



NES BOARD OF DIRECTORS MEETING MINUTES – Tentative

Tuesday, November 15, 2022

via Zoom and in the Office: 1241 Highland Ave. Rear

MISSION: To provide opportunities for all to achieve their highest potential in competitive swimming.

ATTENDANCE

Board Members: (11) Betsy Russell (UN), Patrick Hunter (UN), Bill Glass (UN), Jonathan Castaldo (CRA), Susan Pascale-Frechette (BGSC), Scott Ellis (UVAC), Elizabeth Antenucci (LIFE), Noa Chambers (ATST), Rhi Jeffrey (ATLA), Jason Chung (ICMY), Jesse Ford (YMNT)

Board Members absent: (3) Alessandro Eramo (BYB), Greg Gowern (PHX), Kenzie Driscoll (CS)

Guests: (14) Carol Healey (UN), Jenelle Dolan (ESC), Nate Chessey (USA Swimming), Nadine Johnson- Jesionek (UN), Nick Rice (ABF), Caitlin Grant (BGSC), Mike Spring (CRIM), Matt Soska (UN), Kelty White (CRIM), Ken Galica (UN), Ashley Ellis (UVAC), Lisa Black Sholudko (UN), David Sapozhnikov (CRA), Moriah Tyrrell (UN)

1. Welcome - Betsy

2. Consent Agenda - Approved minus pulled reports Pulled reports in RED

Secretary's Report

- Approve July 2022 and September 2022 minutes

Athletes

1. Starts and Turns Clinics

- a. A portion of the AEC is working on bringing back Starts and Turns Clinics for athletes ages 13&U
- b. Possible dates for our first clinic at BSI are Dec 4, March 12, and March 26
- i. Will be sending a poll out to our AEC to see which date works best for everyone

2. Athlete Leadership Summit

- a. Meeting with the Leadership Summit planning subgroup of the AEC on November 6th to discuss further steps; meeting minutes were sent to Rhi
 - i. Possible date is Sunday, Jan 29; AEC liked the idea of having 1 day with 60 people
 - ii. David, Noa, Lucy, and Amelia will be reaching out to the following coaches for the Coaches Panel respectively: the Harvard Women's coach, UMass, Brandeis, and Williams
 - iii. Possible venues discussed: BC, Simmons, the previous banquet venue, or a high school room
 - iv. Thoughts and suggestions were shared regarding merch (participants having bags, possibly caps, possibly leftover merch from top 10), supplies (a booklet), Rise Against Hunger, ice-breakers (suggestion for more well-known ones), the board presentation (suggestion for shortening it, but possibly having Moriah, Betsy, Rhi, and athlete members there), and the application process (perhaps making it shorter and prioritizing people who haven't participated in it last year)



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3. Social Media

a. Elizabeth is the point person for Instagram updates and we are working to increase our social media presence following the change in policy

i. She has been collaborating with the Safe Sport Committee and the DEI Committee to get new information out about a new NES Safe Sport logo, monthly Safe Sport quote DEI events, water safety days, etc

ii. Weekly college commitment posts have also been started to recognize more of the achievements of NE’s swimmers; the first weekly post was posted yesterday

Finance Vice Chair

(submitted by Bill Glass)

The Finance Committee has met to continue work in progress on subject matter: NES 2022-23 Meet Reimbursement Policy. After some deliberation, it was determined that a cross-functional small task force would address the matter as the scope of decision making was not purely financial. Kelty Whitworth White volunteered to lead the task force and to research other LSC ‘policies’ in this area. Several coaches, committee chairs and others served on the task force (including Rhi Jeffrey, Nick Rice, Jon Castaldo, Matt Williams, Matt Craven, Patrick Hunter, Bill Glass, and the NES Office staff). Findings and resulting recommendations are to be presented to the Board, scheduled for November 15, 2022.

• **Treasurer**

New England Swimming Treasurer Report

November 10, 2022

ACCOUNT	9-Sep-22	Nov 10 2022	Difference
Checking acct	\$ 1,218.04	\$3,911.54	\$2,693.50
<u>Business Operating Account</u>	\$ 21,661.55	\$69,351.28	\$47,689.73
Bob Menck Fund	\$ 5,960.00	\$ 5,960.00	\$0.00
<u>Business Advantage Sav -</u>	\$ 336,668.97	\$324,691.18	(\$11,977.79)
<u>Total readily available cash</u>	\$ 365,508.56	\$403,914.00	\$38,405.44
Priscilla Fund- restricted	\$ 9,417.66	\$9,418.23	\$0.57
First Western Investment -	\$ 425,897.56	\$409,959.90	(\$15,937.66)
Total:	\$ 800,823.78	\$823,292.13	\$22,468.35

Submitted by: Carol Healey



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Registration

SWIMS 3.0 continues to be a challenge, but we are learning more each day. At this time I am unable to provide an accurate count of registration numbers, but hopefully that information will be available to us soon.

Team Registrations

All teams and all satellite teams must register through USA Swimming separately from NE Swimming.

To date: 35 teams have completed their registration with USA Swimming
 42 teams/satellites have completed their NE Swimming registration.

New Teams for 2023:

ADDI- a team located in Vermont that has been registered in the Adirondack LSC for many years. This year they have changed their club affiliation to New England.

MIDD- a team from Middlebury College that has been dormant through COVID. They have renewed for 2023

ABF Maine- A team from Maine is joining with NE-ABF to become ABF Maine. This will go into effect in 2023

GATOR Maine- A team from Maine is joining with NE- Gators to become Gators Maine. This will go into effect in the next two weeks

Coming soon- 3 more teams are in the development stages; one in RI, one in MA and one in VT

Performance & Development Vice Chair

The calendar committee has been working very closely with the Performance and Development vice chair as well as the age group and senior committees on finalizing details for championships. Due to the new look of the schedule and needs for facilities to support it, things have taken a bit longer than we would have hoped.

All end of season time standards should now be posted on the NE website, and we want to recognize two people for making this happen. Thank you to Nick Rice for taking a lot of time analyzing years of data in order to make this process easier moving forward. Also a thank you to Caitlin Grant for working with Nick to get the 8&U cuts and B championship cuts done. I think it is really awesome that we are bringing more focus to our younger swimmers as well as taking out time to really look at how the LSC is moving forward to ensure we are still taking good care of our older swimmers.

Below is an outline of each end of season championship meet and what our Performance and Development branch (in tandem with Senior and AG) hope to accomplish with each one:



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December Regionals: This meet is meant as a mid-season LSC meet for any athletes that do not make Senior Championships. Cuts will be Senior level and down and we really want to view this as a mid-season rest meet for athletes that can attend.

Seniors: This is the mid-season and highest level of meet for Senior athletes within the LSC.

Silvers: This is now a meet that is meant for anyone who has not qualified for the B Championship or Age Group end of season meets. The top end cuts for this meet will be the B Championship cuts as athletes here should really focus on achieving that meet. If you are going for an Age Group cut please use the qualifying meets the following weekend to go for these cuts.

11-14 Age Groups: This meet is for any athlete that achieves a cut standard. This is the highest level age group meet offered in the LSC.

15-18 Age Groups: This will take place on the same weekend as B Championships. This meet is meant as an end of season meet for our 15-18 athletes.

B Championships: This meet is meant to provide a championship meet structure and environment similar to what Silver championships used to be at the end of the season. Athletes who just miss making Age Group Championships will now have a trials/finals end of season meet with all that it entails. Athletes will be walked out, announced and be given awards. The goal is to allow more athletes the opportunities to take the next step and experience these end of season structured meets.

**Special note on 11-14 championships: Our original host facility fell through after bids had already been accepted and processed. Due to this, the calendar committee and the age group committee put out a new request for bids for the 11-14 meet. On Monday November 7th, both committees met with the two teams who put in new bids and came to the mutual decision to move the meet to the BSI pool with CRA as the meet hosts. Calendar asked the Age Group committee to be involved and vote due to conflict of interests from most of the voting members of the committee.*

- **Senior Committee**

From Senior Chair Nick Rice:
Committee Members

- Ray Grant BGSC
- Jay Craft, KING
- Harrison Hollingsworth, SOLO
- Greg Gowern, PHX
- Abigail Gowern, PHX

The next committee meeting for the Senior Committee will be Monday, 21st of November.

- **Age Group Committee**

From Age Group Chair Caitlin Grant:

Much of the work that has been done over the past two months has centered around finalizing Championship meet time standards and locations, as well as solidifying the format of the Regional Meets, which will be held in early December. At this point, time standards are posted for all end-of-



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season meets, and we are excited to see how the incorporation of a multi-year data analysis (thank you, Nick Rice!) is reflected in this year's qualifiers/championship meet participation.

Moving forward, the Age Group committee (members listed below) will be focused on finalizing formats for Silvers, Age Groups, and B-Championships, with the goal of creating an engaging environment for high performance. We also plan to take a look at New England Swimming's participation in and selection for Zones, as that has been raised by members of the committee as an area of interest.

- Alessandro Eramo, BYB
- Andy Shields, ATST
- Nicole Ciancarelli, SOLO-NH
- Dai Tran, SSC
- Addison Abreu, BGSC (athlete)
- **Calendar Committee**
Report included in P&D Report

Operations Vice Chair

The past two months have been extremely busy in the Operations Division as our committees continue to take shape and get to work. I am very excited about the group of committees that we have put together and am ever-appreciative of the chairs and their hard work.

My primary focuses over the past month have consisted of the following:

Program Operations

- 1) Committee Chair Support- I continue to interface with the various Committee Chairs within the Operations Division so as to help facilitate the continued success of these committees as they work to plan the following year's activities. At this time, the majority of committee appointments are finalized. Please refer to the respective reports of the Committee Chairs for more information on each Committee's work.
- 2) Championship Meets- I assisted in the review of the Meet Announcement templates for the December regional meets and the December Senior Meet. At this point, the December meets are sanctioned. I will continue to assist in this process for the February and March meets.
- 3) Competition Manual- A number of areas of the Competition Manual are in need of update. I initiated discussions with the Administrative Vice Chair, Performance and Development Vice Chair, Sanction Chair, and Registrar to begin the process of designing updates. It is my hope to have a number of proposed amendments ready by the January Board meeting.

Please always feel free to reach out with any questions, comments, concerns, or suggestions. I am here to serve you!



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Respectfully submitted,

Patrick Hunter

Phunter.usaswimming@gmail.com

612-845-3031

- **Officials Committee**

The New England Swimming Officials Committee has finalized its members with the following volunteers serving on the committee:

- Jerry Carter
- Korryn Cartwright
- Lucy Chivers
- Ken Galica (Chair)
- Derek Helmer
- Paul Memont
- Jessica Workman
- Hope Xayaveth

While early in the registration process, we are pleased to report we currently have approximately four hundred and fifty-nine (459) for 2022 and 2023 combined. While little information is presently available as to the breakdown (i.e., stroke and turn officials, starters, administrative officials, referees and administrative referees), we expect to continue our current practices to recruit and train new officials, retain our existing officials and to advance the skills and certifications of our current roster of volunteers.

As before, the transition to SWIMS 3.0 has been and continues to be challenging due to the limited functionality and applications. However, USA Swimming continues to indicate OTS (the Officials Tracking System) will continue rolling out new functionality in early December but trying to track new officials, their completion of requirements and eligibility to officially serve on deck remains a challenge. Notwithstanding, the New England Swimming Officials Committee will continue our mission to recruit new stroke and turn officials along with advancing others to the roles of starter, referee and administrative official. We will also continue our efforts to retain the existing officials and find new ways to ensure their experience and knowledge stays in New England for the benefit of the swimmers and coaches in the LSC

Over the past few weeks the New England Swimming Officials Committee hosted seven (7) training events for our new and recertifying volunteer officials. These included two (2) stroke and turn clinics, two (2) starter clinics, two (2) clinics for administrative officials and one (1) referee clinic along with a stroke and turn clinic and referee clinic for our colleagues with Maine Swimming. In addition there have been a number of other stroke and turn and starter clinics, both in person and via Zoom, that have been posted to the New England Swimming calendar and hosted by various individual clubs. We



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encourage any team interested in hosting a clinic(s) to reach out to me at kennethgalica@gmail.com or 978-808-0328, or any committee member, and we will help arrange for a facilitator.

Finally, championship season is fast approaching and the Officials Committee will be working with our volunteer officials to identify and arrange for the Meet Referee, Administrative Referee and Team Lead Chief Judge for each of the four (4) championship meets. The Meet Referee for the 2022 New England Swimming SCY Senior Championship at Brown University hosted by Gator Swimming December 15th to 18th, 2022, will be Patrick Johnstone along with Greg Gowern as the Administrative Referee. The Meet Referees, Administrative Referees and Team Lead Chief Judges for the New England Swimming 10 & Under Championship hosted by Crimson at the University of Rhode Island February 17th to 19th, 2023, the 11 to 14 Age Group Championship March 3rd to 15th, 2023, and the 15 to 18 Age Group Championship hosted by Crimson at Worcester Polytechnic Institute March 10th to 12th, 2023, have been identified and pending approval.

In the coming month the Officials Committee also anticipates a continued outreach effort to coaches and the clubs of New England Swimming to offer our services to recruit, train and/or retain volunteer officials affiliated with their club.

Respectfully submitted

Ken Galica

- **DEI**

The DEI committee has added many new members to the conversation.

Assigned roles to members to help organize progress.

Water Safety Days:

-Triton High School Water Safety Day at Ipswich Y on Saturday November 19th from 2pm-4pm.

-Triton High School swim team is running the event. Approached DEI Chair Jesse Ford and Moriah Tyrell about hosting one.

-Pods Swim School reached out to DEI Chair Jesse Ford and Moriah Tyrell about hosting a Water Safety Day in November, but received an update that they would be able to host in April. Pods said they would re-reach out in January.

DEI Fellow's Conversation: November 6th @ 4 pm

The DIA Athlete Fellows will be hosting a "Casual Conversation: Sharing the Athlete Voice", surrounding Diversity, Equity and Inclusion (DEI) in aquatic spaces. We will host two sessions at the same time: one for high school athletes and another for college athletes. This event will be an open and safe place for aquatic athletes to discuss their views and experiences around DEI in their sporting disciplines. Athletes from different sports can come together and relate with each other.



- **Safe Sport**

Safe Sport Committee Briefs:

During the fall of 2022, The New England Safe Sport Committee worked on implementing the information to the New England Swimming Community:

A monthly educational and inspiring quote to the NES coaches posted on the NES social media sites

Safe Sport Bell heats at NES meets. The heat winner must answer a safe sport question and will receive a prize

Informing the community about USA swimming safe sport workshops for both the parents and athletes. The next workshop is on 12/7 for parents and 12/8 for athletes

Once swims 3.0 is updated and available for teams to complete their SSRP. Reach out to teams to encourage them to complete the SSRP recognition program. NES is at 44.3% complete

A new Safe Sport logo has been created and has been updated with NES

- **Safety**

Coaches Committee

Coach Committee Update:

The coach committee met for the first time on September 21st.

Some of our goals for the year include:

- Build relationships in communication for coaches within our LSC with coaches reps as liasons.
- Continue to grow the committee, encouraging both new and veteran coaches to attend meetings.
- Update the committee on board meetings.
- We encourage all coaches to share information from your local area.
- Put together ideas for coach education within our LSC.

Governance

Primary focuses over the past month have consisted of the following:

- 1) Committee Appointments- At this point, nearly all Committee appointments have been finalized. A listing is available on the NE Swimming website. [New England Swimming LSC - Committees \(teamunify.com\)](https://www.teamunify.com)



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- 2) Committee Meeting Notice- The Governance Committee has submitted a proposal to allow a provision for Committee meetings to be held on three days notice, for emergency-type situations only. This is in-line with the notice required for an Executive Committee meeting.
- 3) Committee Meeting Scheduling- Please be cognizant of including your athlete members when scheduling Committee meetings. Remember that some athletes may be unable to attend meetings during the school day. Please make every effort to schedule meetings at times that are inclusive and supportive of athlete participation.

Respectfully submitted,
Patrick Hunter

Pulled Reports from Consent Agenda

Athletes- Betsy pulled

For Athlete Summit, the dates selected, I am unable to attend that weekend. I have a meet to work at.

2. All committees are required to have 20% athlete reps on our committees. Reminder to schedule meetings when athletes can attend. Meetings during the day might be impossible for athletes to attend. Please be aware of this so that we can make sure to include all athletes that want to be involved.

Question - How were people notified that they were on the committees?

Patrick- this was facilitated by the committee chairs with the advice and consent of the General Chair, leadership. It has been a rolling process.

3. Due to the fact that we are a non-profit, many spam emails come from our posted (fake) emails. If you receive a spam that looks like it did not come from her, it did not. Just delete.

Remaining Consent Agendas Approved Unanimously

3. National Meet Travel Support - Kelty



Athlete National Meet Travel Support Program

Purpose

In its annual budgeting process, New England Swimming allocates funds to help its athletes with the expense of participating in designated USA Swimming National Championship Meets. The National Meet Travel Support Program provides this financial support to help defray the cost of lodging and transportation for its participating athletes.

Athlete Eligibility

The following criteria must be met for an athlete to be eligible for support:

- An athlete must have been registered in New England Swimming for at least six months prior to the meet for which support has been requested, and currently competing and training with a chartered New England Swimming swim club.
- If an applicant received, or will receive, travel support from other sources for the designated meet for which they are seeking support, such amounts must be declared on the application and New England Swimming will deduct such funding before support is finalized. If this information is not disclosed on the application, the athlete will remain ineligible for funding from this program in the future.
- An eligible athlete must qualify for and compete in an individual event at the meet for which support is being requested. No relay only or time trial swimmers are eligible.
- An athlete is eligible for support from the program through the conclusion of the long course season during which they have graduated from high school.
- No athletes participating in collegiate programs are eligible for support, except for collegiate swimmers representing a chartered New England Swimming club at Olympic Trials.

New England Swimming Meet Participation

The following New England Swimming meet participation level must be met for an athlete to be eligible for support from this program:

- An athlete must fully participate in a total of five New England Swimming sanctioned calendar meets during the twelve (12) month period immediately preceding the meet for which they are requesting support. Full participation in the SCY or LCM New England Senior meets will count as two meets towards the five calendar meet count.
- “Full participation” cited above means participation in all or at least two days of competition and at least one individual event at each day of the meet. In the case of a one-day meet, full participation means at least two individual events. This restriction does not apply to a one-day distance meet.

Designated Competitions (September 1, 2022 – August 31, 2023)

The designated competitions and support levels were voted by the Board of New England Swimming at its meeting on November 15, 2022. As a reminder, to be considered for support for a designated competition, eligible athletes must compete in one or more individual events. Time trial events, relays or “relay only” athletes are not eligible.

SHORT COURSE SEASON

(September 1, 2022 – March 31, 2023)

MEET	DATES	LOCATION	MAX
2022 Toyota U.S. Open	November 30 – December 3, 2022 (4 racing days)	Greensboro, NC	\$700
2022 SCY Speedo Winter Junior Championships (East)	December 7 – December 10, 2022 (4 racing days)	Greensboro, NC	\$600



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LONG COURSE SEASON

(April 1, 2023 – August 31, 2023)

MEET	DATES	LOCATION	MAX
2023 Open Water Nationals	April 21 – April 23, 2023 (3 racing days)	Sarasota, FL	\$500
2023 Phillips 66 National Championships (International Team Trials)	June 27 – July 1, 2023 (5 racing days)	Indianapolis, IN	\$1,000
2023 TYR Pro Championships	July 26 – July 29, 2023 (4 racing days)	Irvine, CA	\$700
2023 Futures Championships	July 26 – July 29, 2023 (4 racing days)	Richmond, VA	\$150
2023 LCM Speedo Junior National Championships	July 31 – August 4, 2023 (5 racing days)	Irvine, CA	\$875

U. S. PARALYMPIC MEETS (2022 – 2023)

MEET	DATES	LOCATION	MAX
2022 California Classic	2022	Yucaipa, CA	\$300
2023 Jimi Flowers Classic	2023	Colorado Springs, CO	\$300
2023 Adaptive Sports – USA Jr Nationals	TBD	Eden Prairie, MN	\$300

Application Process

- All designated competitions must have an application submitted within 30 days from the last day of competition with all receipts and required documents attached. Incomplete applications will not be accepted.
- Support levels listed above are the maximum amount a swimmer is eligible to receive for that designated competition. Expense receipts submitted (for lodging and transportation costs only) must equal or exceed the amount of requested support for a designated competition.
- The SWIMS database will be used for proof of competition in the meet being applied for, as well as proof of New England Swimming calendar meet participation.
- If a club is submitting for a meet on behalf of their athletes, one application must be submitted with the name of every athlete seeking support for that designated competition. The check will then be made payable to the club.
- Please contact the New England Swimming Treasurer, Carol Healey (newenglandswim@gmail.com), with any questions.

Thank you to everyone that was involved in the focus group : Bill, Patrick, Jonathan, Rhi, Nick, Matt W., Matt C., and Carol, Jenelle, Moriah from the office

We started by thinking about our mission. This policy was developed to support our elite level athletes who need to travel out of our LSC to attend National level meets.

We researched other LSC’s policies. No standard procedure. The group took into consideration how others have their policies set up when deciding what would work within the NE LSC. This was previously titled a Reimbursement policy. The name was strategically changed to Athlete Support Policy. The goal is to support our National athletes.

Any questions?

Each fall the template will be adjusted to reflect the current meets offered within the next calendar year.



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Is there a cap? *Kelty- Not in the recommendation*

Is there a budget for these meets? So each meet would have a certain amount of money allotted and when the money is gone, reimbursements would end?

Bill- the idea is to keep this open-ended for now. We may have to adjust down the road.

To be clear, we are picking one of each kind of meet?

No- USA Swimming has changed their offerings of meets and their names. So this policy reflects what is offered in the next calendar year. Nick- because there is an International Team Trials in June- meets leading up are adjusted. We are not supporting the TYR Pro Series meets. We are only supporting the one in July which replaces the National meet. We are only supporting the Futures meet that the NE Swimming athletes are invited to.

Throughout the process of creating this policy, estimates were made as to how many athletes may qualify within the next year and in guesstimated calculations the total amount is very close to the amount already budgeted.

Motion made to approve this policy as presented. Motion accepted.

Any questions/ concerns? Is this reevaluated each year with the expected same amount? Especially during 2024 of an Olympic Trial year? *The list of meets will have to be looked at every year. The amounts, tier and racing days are fixed. Each designated meet amount is set. Olympic Trials meet would be separately added and budgeted for at the time when that meet comes up. The only time that the meet amount would change is if the number of days of the meet changes. The budget going into an Olympic year would have a line item specifically for Olympic Trials for that year- above and beyond what is in this policy. These meet amounts would stay the same and not be affected.*

Vote to approve the program as presented. Approved unanimously.

Is there a coach policy? *It was sent to Alessandro for his review*

The coach budget has already been set and it is the same amount received as the athlete. In the event of larger teams it is being presented that the reimbursement would go to the number of coaches granted a deck pass at each meet.

4. HOD 2023 Save the Date and Discussion

Proposing Saturday April 29th - all committees interested in having meetings before or after should plan accordingly and contact the office. Early afternoon time frame is good so athletes can go to practice and then attend.

5. Other

1) Patrick H- Governance Proposal:

New England Swimming- Governance Proposal- Meeting Notice/Emergency Meetings



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Background/Rationale: The New England Swimming bylaws require a minimum of 5 days notice for all Committee meetings. The Executive Committee, which may act on behalf of the Board, may meet on a minimum of 3 days notice. At times, there are matters that must be resolved promptly, but for which the appropriate channel of resolution is a respective Committee of the LSC, not the Executive Committee. This proposal would allow for other Committees to conduct business with a minimum of 3 days notice for these special situations.

Proposed Addition to Policy Manual:

[To be added under Section 4, “Divisional Organization and Jurisdictions”]

3.6 Meeting Notice

As required by the New England Swimming bylaws, not less than six (6) days’ written notice shall be given to each Board Member for any annual, regular or special meeting of the Board of Directors.

As required by the New England Swimming bylaws, meetings of the Executive Committee require (3) days’ written notice.

As required by the New England Swimming bylaws, Committee meetings must be scheduled with not less than 5 days written notice. The notice of a meeting shall contain the date, time, and site.

In circumstances in which a matter involving a Committee must be resolved with great expediency, a Committee meeting may be scheduled with not less than 3 days written notice, with the written approval of the General Chair. This approval may only be granted in rare circumstances where a matter must be resolved with great expediency, must be granted in good faith, and may not be used to circumvent the standard notice requirement.

END

DOCUMENT

Patrick H - Our bylaws require a 5 day notice for any committee meetings. Executive Committee meetings only require 3 days. We propose that in an emergency situation, with the written approval of the GC, a committee meeting could be held in only 3 days. This is not meant to be the normal way to do business. This is a provision for certain circumstances.

Any thoughts- questions?

Does this affect the by-laws?

We cannot change anything in the by-laws, but we wanted to present this for consideration as an amendment.

Recommended: a discussion with USA Swimming to ask if this is in violation of our by-laws and see if others have done the same. With the HOD meeting in April we have time to make this happen before that. Patrick H will reach out to USA Swimming to ask about next steps.

Who could we reach out to? Michelle Steinfeld from USA Swimming. Patrick will pull and reach out to Michelle



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2) Moriah/ Jenelle- Social Media

Big shout-out to Elizabeth Antenucci for her Instagram posts. If committees have something to post please send to Elizabeth, Moriah and Jenelle

Coming up events: USA Swimming Annual Workshop April 20-24. For Safe Sport Chairs, Official's Chair, Coach Reps and Technical. Maybe more will be invited.

3)Kelty- family support and communication idea: Coming up with a PTO-type model of involving parents and bringing in more parents and our parent population. Bring parents in slowly who may then become officials, members of the board, etc. Parents could help with word of mouth, communication and networking. We lost valuable years, during covid, in which parents were not allowed in the building and so have some catching up to do. People with ideas- please reach out to Kelty.

4)Betsy- We need to start thinking outside the box about pools, space, people, resources. Are there resources within our membership that we could tap into?

5)Lisa- I did not get a report in- but the Operational Risk Committee- we put together the Sit and Slide policy. We then amended the policy based on facility. It has been approved and sent out.

6) Jenelle -shared next dates. Next meeting January 17 at 7pm



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NES BOARD REMINDERS

BOARD MEETING TIMELINE

- **SAVE THE DATE**- A save-the-date, along with a reminder to submit consent agendas, will be sent out by the Secretary (Scott Ellis) **3 weeks** prior to the Board Meeting
- **AGENDA** - All agenda item requests must be sent to the General Chair (Betsy Russell) **2 weeks** prior to the meeting date.
- **CONSENT AGENDA REPORTS**- Final Consent agenda reports must be sent in Word format, to the Secretary (Scott Ellis), **one week** prior to the Board of Directors' meeting.
- **DISTRIBUTION** - The agenda, along with all consent agenda reports approved by the General Chair (Betsy Russell), will be distributed to the members of the Board of Directors and posted to the New England Swimming Website no later than **5 days** prior to the meeting.
- **MINUTES/RECAP**: Minutes should be posted to the New England Swimming Website within 5 day post meeting.

NEXT BOARD OF DIRECTORS' MEETING

January 17, 2023 @ 7PM

Save the Date: December 27, 2022

Agenda Items due: January 3, 2023

Consent Agenda Reports Due: January 10, 2023

Agenda and Consent Agenda Distributed: January 13, 2023

Minutes Posted: January 23, 2003

UPCOMING EVENTS

November 21, 2022 3:00pm Senior Committee Meeting

TBD- Week of 11/28 Age Group Committee Meeting (check the website)

December 8, 2022 12:00pm USA Swimming's Leaders Call

December 8, 2022 7:00pm USA Swimming's Diversity, Equity, and Inclusion 301 Webinar

December 14, 2022 7:30pm Safe Sport Committee Meeting

April 20-24, 2023 USA Swimming workshop in Denver

To attend (at this time) Safe Sport Chair, Official's Chair, Coach Reps, Technical

Motion to end the meeting - adjourned at 8:20pm