.00
Time Trials	\$5.00	\$10.00
Travel Fee per swimmer	\$1.00	\$2.00
Participation Fee per swimmer	Up to \$10.00	\$10.00

A team may charge less than the approved fees, but the surcharges remain the same.

This policy will take effect on September 1, 2015

Discussion: Tim asked why does it need to be increased. Laura stated because of the reduction of 1 per lane, this will cover extra costs. *Motion Passes 15-0-2*

DISTANCE MEET STIPEND MOTION #1

Moved by Laura Matuszak, seconded by Priscilla Davis

Change the following section to the New England Swimming Rules and Regulations for Competition:

II. SWIM MEET POLICIES AND PROCEDURES

J. Meet Entry Fees, Surcharges, Awards and Subsidy Policy

11. Distance Meet Subsidies: Teams that run Distance Meets (see definition of Distance Meet) may apply for a distance meet subsidy of \$300 \$500.00. Clubs that host a sanctioned Calendar Meet that is not a Distance Meet, but which contains one or more sessions in which all events are 400 yards or longer, will be eligible to receive a \$150 \$250.00 subsidy. At least one distance session must have a separate warm-up period no less than 30 minutes in length and the session must run no less than 2 hours in length, after scratches, not including the warm-up period.

This policy will take effect on September 1, 2015

Discussion: None *Motion passes 15-0-2*

4-HOUR RULE MOTION #1

Moved by Laura Matuszak, seconded by Priscilla Davis

Change the following section to the New England Swimming Rules and Regulations for Competition:

II. SWIM MEET POLICIES AND PROCEDURES

I. Meet Host and Meet Entries Policy

6. Four Hour Rule

a. **Background** - USA Swimming Rule 205.3.1F reads: "With the exception of championship meets the program in all other age group competition shall be planned to allow the events for swimmers 12 years and younger to be completed in four (4) hours or less for a timed finals session or in a total of eight (8) hours or less per day for a preliminaries and finals meet."

b. **Application:** Meets Exempt from the "4-Hour Rule" are:

- i. End of Season Regionals/Qualifiers/Championship Meets
- ii. Distance meet where swimmers are notified of the time of their swim.
- iii. Sessions where all of the athletes participating are 13 and Older. No meet session

in New England Swimming may exceed 5 hours.

c. **Penalty for non-compliance** – Any Club holding a meet session ~~subject to the 4-hour rule~~ must run a projected timeline for that session using a 30-second time interval (or 20-second if over/under starting procedure is used); the timeline should be run on the seeded session using the Hy-Tek Meet Manager software.

Any session that exceeds four or five hours is subject to the following fines or penalties unless the session is actually conducted in less than four or five hours as certified on the Post-meet report submitted to NES:

i. Loss of Meet Deposit

ii. \$500.00 fine per session.

iii. Loss of Sanction by the Club for a subsequent meet, or loss of the right to bid on subsequent meets.

iv. The above fines and penalties will be imposed at the discretion of the Administrative Vice Chair subject to review by the NES Board of Directors.

This policy will take effect on September 1, 2015

Discussion: Kyle asked if it applies to championships. Laura stated that they were exempt. Tim stated that the reality is with scratches, many fall under the 4 hours thought. Ray stated that it is clarified at the end of the policy. Arthur stated that the teams won't care if they made a ton of money off the extra swims. Paul Memont stated that unforeseen circumstances do not count against time. Dan stated that NES has an option to look at the meet prior given entries have to be submitted through the NES office. Ray stated that the office often notifies teams to get their meet under control. Carol stated that she has no control if more teams are added in. Rick stated that the meet host is responsible and office helps them but it falls on the host team. Ray stated that it is unenforceable because even if you lose a sanction then the following season, I would just bid on one extra meet. Arthur stated it should be "and" not "or" and upheld with stronger language.

Motion Passes 10-3-4 (one board member left after this vote)

HOUSEKEEPING ITEMS:

- Deck changing definition has been finalized by USA Swimming
- Administrative Board of Review and Zone Board of Review required By-Law changes.

8. Request for Raco Pool, Steve VanDerBeken:

Our Pool, Raco Pool, has been measured as a 55 meter pool, which is about 10 inches too long. In the past, we have been able to utilize an adjustment to allow swimmers to qualify for championships. In our research of USA Swimming policies, it states that they can't be entered in swims but it is up to the LSC to be able to allow us to use those times as qualifying times. Technical denied our request and we are appealing to the board. Last year, we had 400 swims, which turned out 219 cuts without an adjustment. Using the adjustment, we gained 7-10 more swims. Our appeal is for those 7-10 kids so they have a chance to swim at championships. Kyle made a motion to allow the Raco Pool Time Adjustment to be grandfathered in perpetuity. Chris Sheppard seconded the motion. Rational for the motion is that as a LSC, we are limited in our resources in LCM and do not want to deny any swimmers. Chris Sheppard agreed stating that some of his swimmers, that is their only meet. Mollie asked if the conversions were legitimate. Steve stated that they were adjustments, not conversions. Paul stated that if USA won't allow it, then why are we. Laura reiterated that the times won't go into Swims, just used for qualifying times. Ray dated that we have argued for over a year and if we are not going to allow SCY conversions, then why these. Chris Payson stated that he was told he could not host a sanctioned meet in his pool which is 5 ½ inches too long but asked how a 55 meter pool got a sanction. Steve reiterated that we just need the adjustment for 7-10 swims. *Motion Failed 1-12-3*

9. Calendar Report, Matt Craven: Tim has done a great job hitting the ground running to find solutions to any pending issues. Bids are due July 1st.

10. Eastern Zone Meeting Report: The meet has been moved in 2016 to Long Island, instead of Virginia.

11. Long Course Zone Team: Mary Ellen reported that we already have 16 athletes on board for the Zone Team – including 3 select swimmers. A couple of swimmers have asked if they could go from Greensboro to Richmond for Futures. We have allowed them to do this at their own expense. Lastly, we are in need of female coaches. We have 3 males signed up already. July 20th is the deadline to sign up for the Zones Meet.

12. Athlete Report: We want to thank Ali Lie for leading us along the way. It has been great working and learning from her. UMASS is lucky to get her. Mollie made a motion to nominate Kayla Metivier from EST as the Junior Athlete Rep, seconded by Rick. *Motion passes 15-0-1*

13. Committee Reports:

- a. Senior Committee: Chris Sheppard reported for Joe Bernal who could not make the meeting but wanted everyone to know that the Senior Meet is up and all set. We are working on December Cuts now and will be reviewed soon. Also, soliciting bids for a March Senior Meet.
- b. Age Group Committee: Tim Mulvihill reported that they are working on the transition and had our first meeting. We sought feedback on and looking into a progression format and coming up with alternatives. Also, working on cut times and age grouping as an overwhelming degree of people and athletes would like to possibly go back to age groupings. For 2017, looking into participating at the SCY Zone Meet. Lastly, Nicole Carter is working on looking into camps, guests, coach education and other avenues to enhance our LSC.
- c. Safe Sport Committee: Anne Kaufman reported that after her request at the HOD, she received interest from all women athletes. We are now looking into finding a few males to balance the group.
- d. Office: Carol Healey announced that we are at 8,900 members, slightly down from last year. Also, USA Swimming is looking for sites to host Swim Jijitsu. There are specific requirements for those looking to apply. Starting in July, we are hosting an educator series starting in September with Administrative Officials. Then, in October, we will have a Parent of an Olympian present a talk. Then in December, we are thinking about a College Coach Panel.

14. Other:

Carol Healey: Just wanted to say that you are unable to go to the convention then please let us know now so that Ray can select alternates.

Tim Mulvihill: Do we have a P& P for when a meet is going on as to whether a Meet Ref or Host can ask someone to leave? Laura answered yes. .

Lisa Black Sholudko: Thank you to NES officials and athletes for helping me last weekend for Special Olympics.

Closing: Motion to adjourn made by Ray Grant, seconded by Priscilla Davis. Meeting Adjourned at 9:05 pm.

Respectfully, submitted,
Judi Lombardi, Secretary
New England Swimming

*Approved July 21, 2015 at BOD