



NEW ENGLAND SWIMMING BOARD OF DIRECTORS MEETING MINUTES

Tuesday, October 27, 2020

7:00 PM via Zoom

Approved by the Board of Directors on December 1, 2020

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

Vision: Inspired. United. Fast

Attendance

Voting Board Members Present (15): Samantha Brabeck (SOLO), Brian Crawford (ESC), Bill Glass (BGSC), Ray Grant (BGSC), Isabelle Hiller (UVAC), Rhi Jeffrey (ATLA), Nadine Johnson-Jesionek (UN), Anne Kaufman (UN), Paul Mueller (SOLO), Rick Osterberg (UN), Malicia Policard (CS), Betsy Russell (UN), Chris Sheppard (CS), Ellie Soska (CRIM), Matt Soska (UN).

Voting Board Members Absent (0): None.

Committee Chairs and Guests Present (12): Jonathan Castaldo (CRA), Claudia Chang (AQJT-MN), Jake Eastman (SOL), Meg Feran (SOLO), Daly Hamilton (HDST), Carol Healey (UN), Patrick Hunter (UN), Patrick Johnstone (WYST), Darcy Samson (OMNI-MN), Gretchen Turner (USC), Moriah Tyrell (UN), Jessica Workman (GMA).

Agenda/Minutes

1. Welcome

- Matt called the meeting to order at 7:02 PM and introduced Claudia Chang and Darcy Samson from the Minnesota LSC, who will speak to the Board about Diversity, Equity, and Inclusion efforts in the Minnesota LSC.

2. State of the LSC, General Chair

- Vermont – open for only within state and “green counties” around VT; Jessica Workman provided some updates. (WHICH UPDATES?)
- Rick moved to rename agenda item 7 from “Technical” to “Finance Committee,” which was seconded and adopted without objection.

3. Consent Agenda

The Consent Agenda is attached to these minutes. The following items were pulled from the Consent Agenda: (a) General Chair Report, (d) Administrative Vice Chair Report, (e) Finance Vice Chair Report, (h) Coach Representative Report, and (i) Diversity, Equity and Inclusion Chair Report. The remainder of the Consent Agenda was adopted by general consent.

- (a) General Chair Report
 - Rick moved to replace the section “Committee Nominations” in the General Chair Report in its entirety with the language below, which was distributed shortly before the meeting. The motion was seconded and passed without objection. The remainder of the General Chair Report was accepted by general consent.

Replace section "Committee Nominations" in its entirety with the following:

Committee Appointments: The following individuals have been appointed to the indicated committees by the General Chair, with the advice and consent of the respective division chair, chair of each committee, and/or Senior Athlete Representative, as required by Bylaws section 7.3. These committee appointments are effective October 27, 2020.

- Operational Risk Committee
 - Lisa Black-Sholudko (UN, Chair)
 - Bill Carline (HAY)
 - Stephanie Nasson (KING)
 - Hannah Perkins (YNS, Athlete)
- Senior Committee
 - Meg Feran (SOLO, Chair)
 - Caroline Cavalier (SOLO, Athlete)
 - Ray Grant (BGSC)
 - Janet Harty (YNS)
 - Rhi Jeffrey (ATLA)
 - Nick Rice (ABF)
 - Chris Sheppard (CS)
 - Ella Smith (ABF, Athlete)
 - Mike Spring (CRIM)
 - Cameron Watelet (ESC, Athlete)
 - Ron Zuwallack (CCSC)
- Age Group Committee
 - Gretchen Turner (USC, Chair)
 - Scott Ellis (UVAC)
 - Alessandro Eramo (YNS)
 - Will Fuchs (UN-FG, Athlete)
 - Caitlin Grant (BGSC)
 - Julie Margolis (SAIL)
 - Noam Rheinhorn (USC, Athlete)
 - Andy Shields (ATST)
- Technical Committee:
 - Patrick Johnstone (WYST, Chair)
 - Caroline Cavalier (SOLO, Athlete)
 - Scott Ellis (UVAC)
 - Ray Grant (BGSC)
 - Carol Healey (UN)
 - Gabrielle Hunt (GYT)
 - Dave Martin (NSSC)
 - Rick Osterberg (UN)
 - Noam Reinhorn (USC, Athlete)
 - Ron Zuwallack (CCSC)
- Calendar Committee:
 - Brian Crawford (ESC, Chair)
 - Samantha Brabeck (SOLO, Athlete)
 - Caroline Cavalier (SOLO, Athlete)

- Scott Ellis (UVAC)
- Meg Feran (SOLO)
- Carol Healey (UN)
- Rhi Jeffrey (ATLA)
- Patrick Johnstone (WYST)
- Chris Sheppard (CS)
- Gretchen Turner (USC)
- Officials Committee:
 - Betsy Russell (UN, Chair)
 - Samantha Brabeck (SOLO, Athlete)
 - Jerry Carter (CRA)
 - Caroline Cavalier (SOLO, Athlete)
 - Ken Galica (UN)
 - Patrick Hunter (UN)
 - Jessica Workman (GMA)
- Personnel Committee:
 - Matt Soska (UN, Chair)
 - Brian Crawford (ESC)
 - Bill Glass (BGSC)
 - Ray Grant (BGSC)
 - Isabelle Hiller (UVAC, Athlete)
- Safe Sport Committee:
 - Anne Kaufman (UN, Chair)
 - Abby Berk Marino (BGSC)
 - Noa Chambers (UVAC, Athlete)
 - Caitlin Clark (YNS)
 - Nadine Johnson-Jesionek (UN)
 - Ellie Soska (CRIM, Athlete)
 - Rebecca Spencer (non-member)
 - Alden White (CRIM, Athlete)
- Finance Committee:
 - Bill Glass (BGSC, Chair)
 - Brian Crawford (ESC)
 - Jake Eastman (SOLO, Athlete)
 - Betsy Russell (UN)
 - Matt Soska (UN)
 - Kelty White (CRIM)
 - Aaron Zhu (SOLO, Athlete)
- Athletes Executive Committee:
 - Isabelle Hiller (UVAC, Chair, Athlete)
 - Samantha Brabeck (SOLO, Athlete)
 - Caroline Cavalier (SOLO, Athlete)
 - Noa Chambers (UVAC, Athlete)
 - Cara Dominici (CRIM, Athlete)
 - Kenzie Driscoll (CS, Athlete)
 - Eva Frazier (EDGE, Athlete)
 - Will Fuchs (UN-FG, Athlete)
 - Jack Januario (ESC, Athlete)

- Reid Nussbaum (WW, Athlete)
- Noam Reinhorn (USC, Athlete)
- Chloe Song (BGSC, Athlete)
- Ellie Soska (CRIM, Athlete)
- Scott Spear (SOLO, Athlete)
- Cameron Watelet (ESC, Athlete)
- Amanda Witkus (GS, Athlete)
- Coach's Committee:
 - Rhi Jeffrey (ATLA, Chair)
 - Diya Ackerman-Vallala (CRIM, Athlete)
 - Nicola Anderson (GMA)
 - Samantha Brabeck (SOLO, Athlete)
 - Brian Cameron (BGSC)
 - Jonathan Castaldo (CRA)
 - Alessandro Eramo (YNS)
 - Meg Feran (SOLO)
 - Beau Garufi (NANT)
 - Caitlin Grant (BGSC)
 - Daly Hamilton (HDSC)
 - Jim Hennessey (SNAP)
 - Mark Kiely (LSSC)
 - Julie Margolis (SAIL)
 - Chris Morgan (BGSC)
 - Alexandra Nichols (ATLA, Athlete)
 - Nick Rice (ABF)
 - Katie Rocha (ATLA, Athlete)
 - Chris Sheppard (CS)
 - Margaret Spuler (ATLA, Athlete)
 - Tim Thompson (PHX)
 - Ashley Vieira (JCCS)

- Rick clarified that members of the Board of Directors must be members of the New England LSC in good standing, and that Committee members are not required to be members of USA Swimming.
- (d) Administrative Vice Chair Report (including Calendar Committee)
 - Rick asked that facility locations for championship meets, as known, be amended into the consent agenda, so that there is a permanent record for future reference of what our status was as of the date of this meeting. Brian and Paul indicated that the amendment would be made. The remainder of the Administrative Vice Chair Report was accepted by general consent.
- (e) Finance Vice Chair Report (including Finance Committee)
 - Rick clarified that the Reimbursement Policy is not part of the Consent Agenda, and will be discussed later in the meeting.
 - The remainder of the Finance Vice Chair Report was accepted by general consent.
- (h) Coach Representative Report (including Coach's Committee)
 - Rick pulled the report for the purpose of openly recognizing two award winners: Meg Feran (SOLO) as the Dorsi Reynolds Coach of the Year, and Mark Taffe (BYB) as the Jeff Johnson Coach of the Year.
 - The remainder of the Coach Representative Report was accepted by general consent.
- (i) Diversity, Equity and Inclusion Chair Report (including DEI Committee)

- Rick highlighted that there were two items of note in the DEI Consent Agenda section: the location of the Black Lives Matter statement on the NES web site, and an issue of coordination of outreach efforts.
- Carol noted that she and Malicia had connected previously, and the Black Lives Matter statement was now in a more appropriate spot on the web site. The Team Unify back-end for the web site was recently updated, which caused some items to be moved around unintentionally as the new Team Unify model was adopted.
- Malicia addressed gear donations decisions
- Matt followed up with commentary outlining gear donations and Priscilla Fund donations – working group on how to maximize outreach, gear to teams in Barbados and Nicaragua, 8K worth of donation within LSC; involve DEI more thoroughly
- Nadine – outreach on NAT level on DEI; LSC mirror USAS
- Ray added commentary on decision making process
- Carol spoke to working group formation and decision making of group and how equipment was distributed
- The remainder of the Diversity, Equity and Inclusion Chair Report was accepted by general consent.

4. A Conversation about Race Workshop Summary and Discussion about Potential Next Steps

- Matt Soska spoke to attendance and at the front of our planning are athletes
 - Feedback was overwhelming positive
 - Suggested: another workshop (4K) of same level; deeper/longer event (12K); engage LSC-origination
- Sam Brabeck spoke to follow-up steps → email communications and additional opportunities through webinars and workshops
- Matt – train the trainer model from Alicia and Brigid
- Chris – offered personal experience in the train the trainer experience; support black business by hiring trainers through them
- Nadine – USAS National level training opportunities; train DEI chairs to be train the trainers; realk update link: moved to Nov. 10, limit of 500 (100 subscribed)
- Matt – DEI committee → takes ownership

5. Athlete Mental Health

- Matt provided background and connection with Samantha Arsenault Livingstone; Matt shared statistics about athlete mental health (all pre-COVID 19 as well as “what we can do” – athlete wellness initiative and working group)
- Chris – more severe and more cases; coaches skill sets and tools, needing resources
- Jon – shared experience bringing in sports psychologists and university partnerships
- Jessica Workman – addressed experience as parent and official
- Sam – athlete perspective
- Matt – working group charge – recommendation for how to proceed and get board approval for course of action; solicits volunteers for working group

6. Back to Competition

- (a) USA 18 & Under Championship Virtual
 - Chris – background – 18&U championships at LSC level → any sanctioned meet with qualified swimmers will be pulled into meet; LSC encouraged to run specified meets;
 - Qualifiers = futures+1%; 230 Athletes in NE;
 - Looking to secure one site per state = looking to breakdown state by state Athlete numbers

- Sites: UVAC, Workout Club, Wellesley, RWU, PEA via SOLO?, data for AG, Regionals, Silvers, etc.
- Deadlines, logistics, and financials are questions → “home” teams or LSC?
- 1st and 2nd weekend of December
- Meg – SOLO secured WOC in Salem, NH →
- Aaron → athlete information? = Chris → need more clarity on what can be offered and how the LSC fit into the running
- (b) End of Season Meets
 - The Calendar Committee continues to discuss in a wait and see what restrictions look like focus.

7. Finance Committee

- Bill Glass introduced the proposed Reimbursement Policy for Athletes, Coaches, and Officials. Rick suggested that the Board discuss the Athletes and Coaches policy as one item, and the Officials policy as a second item. Bill explained that the updated policies aim to make normal adjustments to the national meets, as well as extend and tighten post-high school athlete eligibility.
- Bill Glass moved to amend the New England Swimming Policies and Procedures document as follows. The motion was seconded and passed unanimously.

Amend Policies and Procedures Section 15.6 (Officials Travel Reimbursement Policy) as follows:

New England Swimming Officials who officiate a National level or Officials Qualifying Meet outside of the New England LSC may be reimbursed an amount towards their expenses as per the New England Swimming Meet Reimbursement for ~~Athletes, Coaches and Officials~~, **published separately from this Policies and Procedures Handbook on the New England Swimming website under Forms/Reimbursement**. To receive reimbursement, the New England Swimming official must meet these eligibility criteria:

<remainder unchanged>

- Bill Glass moved to adopt the presented NEW ENGLAND SWIMMING 2020-2021 MEET REIMBURSEMENT POLICY for ATHLETES and COACHES. The motion was seconded and discussion began. In response to discussion, Rick moved to amend the motion to extend the eligibility clause to extent to 18 months. The amendment to the motion was seconded and passed without objection. The motion as amended was passed unanimously. The policy as amended and adopted is included at the end of these minutes.

ELIGIBILITY: To be eligible for reimbursement, an athlete must have been registered in New England Swimming, and have fully participated in a New England Swimming calendar meet ~~twelve~~ eighteen (18) months prior to the meet for which reimbursement has been requested.

- Bill Glass moved to adopt the presented NEW ENGLAND SWIMMING MEET REIMBURSEMENT POLICY for OFFICIALS. The motion was seconded and discussion began. Betsy provided background about the intention of the policy to incentivize officials to travel to national-level meets, and bring their experience back to the New England LSC. During discussion, it was clarified that reimbursement for Olympic Trials is separate from the maximum of \$1200 in reimbursement per year. An official who officiates at Olympic Trials may be eligible for a total of \$1200 (other meets) + \$1400 (Olympic Trials) = \$2600 (potential total reimbursement). The motion was passed unanimously. The policy as adopted is included at the end of these minutes.

8. New Business

- Carol – Ken, Betsy, and she brainstorm for sanctioned/non-sanctioned meets; LSC leader board in Dec?
- Encourage teams to do so within practices.
- Meet directors meeting on November 4th.

9. Other

- Matt again introduced Darcy Samson and Claudia Chang from Minnesota Swimming to speak about DEI work they are doing in the Minnesota LSC
 - Darcy noted that unfortunately Claudia had to leave the meeting due to a scheduling constraint.
 - Background of MN swimming DEI → website → photos; DEI education page; profiles of athletes for zone diversity select camp, resources, Athletes IG.
 - Malicia → commentary on barrier breaking.
- The next Board of Directors meeting will take place on Tuesday, December 1, 2020 at 7:00pm.
- Carol noted that the web site has a posting for the new office position of Competition Manager.
- Matt noted that a position description for the DEI Chair position was posted on the web site, and he was soliciting interest to make an appointment at a future Board meeting.

Having been moved and seconded, the meeting was adjourned at 8:54pm.

Respectfully submitted,
Paul Mueller, Secretary

Attachments:

- Consent Agenda
- New England Swimming Reimbursement Policy for Athletes and Coaches (as adopted)
- New England Swimming Reimbursement Policy for Officials (as adopted)

CONSENT AGENDA REPORTS:

A. GENERAL CHAIR REPORT by Matt Soska

B. SECRETARY REPORT by Paul Mueller (attached minutes from Sept. Meeting, including the consent agenda)

C. FINANCE COMMITTEE REPORT by Bill Glass:

The Finance Committee met to discuss various updates to the policy and procedures regarding the 2020-2021 reimbursement for travel for athletes, coaches and officials. Proposals for policy change include:

- Segregation of the Officials travel budget from the Coaches/Athletes travel and rate adjustments
- Clarification of wording relating to post high school eligibility
- Wording updates to reflect the '20-21 calendar as currently scheduled

These will be separately presented for consideration.

D. CALENDAR REPORT by Brian Crawford

Calendar has had meetings with Coach Rep, Performance Chair, and Office on planning a 18 & Under Champ. Meet for the LSC in December.

Glad to see meets for short course 2020-2021 going on, creatively. Both Calendar and Non-Calendar meets are posted together for this season, as many are 100%. Calendar Committee is definitely encouraging meets in a safe manner.

Thanks to Chris Sheppard who came up with this posted statement for our Championship meets (on Calendar):

The Age Group and Senior Committees' goal is to hold a slate of end of season championship meets that looks and feels familiar to the LSC membership and this is reflected on our meet calendar. That being said, we must be dynamic and flexible in order to respond to the circumstances as they arise with respects to the Covid-19 pandemic. We will strive to provide the best possible competitive opportunities within the LSC while also following governmental safety guidelines. Please be understanding if or when the end of season schedule has to be revised and restructured. If you have any questions, comments or suggestions, please contact Development and Performance Chair Chris Sheppard at commonwealthswimming@gmail.com

Championship meets are still planned and were awarded to:

*SOLO, CRIM-AND, UVAC, BGSC-SEEK, CRIM-WELL, YNS for Regionals February 12-14.

*CRIM-AND for 11-14 (@WPI) February 25-28

*CRIM-AND, UVAC, and CRIM-SC for Silvers, March 12-14

**there are prospects for both 10 & Under, and 15-18 of meets are up and running*

If teams are interested in participating in a Virtual meet listed, contact the person listed to arrange the set up for your site. Contact Carol at the NE Office if you need more information. office@neswim.com, [781-449-0270](tel:781-449-0270)

Thanks to all meet hosts for offering competition and for all their extra work to host a meet.

E. TREASURER'S REPORT by Carol Healey:

The monthly account totals are below:

	Sept-20-20	23-Oct-20	Monthly Change	Oct 31 2019	Change over 12 months
PPP Account:	\$ 20,123.00	\$ 20,123.00	\$ -	-	
Checking Account #2:	\$ 80,132.41	\$ 141,539.61	\$ 61,407.20	\$ 167,062.36	(\$25,522.75)
Priscilla Fund:	\$ 11,332.95	\$ 12,940.83	\$ 1,607.88	-	
Savings:	\$ 301,390.22	\$ 301,402.57	\$ 12.35	\$ 516,068.31	(\$214,665.74)
First Western	\$	\$	\$	\$	\$

Investments:	425,814.12	428,387.83	2,573.71	414,906.73	13,481.10
TOTAL:	\$ 838,792.70	\$ 904,393.84	\$ 65,601.14	\$ 1,098,037.40	(\$226,707.39)

RELIEF GRANT STATUS: all clubs who received a relief grant from NE Swimming in April have been informed of their status in regards to meeting the requirements by December 31st.

TAXES: The accountant has received all materials to start our tax return for year end Aug. 31, 2020. Because our income was below \$500, 000 we will not need a full audit. Our accountant will do a review instead.

F. PROGRAM OPERATIONS VICE CHAIR REPORT (including Technical Committee, Operational Risk Committee, Officials Committee) by Ray Grant

G. DEVELOPMENT AND PERFORMANCE VICE CHAIR REPORT (including Senior Committee and Age Group Committee) by Chris Sheppard

H. COACH REPRESENTATIVE REPORT (including Coach's Committee) by Rhi Jeffrey and Daly Hamilton

I. DIVERSITY, EQUITY and INCLUSION CHAIR (including DEI Committee) by Malicia Policard

J. SAFE SPORT CHAIR REPORT (including Safe Sport Committee) by Anne Kaufman

K. ATHLETE REPRESENTATIVE REPORT (including Athletes Executive Committee, Athletes Committee)

L. GOVERNANCE CHAIR REPORT (including Governance Committee)

M. REGISTRATION REPORT by Moriah Tyrrell

Registration Transactions Comparison

	2019	2020
July	114 (total)	92
August	4	50
September	1788	753
October	3160	1288 (to date)

Transfer processed in August to date: 62

Transfers processed in September: 185

Transfers processed in October to date: 123

This month we created and distributed a [Coach/Club Welcome Kit](#) to all current Head Coaches. Included in this resource are helpful FAQ's about New England swimming and many How-to guides. We will continue to distribute this to new teams and update it as necessary. I am also in the process of creating a smaller version with useful information for all coaches.

N. OFFICE REPORT, by Carol Healey

SWIMPOSIUM took place on the weekend of Oct 17th. The Officials workshop was well attended. The Coach workshop was excellent, but only 5 NE Coaches attended. The 13 and Over Parent workshop about Colleges had about 28 parents attend, and the 13 & U workshop had only 5. All had excellent content.

THE PRISCILLA PROJECT has seen great success. The first round of emails went directly to Outreach Families and the coach of their team. We have sent out equipment and suits to over 40 swimmers spread out over the 4 states and expect more once we send out the second wave of emails. We are heavy on Zoomers and fins and goggles but low on suits. A few generous donations specific to buying suits have been used to buy the sizes and varieties we need.

TOP TEN T SHIRTS and BAG TAGS: 192 T shirts were mailed out last week to those that ordered. There is an overstock form on the website for those swimmers who didn't order on the first round. Bag tags were sent

with the T shirts and will be mailed or distributed to coaches this week. All certificates can be printed from our website under TIMES/TOP TIMES.

O. OPERATIONAL RISK REPORT by Lisa Sholudko

The Operational Risk Committee membership has been finalized as follows:

Chair: Lisa Black Sholudko UN- Official

William (Bill) Carline HAY- Official/ swim parent

Stephanie Nasson KING- Coach

Hannah Perkins YNS- Athlete

Lisa and Bill had a preliminary meeting on 10/17/20 to discuss the direction of our committee's focus this year.

Bill has taken on the assignment of putting together a spreadsheet that we may use to review, track and trend the Reports of Occurrence received. Lisa currently has 2.5 years of reports (2017-2020) that will need to be entered into the spreadsheet. This plan was communicated to the entire committee.

Once the spreadsheet is ready, we will divide up the reports between the members for data entry. When the data entry has been completed, we will review the spreadsheet, looking for patterns and areas of concern. Armed with this information, we will focus on specific areas of concern and work together to develop an Improvement Plan. We, as a committee, are excited about having a process that is data driven to determine where our efforts should be focused!

Respectfully Submitted,

Lisa Black Sholudko 10/19/20

**NEW ENGLAND SWIMMING 2020-2021 MEET REIMBURSEMENT POLICY
ATHLETES and COACHES**

The following policy was adopted by the Board of New England Swimming at its meeting on October 27, 2020.

This policy will be reviewed and updated as Covid-19 restrictions ease and meets become available for travel.

A New England Swimming registered swimmer, who meets the eligibility requirements, and who qualifies for and swims in an **individual event** at the following meets will be reimbursed by New England Swimming. One Coach per club will be reimbursed. A CLUB includes all satellite locations.

MEET	DATE	LOCATION	ATHLETE	COACH
2020-2021 U.S. Paralympic Meets: Virtual at this time			TBD	TBD
2020 Toyota US Open	11/12- 11/13/20	NC, IN, VA, FL, OR, IA, AL, CA, TX	\$700	\$700
2020 SCY Speedo 18 & Under Winter Championships– VIRTUAL	12/1 – 12/13			
2021 Open Water National Championship	4/16 -18	Fort Meyers	\$500 *	\$500 *
2021 Open Water Jr. National Championship	4/16-18	Fort Meyers	\$375 *	\$375 *
2021 Olympic Trials	6/13 – 6/20	Omaha, NE	\$1400	\$1400
2021 LCM Phillips 66 National Championship	TBD	TBD	TBD	TBD
2021 LCM Speedo Junior Nationals	TBD	TBD	TBD	TBD
2021 Futures Meets	TBD-2021	TBD	\$200 per swimmer	\$200
2021 TYR Pro Series Meets/ISL Meets	Knoxville San Antonio Mission Viejo Indianapolis	Jan 13-16 Mar 3-6 April 8 -11 May 12-15	\$200.00 per meet Max \$400 per swimmer	\$200
Outreach Swimmer Support • The above meets plus EZ Sectionals and Sr. Zone meets are eligible for Outreach Support.*				

***OUTREACH SUPPORT: a travel stipend will be issued that covers 50% the cost of travel and the hotel. Receipts of such expenses shall be provided.**

MULTIPLE MEETS, SAME VENUES:

- Swimmers and Coaches who compete in both the 2021 LCM Phillips 66 National Championships and the 2021 LCM Junior National Meet if held at the same site may be reimbursed a maximum of the full amount for the Nationals and ½ the amount for Junior Nationals.

- Swimmers who compete in both National and Junior National Open Water events receive the higher of the two reimbursements.

ELIGIBILITY: To be eligible for reimbursement, an athlete must have been registered in New England Swimming, and have fully participated in a New England Swimming calendar meet eighteen (18) months prior to the meet for which reimbursement has been requested. Swimmers must fully participate in a total of:

- two New England Swimming Calendar meets during the LCM season immediately preceding the meet for which requesting reimbursement, or,
- three New England Swimming Calendar meets during the SCY season immediately preceding the meet for which requesting reimbursement, or,
- a total of five New England Swimming Calendar meets during the year immediately preceding the meet for which requesting reimbursement.
- Post High School athletes are eligible if they were registered members of New England Swimming for at least the full year before they went to college and if they meet all the above criteria.

Both the SCY and LCM Senior meet counts as two meets.

This policy reimburses swimmers who qualify and compete in an individual event, not relay only and not time trial only swimmers.

Coaches who attend these meets without an eligible swimmer do not qualify for reimbursement.

FULL PARTICIPATION: “Full Participation” means participation in all or at least two days of competition and at least one individual event at each day of participation. 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.

REIMBURSEMENT REQUESTS: All requests for reimbursement must be made within 30 days of the last day of the meet. The request must include receipts (plane ticket, hotel, etc.) to equal or exceed the amount of the requested reimbursement. These receipts must include the name of the athlete. Incomplete requests will be returned.

WAIVERS: *There will be no waivers.*

**NEW ENGLAND SWIMMING MEET REIMBURSEMENT POLICY
OFFICIALS**

The following policy was adopted by the Board of New England Swimming at its meeting on October 27, 2020.

A New England Swimming registered official, who meets all the requirements defined in Section 15.6 (Officials Travel Reimbursement Policy) of the New England Swimming Policies and Procedures Handbook will be reimbursed by New England Swimming to the maximum value specified by the meet type as determined by the Officials Chair.

MEET TYPES	MAXIMUM REIMBURSEMENT
National Championship US Open Junior National Championship Disability National Meets	\$750
Pro Series Futures Open Water Nationals Open Water Junior Nationals ISL	\$500
Zone Meets Sectional Meets Super Sectional Meets	\$300
Olympic Trials	\$1400 *

YEARLY MAXIMUMS:

- An official may receive a reimbursement for no more than two meets per fiscal year (September 1 – August 31).
- Maximum reimbursement per official per year is \$1200.
- * Reimbursement for Olympic Trials is exempt from the above yearly maximums.
- Total reimbursement to all officials will not exceed the amount budgeted for that year.

REIMBURSEMENT REQUESTS: All requests for reimbursement must be made within 30 days of the last day of the meet. The request must include receipts (plane ticket, hotel, etc.) to equal or exceed the amount of the requested reimbursement. These receipts must include the name of the official. Incomplete requests will be returned.