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New England Swimming
Harvard-Pilgrim Center - Wellesley, Massachusetts
March 31, 2015 - Minutes of Board of Directors Meeting

Board Members:

Present: Elise Atkinson (CRA), Joe Bernal (BGSC), Chuck Batchelor (ABF), Priscilla Davis (UN), Joe Frazier (UN), Ray Grant (SSA), Nadine Johnson-Jesonek (UN), Alison Lie (EVO), Judi Lombardi (NSSC), Laura Matusak (GMA), Katherine O'Shea (PSC), Rick Osterberg (UN), Kyle Schack (CRIM), Chris Sheppard (CRA), Mollie Westrick (KING)

Absent: Arthur Athanas (YNS), Christie Batchelor (ABF), Jamie Bloom (WYST), Carl Cederquist (CRIM), Matt Craven (SAC)

Guests:

Scott Doty (UN), Ken Galica (UN), Carol Healey (NES-Office), Anne Kaufman (PHX), Paul Memont (UN), Chris Payson (SSC), Mary Riddell (UN), Betsy Russell (CRA), Mary Ellen Tynan (UN), Ed Westrick (KING), Dan Warner (NSSC)

7:00 pm – Quorum (15/20) Established - BOD Meeting Called to Order by Ray Grant, General Chair

1. **Welcome, Ray Grant:** Thank you all for coming.
2. **Secretary's Report:** Approval of Minutes for February 3rd meeting. Motion to approve made by Rick Osterberg, seconded by Laura Matusak. *Motion Passes 15-0-0.*
3. **Treasurer's Report, Joe Frazier:** All treasury reports as of 3/31/2015 are on file at the New England Swimming Office and available upon request. Motion to approve Treasurer's report made by Chris Sheppard, seconded by Rick Osterberg. *Motion Passes 15-0-0.*
4. **Calendar Committee, Ray Grant for Matt Craven:**
Ray reported that Matt is unable to attend but sent along information that they are reviewing the SCY season and readjusting the Regional & Silver Sites. LCM Season is all set and posted on our site. Ray also reported that he was contacted by Arthur Athanas who is concerned about the 15-18 meet being undersubscribed this summer. He does not want a repeat of last year and wants to discuss it since the facility has considered pulling it since it is also the same weekend as Juniors and Legends. Because he was unable to attend tonight's meeting, he would like to further discuss with the board the possibility of a stipend or some guarantees in place.
5. **Annual HOD Meeting:** The Annual HOD meeting is set for Saturday, May 2nd at 1 pm to accommodate the Athletes taking SAT's. It is set to be at the Wellesley Community Center. The Coaches' meeting is set to meet between 3-5pm. Ray said all attention will be to keep the HOD meeting to two hours so; the Coaches' can have a proper meeting.
6. **Nominating Committee:** Positions opening up are Treasurer, Age Group Chair, and Technical Chair. Joe Frazier and Laura Matusak have already submitted their names for chairs. Board of Review will also be elected. The election will be conducted exactly as it was last year to keep it transparent and formal. Also, the Coaches' Rep Election will be conducted in a similar, official manner with rules and requirements.
7. **Budget Presentation, Joe Frazier:** Motion to approve by Priscilla, seconded by Rick. Before discussion began, Ray clarifies that he was approached on March 26th by the Coaches and Athlete Reps to include \$70,000 line item to cover the cost of a \$60,000 consultant and an additional \$10,000 for other costs. Ray denied the request because of the late date, the BOD cannot properly vet the financial request. Nadine asked if the Inclusion committee could fundraise. Ray stated that the Finance Committee makes that decision and they have voted to defer any vote to the Board of Directors. Therefore, she could make a presentation at the next meeting. Vote to bring budget to the HOD. *Motion Passes 14-0-1*
8. **Zone Meet Plans, Mary Ellen Tynan:** The plans are in place and vendors booked. Coach Wayne Brewster will be the coach this year. We are a bit concerned about the times this year but we will look at it and talk with Jamie to see if we need to adjust them.
9. **Eastern Zone Meeting Plans:** Set for Virginia Beach. We need to make our hotel plans and attendees by this weekend to make sure we are properly represented.

10. Committee Reports:

- a. **Age Group Committee, Jamie Bloom:** Unable to attend but reported that all times are done and posted on New England Swimming.
- b. **Senior Committee, Joe Bernal:** Standards and sites are set. We are in the process of finishing up the meet info. We are in good shape.
- c. **Officials Committee, Paul Memont:** USA swimming has weighed in on the Deck Changing Rule, where some sites have tried to make the officials or meet directors responsible for kicking out the athletes in violation. USA Swimming has stated that it is the Coach's responsibility to fine their own team for any violations of this policy. In addition, the girls who walk around on deck with their straps pulled down on the fast suits are in violation of this rule which states "in whole or in part". No penalties have been established yet. Also, we will have a Referee and Starter session at the Annual Meeting. We are still having a problem with improper behavior from Coaches towards Officials. We are in jeopardy of losing good officials if we can't curb this type of behavior. Lastly, the officials have talked and would love to bring a sectional-level meet to the LSC. Ken Galica is looking at all the possibilities since the zone is planning on voting in September for the site for the Sectional meet. The commitment is a two-year cycle. They would like to know the protocol on proceeding with this possibility. Ray stated that if they find a team willing to host it then go for it but did say that during an Olympic year, USA swimming does not typically support a SCY Sectional Meet and in New England,, we have difficulty fulfilling the warm up and warm down requirements for a LCM meet.
- d. **Coaches Report, Kyle Schack:** First, he will make it a point to address the coaches and place it on the agenda because acting out against officials is an unacceptable action. Ray also noticed some aggressive behavior towards officials in the form of mumbling and snarky comments. Also, the coaches want to know why at the July NSSC meet can't use times for Zone cuts. Ray said that he has no problem asking the zones committee but is 95% sure they won't allow them. Mary Ellen confirmed that she spoke with someone over there and they said it is almost impossible to allow them. Kyle stated that it doesn't hurt to ask.
- e. **Inclusion Committee, Nadine Johnson-Jesionek:** Last two meetings have been dedicated to outline goals and how to accomplish them. After initial meeting with Finance Committee, they expressed concern about barriers and want to bring all athletes together. As a committee, we are working on recommendations to present to the Finance Committee. On March 4-5, we hosted a coach's clinic for inner city leagues. Thank you to Nicole Carter (EVO), Mat O'Brien (NSSC) and Carl Cederquist (CRIM) for facilitating our clinic with topics such as program structure, building your team, practice priorities and stroke drills & workouts. Of the 17 coaches in attendance, 12 have indicated a desire to become a USA Swimming Coach. Lastly, some dates to remember are April 25th for Water Safety Day, May 15th for International Water Safety Day, Equipment Drive at Annual Meeting again and June 25-28 is the Zones Diversity Camp.
- f. **Safety Committee, Priscilla Davis:** Priscilla reported that she recently witnessed swimmers using these pulley things during unsupervised warm ups. Within minutes of observing this, one snapped and a male swimmer was 2' from joining the girls team. I would like to address this since I view it as dangerous and I am liable. Paul Memont assured her that the rule is no equipment allowed during supervised warm ups.
- g. **Safe Sport, Anne Kaufman:** On Feb 8-10, Anne and Betsy Russell attended the Safe Sport Leadership Conference. Over 4 sessions, we were able to learn about effective hiring practices, identifying what works and doesn't work within a team structure, and the caution for everyone over mixed-use facilities. The overall theme was that we need to be more diligent to get in front of the issues and LSC support is vital to making this happen. In June, USA swimming is holding a conference that we are unable to attend, so, we have put a request to have a mini version of the workshop here in late June.
- h. **Athletes Report:** We are very excited to have sent out our first newsletter. We encourage everyone to view it online if they haven't seen it. Thank you to Carol and Mary Ellen for helping us.

11. Office Report: Our membership is down 500 with 8,300 athletes right now and 1,000 non-athletes. Mary Supple from Boston 2024 Committee just reached out to us for info. Lastly, we are working on a Banquet Speaker but have nothing concrete right now.

12. Other Business:

Rick Osterberg: April is Learn to Swim Month for Adults. Contact me if interested in getting involved.

Laura Matusak: The Technical Committee is setting up a new meeting and if you have input or concern for us to address, please contact me via phone or email.

Chuck Batchelor: Back in 2006, we got a call from Dan & Tony offering Elizabeth and I a chance to get as many LCM swims in. Currently, Holyoke's Erin Voss is a talent that is in position to be able to do great things. Her coach, Nick, is fairly new and as an LSC I would like to see if we can help with similar offers to raise her profile and awareness. She is currently 1.5 seconds off world time now.

Chris Sheppard: It is not ok for coaches to yell at any official but want to know how we can hold teams to a higher standard addressing issues such as, multi dolphin kicks on breast stroke pullouts.

Joe Bernal: Just want to clarify that Dan's July meet, can we include times for a time trial? Ray responded with no, but time trials will be offered at Age Groups and you don't have to be in the meet.

Mary Ellen: We need 4-5 coaches for zones and preferably a few female ones.

Carol Healey: So far 22 NES Swimmers currently have Olympic Trial Cuts (42 cuts in all).

Ray Grant: Can technical review again the 75/25 rule? Does NES have a right to tell a team?

Nadine Johnson-Jesionek: April 13th is sign-ups for the Memorial Day Black Heritage Meet. Spread the word.

Closing: Motion to adjourn made by Priscilla Davis, seconded by Chris Sheppard. Meeting Adjourned at 8:30 pm.

Respectfully, submitted,
Judi Lombardi, Secretary
New England Swimming