



ANNUAL HOUSE OF DELEGATES MEETING

OFFICER AND COMMITTEE REPORTS

**TUESDAY, May 10, 2022
6:00PM EST via ZOOM**

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Section One: Reports of Officers

a. General Chair Report

General Chair Report May 2022

Here we are in May 2022, more than two years after lockdown. The pandemic continues to challenge our ability to find equilibrium and normalcy, but we do seem to be finding ourselves moving back towards a more “normal” schedule. Undoubtedly, Covid will continue to have negative impact on competitive swimming into fiscal year 2023 (and possibly beyond) and we will continue to learn and adapt and revise our policies and procedures as appropriate while the pandemic continues to impact daily life.

From data pulled in April, our current athlete membership stands at 7546, up from 6299 last year – almost 20% increase since then, and only 10% fewer than 2020. Non-athlete membership is at 1013, up from 868 last year – 17% increase over last year. At meets last SCY (2022) season we had over 120K splashes recorded, almost double what we had in 2021 and only 25% fewer than we had in 2019. Our LC calendar this summer has an equal number of meets as we had in 2019.

On the other hand, we have had significant turnover this past year on our Board with the resignations the General Chair, the Admin Vice Chair, the Vice Chair for Operations, the Governance Chair, the DEI Chair, as well as the Age Group Chair. The fact that we had so many of our Board Leadership resign and be replaced within the past year is a clear indication that change in our LSC is necessary. Change has imposed itself upon us. We must welcome and learn from the change and use that information to re-engage our membership to accomplish our LSC’s Mission “to provide opportunities for all to achieve their highest potential in competitive swimming.”

I will continue to urge our Committees to communicate with each other, work together, listen to each other, ask difficult questions as required by our fiduciary duties and answer the difficult questions honestly. I would expect that the Committee Chairs look to other Committees for feedback and help when it would be beneficial to have the additional perspective. In addition, I would like to see our DEI and Safe Sport Committees have a seat on the other Committee meetings in order to prioritize inclusion as well as providing a safe and healthy experience across all our endeavors and responsibilities. It is, in fact, our duty to provide, protect and do our best to enhance the experiences and opportunities for our athletes as well as the entire New England Swimming community.

Here's to 2023!

Respectfully submitted,

Betsy Russell

b. Administrative Vice Chair Report (including Calendar Committee)

ADMIN VICE CHAIR REPORT

Thank you so much to the entirety of the New England Swimming community for pushing through another interesting year! I also want to thank every team that puts in all the hard work they do to host a meet. The last two years have been very difficult and you all often make it look effortless from the outside. Our LSC would not function without you. Our LCM calendar is looking much more full this year, something we can all be excited about!

- Senior Championships will return to Brown University this year on July 14 to the 17th and will be hosted by BGSC.
- 10&U Championships will return to the Gardner Pool this summer on July 16th and 17th and will be hosted by Greenwood Swimming. Let me tell you, it is going to be so much FUN! The LSC really wants our 10 and under swimmers to feel a new fire lit under them going into the next SCY season, so we want this meet to be as hype as possible.
- 11-14 Championships will be held at Brown University on July 21st to 24th and will be co-hosted by BGSC and New England Swimming. We hope to eventually return this meet to Harvard, but this year timing just didn't match up with our quad plan.
- Silvers will be split between two sites this summer on July 30th and 31st; Springfield College with NSSC as our host and Raco Pool with MST/ESC co-hosting. We are hoping to allow as many kids as we can to get the championship experience leading into another SCY season.
- All AG and Silver cuts this summer have been slowed down while Regional cuts have stayed the same or been sped up. We took a look at SCY results from AG, Silver, and Regionals and wanted to ensure we were casting a large enough net for our swimmers for summer championship meets.
- By loosening the AG/Silver cuts but tightening some of the Regional cuts, we feel this will allow more kids more opportunities to swim while also keeping the integrity of the championship feel alive.

For the 2022-2023 SCY season:

- Bids for regular season meets will be due July 1st
- Bids for end of season championships will be due by July 15th
- Bids will be finalized by August 1st

A SPECIAL NOTE FROM YOUR AVC: We as a board are starting to take a much more locally-focused approach to how we will continue to improve the LSC. When the cuts were re-written, it allowed us to analyze the LSC in an in-depth way that was needed after the last two years of madness. One thing we would love to be able to do at future HOD meetings, is to provide you with a report on things like:

- Our strongest events in each age group
- Our weaker events in each age group
- How many times "off" events were offered at meets (i.e. 1650 FR)
- How many times events like the 200 FL or 200 BR were offered for 10 and under swimmers
- What percentage of registered swimmers compete in winter vs summer champs (the drop off rates)

This list is no where near final and is really just in its infancy stages. If you have suggestions of metrics you would like to see in a report like this, LET US KNOW!! What we hope to accomplish here:

- Meet hosts take a look at which events are offered across the LSC and at what frequency
- Coaches see gaps in events across the LSC and put more work into those areas
- Generate more discussion about our strengths and weaknesses between coaches
- Give a good blue print on how the LSC can support improvement from season to season

We would love your feedback on this looking to the future!

Rhi Jeffrey, OLY

Admin Vice Chair/Calendar Chair

c. Financial Vice Chair Report (including Finance Committee)

Financial Vice Chair Report (including Finance Committee)

- The Finance Committee has met six times since our last HOD:
 - July 21, 2021
 - September 22, 2021
 - October 27, 2021
 - December 22, 2021
 - March 16, 2022
 - April 30, 2022

The general theme governing these meetings was one of stewardship over our Budget, considering questions from our Board of Directors, and making recommendations thereof. Among the various Finance Committee agenda items:

- Reviewing Fiscal 2021 final results and Fiscal 2022 progressions year to date
- Recommended a special funding provision (against the 2021-21 Budget) to support initiatives towards Water Safety Day events taking place in July/August ‘21
- Recommending a Meet Reimbursement (athlete travel) policy designed to fall within the parameters of the HOD-approved 2021-22 Budget, and recommending various specific travel allowances not governed by that policy
- Creation of a formal policy overseeing donations and charitable contributions made from LSC funds
- Development of a formal Budgeting Policy to be implemented for our 2022-23 fiscal year (see ‘Budget’ note below)
- Approving an extension of a provision permitting meet hosts the flexibility to address real world cost issues via a \$10 increase in the swimmer participation fee in lieu of a spectator admission fee – this provision is set to expire August 31, 2022 *(to be again addressed in an open forum discussion preliminarily scheduled for June 8, 2022)*
- **Regarding the final Fiscal 2021 results**, the NES LSC was close to what was projected in last May’s HOD. Our net deficit spending projected in May ’21 was \$113,000, and we ended the year favorable to that projection, with a net deficit spend of \$96,664. The summary components:

	Actual	Fcst
	Sep '20 - Aug21	20 - 21
TOTAL INCOME	254,732	226,500
TOTAL EXPENSES	351,396	339,500
NET INCREASE (DECREASE)	-96,664	-113,000

As our revenue increased, expenses were flexed upwards, the primary increased spending in support of athlete/coach travel (Olympic year) and the Water Safety Day initiatives.

- **Regarding the Fiscal 2022 outlook** we have been pleasantly surprised by results to date.

Our Income is favorably trending and, in April, we achieved our budgeted target for the year with primary strength coming from Registration revenue exceeding budget by just over \$42,000. Total Income summarizes as:

	Budget	YTD
	21 - 22	4-18-22
TOTAL INCOME	354,000	375,940

Our spending, in the big picture, appears to be on track to budget, leaning towards under vs. over spending

at this point.

The current fiscal year budget assumed a net deficit spend of \$74,500, as follows:

	Budget 21 - 22
TOTAL INCOME	354,000
TOTAL EXPENSES	428,500
NET INCREASE (DECREASE)	-74,500

With Total Revenue exceeding budget by \$21,940 (*as of 4/18*), with Long Course Season meet fees still to be realized, and current aggregate spending at or below budget levels, a favorable outlook is projected.

It is too early to predict with accuracy, the extent to which the budgeted deficit will be reduced, or if it can be eliminated.

We remain committed to diligent oversight on spending, including unbudgeted items, as we progress through the year.

- **Budget for the 2022-23 Fiscal Year**

We have revised our Budget process for the 2022-23 year.

Prior year processes began in the February time, a full six months before the fiscal year end, in order to present for approval in our traditional May HOD.

However, most of our program spending takes place in the last half of our fiscal year. To assess the effectiveness of spend to the next fiscal year (i.e., to prepare a budget) when, in many cases, current year program spending hasn't yet begun, is awkward at best.

Further, there is a turnover of various committee chairs from elections that take place during the May HOD meeting. In these situations, the committee chair's first year of duty would include administering over a budget which was 'given' vs 'created'.

Moving the budget process timeline to later in the fiscal year addresses each of these issues:

- There is more time to assess program effectiveness
- There is an improved alignment of responsibilities – newly elected committee chairs will have the opportunity to transition learning from outgoing chairs and have a hand in preparation of the budget they will 'own'

As such, we will convene a special meeting of the HOD, to review and approve the 2022-23 fiscal year budget in the July / August timeframe.

That being said, the 2022-23 Budget will include an increase to the Membership Fee of \$2 to keep pace with the \$2 increase in fees assessed to the LCS by USA Swimming.

- I would like to repeat excerpts from closing comments of prior years, and also thank each of my Finance Committee members, past and present: Jake Eastman, Aaron Zhu, Rhi Jeffrey, Kelty White, Carol Healy, Betsy Russell, Matt Soska, Brian Crawford, and special regular guest participants, Patrick Hunter and Ray Grant. A committee is a team – and I've been blessed with a great team!

While the forward path is unknown, the Vice Chair of Finance and the Finance Committee will continue to listen to our memberships' needs, understanding that the near term is especially critical. We commit to being attentive to the development and support of strategies that will help our membership to fulfill the LSC's

Mission and Vision.

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

Vision: Inspired. United. Fast.

We further commit to program development that helps to create an environment where all members are safe, where all members are welcome (all the time), and where all members are encouraged to foster the spirit of volunteerism. In essence, we are committed to program development with a goal toward a return to growth -- in awareness, in diversification, in membership, in excellence.

c. (i) Treasurer

NEW ENGLAND SWIMMING TREASURER REPORT for HOD on May 7, 2022

Submitted by Carol Healey

Annual Meeting Treasurer's Report as of May 1, 2022

	May 1, 2019	June 20, 2020	May 13, 2021	May 1, 2022
Checking acct/PPP account		\$ 20,123.00	\$ 20,122.00	
<u>Business Operating Account</u>	\$60,404.18	\$ 16,500.25	\$72,480.20	\$ 57,840.27
<u>Business Advantage Sav -</u>	\$665,870.42	\$ 391,331.53	\$301,490.00	\$361,608.54
Total	\$726,274.60	\$427,954.78	\$394,092.20	\$419,448.81
Priscilla Fund		\$ 10,832.00	\$ 13,721.66	\$ 11,617.66
Bob Menck Fund			\$ 7,960.00	\$ 6,960.00
First Western Investment -	\$402,603.51	\$ 417,636.50	\$451,014.65	\$ 438,003.26
Total:	\$1,128,878.11	\$856,423.28	\$866,788.51	\$876,029.73
Difference between prior and current year:		\$(272,454.83)	\$ 10,365.23	\$ 9,241.22

· To better understand the above Treasurer's Report, it is important to note that the LSC's assets are comprised of three general types:

1. Readily available cash and savings (the "Business Advantage" accounts): The vast majority of the LSC's inflows and outflows are processed through these accounts.

2. Restricted assets: The Priscilla Fund, compiled from donations in memorial to Priscilla Davis, is an example of restricted assets.

3. Invested Assets: These are not restricted assets as mentioned above, but will require divesting in order to use. In general, these are reserve funds and at their present value will support approximately two years' worth of the LSC's 'fixed' expenses associated with office support, accounting, legal, banking, and tax filing fees.

d. Program Operations Vice Chair Report

From: Patrick Hunter, Vice Chair, Program Operations

Subject: Spring 2022 Report to House of Delegates

First and foremost, I would like to thank all of you for the privilege to serve this organization as Vice Chair, Program Operations. I was appointed to this role in December 2021 by then-General Chair Matt Soska, so as to fill a vacancy in this position, which was previously held by Ray Grant. I would like to thank both Matt and Ray for their tireless service to this organization over the past several years and all of their positive actions to help set New England Swimming on its current course.

A little bit about myself- I have been involved in the sport of swimming since age 7, having grown up swimming competitively in Indiana and Minnesota. I served as an athlete representative in Minnesota beginning in 2013, as well as on several USA Swimming national committees, also beginning in 2013. I attended Boston College from 2015-2019, where I studied accounting/finance, with a minor in history, and also managed the swim team. I have served as an official since 2014 and officiate meets of all levels. Professionally, I work for Ernst & Young as a Senior in their Commercial Assurance practice.

In this role, I am responsible for oversight of the Diversity, Equity, and Inclusion, Officials, Operational Risk, Technical Planning, and Safe Sport Committees, as well as well as meet management and evaluation as a whole. I also serve as a member of the Governance Committee and a non-voting member of the Finance Committee. Upon my appointment, I held phone conversations with each of these respective Committee Chairs, so as to discuss their goals, challenges, and needs. These conversations set the basis for my work with and support of these committees in the following months, as well as my goals and visions for these Committees in the future. Below, I summarize my primary activities with each of these committees, as well as some ideas and visions for the future. Each of the Committees and Chairs have worked hard this year, and I am incredibly grateful for their efforts and leadership- please refer to each of their respective reports for details.

Diversity, Equity, and Inclusion Committee

Jesse Ford has been an outstanding leader of our Diversity, Equity, and Inclusion efforts since her appointment in September 2021. Under Jesse's leadership, the Committee facilitated equipment drives at the March 2022 Silvers meets, and is building support for Water Safety Days to be held across the LSC, so as to promote water safety and drowning reduction, as well as the brand of New England Swimming. If your club or venue is interested in hosting a Water Safety Day event, please contact Jesse to see how New England Swimming might be able to help. I am pleased with how our Diversity, Equity, and Inclusion efforts have improved under Jesse's leadership, and am excited to see how we continue to evolve our efforts to continue to support our outreach swimmers, build our membership base, and promote inclusion for all as pertains to the sport of competitive swimming.

Officials Committee

I am thankful to Betsy Russell, who has served as Officials Committee Chair since 2018, and continued in this role upon assuming the role of General Chair. The Committee has continued to develop and expand its training and clinics efforts, and has also done great work in the past year as far as website content for officials and relevant communications to our officials. The Committee is also responsible for staffing our Championship meets; these selections are made with my approval, and are done in the interest of providing the swimmers the best possible championships experiences possible, while also continuing to develop our base and talent pool of officials. I look forward to seeing all of these efforts continue to develop and expand over the next year. It is imperative that we continue to build our base of officials- this oftentimes begins with parents wanting to help their swimmer's team, and sometimes evolves into a passion much greater. I urge each of our clubs and coaches to continue to recruit officials and promote volunteerism.

Operational Risk Committee

Lisa Black Sholudko has done an outstanding job of leading the Operational Risk Committee. Lisa receives all reports of occurrence submitted to USA Swimming, and uses this information as the basis for Committee discussions and action. Considering this data, the Committee will be proposing implementation of a required “sit-and-slide” entry during warm-ups, phasing this in with our 12 & under swimmers. This is a USA Swimming best practice. Additionally, the Committee is working to provide a resource of safety best practices for outdoor meets, as well as enhanced coverage surrounding the importance of meet marshals during Meet Director training. I would like to remind all of our Meet Hosts that it is the responsibility of the Meet Host/Meet Director to ensure that all coaches/officials on deck are valid non-athlete members of USA Swimming in good standing. Although your Meet Referee may assist with this, the full responsibility lies on the Meet Host/Meet Director, which will soon be memorialized in policy.

Safe Sport Committee

I am grateful to Anne Kaufman for her many years of service to New England Swimming and USA Swimming, as she has worked to build and develop the Safe Sport brand in New England and promote Safe Sport. The Committee has continued to promote Safe Sport through swag/trinkets at meets, as well as “Safe Sport Meets” where Safe Sport is a central theme of the meet. If you are interested in hosting a Safe Sport meet, please contact Anne. After many years in this role, Anne plans to step back. I am currently working with the leadership of New England Swimming to identify a strong, viable leader for this role. I look forward to seeing how we may continue to evolve our Safe Sport work to best serve our athletes and teams in New England. If you, or someone you know, may be interested in becoming more involved, and/or have ideas to support the continued evolution of this program, please reach out to me.

Technical Planning Committee

Patrick Johnstone has worked tirelessly as Technical Planning Chair in the past year, and I commend him for his diligence and flexibility working through the many competition-related inquiries and requests that have arisen as we emerge from the Covid-19 pandemic. Please remember that any changes to the Meet Announcement must be first approved by Patrick. The Technical Committee continues to meet on an as-needed basis to discuss competition-related proposals and concepts. I trust that several ideas, driven by our membership and committees, will be up for discussion in the coming months.

Meet Management and Evaluation

I continue to review the Meet Announcements for our Championship meets prior to sanction, as well as provide other guidance as necessary in regards to the operation of our Championships meets. If you have feedback concerning the operations of our Championships meets or other thoughts pertaining to meet operations, please reach out to me. It is my goal to work with a few others to develop a Hy-Tek Meet Manager training clinic in the coming months.

Other Responsibilities

I continue to serve as a member of the Governance Committee and as an ex-officio member of the Finance Committee. I have aided these Committees in the drafting our revised budgeting policy/practice, as well as other updates to our policies and procedures.

As I work with the Governance Committee, as well as the General Chair, to identify future Committee Chairs, collaborative discussions surrounding 2022-2023 Committee budget requests will occur in the early summer.

Thank You

Thank you for the privilege to serve our athletes and serve you. I am excited to see what we can continue to accomplish together. Please reach out with any comments, concerns, questions, or suggestions.

Respectfully submitted,

Patrick Hunter
Vice Chair, Program Operations
Phunter.usaswimming@gmail.com

d. (i) Technical Committee

Technical Committee Report

Like the previous year, the activity in Technical was largely concerned with changes driven by the global pandemic. As we return to normal, the committee has been slowly removing some of the changes that were made to help teams in effectively hosting meets. Some additional changes were implemented that arose out of suggestions or proposals made by various New England Swimming members.

Some highlighted changes from the previous year:

- Host teams must have completed the Safe Sport Recognition Problem (SSRP) before submitting a bid or requesting a sanction for a New England Swimming meet. This policy went into effect on February 1st, 2022. The goal was to ensure that host teams have gone through the SSRP process and fully understand what Safe Sport requires from meet hosts. Technical is continuing to refine this policy to ensure that certain NES member teams that can't complete the SSRP (like college-based teams with no age group component) will still be able to host meets if they agree to certain Safe Sport related requirements.
- Changes to the Legal Split process that no longer require the coach or swimmer to request a Legal Split for either for an initial distance or a relay lead-off in advance. The new process gives the AO discretion to confirm or deny the split recorded by the automatic timing system after reviewing the available evidence. Backstroke splits still require advance notice. Coaches are still encouraged to provide one or more manual watches in the event of a timing system failure.
- The Calendar Protection policy was slightly modified to allow for teams to bid on and request a sanction for a meet on the same weekend as the December Senior Championship, provided that the meet is only for 12&Under swimmers. This change will be in effect starting with the 2022-2023 SCY season.
- Now that meets are largely returning to normal, the exemptions to restrictions on meet personnel that were enacted during the global pandemic have been eliminated bringing the policies back to their original state. Among these are the requirement that the Meet Director and AO may not be the same person, that the AO and Timing System Operator may not be the same person, and that the AO may not serve in any other officiating capacity. This change is currently in effect.

Future topics that the Technical Committee is likely to consider include:

- Further refinement of the requirements for college NES member teams that wish to host a meet in lieu of completing SSRP.
- A proposal to change the policy around the use of Electronic Relay Judging Pads (RJP) which currently require all dual human confirmation of a violation to be the basis to use the RJP data to either confirm or overturn the disqualification. The new policy would consider other possibilities including having a violation initiate with the RJP data and confirmed if also observed by at least one human.

- A reconsideration of the 100% entry policy which was only in effect temporarily, was extended once, and has now expired.
- A general review of the Policies and Procedures and Rules and Regulations documents.

As always, the committee encourages and welcomes feedback and suggestions from the entire NES community.

e. Development and Performance Vice Chair (including Senior Committee and Age Group Committee)

Performance and Development Chair Consent Report

This report stands as the AG vice chair report as well

Submitted by Chris Sheppard

Competition is back! This short course saw a return to a mostly normal meet season, and Long Course looks to be close to the same. We were able to hold a full championship season at all levels this year, albeit with some issues that the AG and Senior Committees are working in tandem to address.

During the Long Course season, we saw our LSC, AG and Senior committees get creative and work together to keep the kids racing as much as possible in a safe manner and hold end of season meets. The breakdown of meets, including having to separate the 11-12 and 13-14 groups out from each other, were not ideal for a normal season. However we wanted to ensure the largest number of swimmers would have opportunities to race and we achieved that goal.

Our Senior Championships was full and fast, however our 10 & Under and 11-14 Age Group meets were undersubscribed. Due to the reduction of competitive and training opportunities for our younger athletes in 2020-2021, there has been a slow-down in the development of our Age Group athletes. The Age Group committee has made adjustments to the qualifying times for the upcoming Long Course championship season to assist in motivating those swimmers and provide a more robust, full championship meet. The AG and Senior committees are working together to develop a plan to both return our AG level back to our former standards and ensure our Senior level swimming continues to improve.

Some objectives I would like the Performance and Development committees to take up this coming year include:

- Establishing what relays will be offered at end of season meets; considerations include the addition of mixed relays and 200m relays in pools without starting blocks at both ends.
- Developing a plan for addressing the lull in our Age Group level; considerations include keeping the age group meets large enough to be exciting and protecting the quality and speed of our Senior Meets.
- Establish a qualifying time structure for the quad that addresses both the needs of our LSC but also considers how our LSC stacks up against the rest of the country.
- Pursuing the creation of a Senior Circuit amongst other Eastern Zone LSCS to provide competitive senior swimming opportunities that include athletes our New England Swimmers don't regularly race.

e. (i) Age Group Committee

Report Included Above

e. (ii) Senior Committee

Senior Committee Report - Submitted by Meghan Feran, Senior Chair

New England Swimming was able to bring back our Winter Senior Championship in December. The meet went extremely well from the swimming side. Athletes and Coaches were extremely happy to be back competing. With the uptick in Omnicron it was tricky to continue to have this meet with no restrictions. We were strictly enforcing masks on behalf of Brown and Gator. It was disappointing that so many athletes, coaches and parents were making this process difficult. It did result in relays being pulled the final night of the meet.

We are grateful to Ray Grant for making it possible for us to have such a wonderful facility to compete in. We are incredibly sorry that our community lead to such a difficult time. We are very lucky that Ray Grant and Brown will allow us to have our summer long course Senior championship in July.

From a time standard standpoint, we were able to use the same qualification times from 2019. This past December numbers were good and we saw a full meet. We have high hopes that keeping the same summer long course qualifying times from 2019 will have the same results. These qualification time standards are on par with the nation as well as motivational time standards for USA Swimming.

We have had some combination committee meetings with the Age Group committee to discuss the future of the senior meet with the lack of numbers at 11-14 Age Groups Championships. We are in the process of creating a plan to bridge the relaxed AG qualification times to continue to keep our senior time standards at the level they are.

NE Swimming is continuing to produce athletes at the top level of USA Swimming. We saw a large group of athletes at Futures and Winter Junior Championships in 2021, as well as five athletes at the Phillips 66 International Team Trials in Greensboro, NC. This was an incredibly hard meet to qualify for so to see great representation of Junior 18U athletes at this level meet.

Overall, we are back on track at our senior level. Fingers crossed it seems as though we are going to see consistent competition opportunities moving forward.

Section Two: Reports of Committees and Coordinators

a. Officials Committee

Officials Committee Report May 2022

We have 426 officials currently registered, only 13 more than last year at this time.

In FY 2022 so far we have had 26 Officials clinics, 20 of them via Zoom. Officials Committee will continue to populate the clinic calendar in the first 6 weeks of each season with Zoom clinics: 3 S&T, 3 AO, 2 Starter and 1 Referee; in SCY season we will be including “re-certification clinics for S&T and Starter which were very well received last fall. Clubs may continue to request to host their own throughout the season and have them placed on the calendar as they are scheduled.

We are working to populate our Official’s Committee page on the neswim.com site to include useful resources and information with a mind to not set ourselves up to have expired links and data taking up space going forward.

USA Swimming will be taking the Officials Tracking System offline come September 1 as SWIMS 3.0 transitions in. This will last for one year, during which they will be providing an interim solution that may not support the functionality we require at the LSC level. We are looking to be prepared to set up a database of our own in order to get through the year until OTS comes back online September 2023.

We have worked on documentation for Referees to understand and implement mentoring expectations and plan to roll that out in the coming season.

It has come to our attention that many host clubs have been under the impression that the AO training includes Meet Manager/HyTek training, which is not the case. Although AO supervises the computer operator, fluency in the software is not a requirement of the certification. As a long-term goal, we have asked that Meet Manager software training be developed based on a similar model as the Zoom Officials Training clinics. Although not under the purview of the Officials Committee, we will provide ideas and resources to Technical and the others involved to create a series of teaching modules to help our clubs train their computer operators.

Club Leaders and coaches, please encourage your swimmers’ parents to become officials! Your parents are the next generation of officials! Without the clubs and coaches encouraging and placing value on their officials, there may not be the required numbers available to minimally staff the meets you need for your swimmers.

There is no application process to become an official. While there is a standard track and required steps, all are welcome at any training clinic, or to start the training on deck as an apprentice. There is no order in which the various requirements must be accomplished. The process is intended to be transparent and flexible, yet thorough, so as to train our officials to be the best officials that they can be for our swimmers.

Respectfully submitted,

Betsy Russell

b. Operational Risk Committee

NES Operational Risk Committee HOD Report

The NES Operational Risk Committee has been busy.

We have reviewed both the New England Swimming Reports of Occurrence and the USA Swimming Report summarizing the the Reports of Occurrence across the United States for the 2021 year.

We reviewed and evaluated the data looking for trends, and to determine whether process changes, policy changes, or education/ training were indicated.

The data from both our LSC and National reports, clearly indicates that meet warm-up/warm-down is where the majority of reported incidents occur. Most of the reports from our LSC did not result in serious injury, however; we had one very serious injury that occurred when one swimmer jumped into the water and landed on another swimmer.

After we analyzed our LSC reports, we reviewed USA Swimming best practices and noted that three-point entry is recommended policy for meet warm-up/ warm-down.

To mitigate the risk associated with meet warm-up/ warm-down, we have put together a proposal for moving New England Swimming toward three-point entry for meet warm-up/warm-down.

We also noted significant reports, with respect to outdoor meet venues, and are proposing the addition of outdoor venue specific training for referees and meet directors, in order to ensure we, as an LSC, provide the safest possible environment for our swimmers.

Finally, we are proposing that Meet Directors receive training specific to Meet Marshal duties and responsibilities. This will enable them to provide instruction to the Meet Marshals as to their duties and responsibilities. Also included in this proposal, is the provision of a USA Swimming Meet Marshal card, for each Meet Marshal to have and use as a reference, while performing their duties.

Respectfully submitted 5/1/22,

The NES Operational Risk Committee

Lisa Black Sholudko, Chair

William Carline

Stephanie Nasson

Kenzie Driscoll

Patrick Hunter

c. Safe Sport Committee

Report prepared by Anne Kaufman, Safe Sport chair

May 10, 2022

SSRP

1st timers: since the February report below, we have had a few more NE clubs achieve recognition. Thanks to all for doing this work - it is so important

Renewals have started to fall due for early adopters; the process for renewing is currently the same as initial application. Open to feedback on streamlining this process.

Clubs that haven't/won't apply: we have offered help of any sort to all clubs as yet unrecognized and that offer still stands.

National statistics from February 2022:

Top 10 LSCs (Ranked by count of clubs Safe Sport Recognized)

Rank	# Clubs Safe Sport Recognized	LSC(s)
1	50	FL
2	43	IL
3	42	PC
4	39	NE
5	34	NC
6	30	MD
7	25	MN ST
8	24	SN
9	23	FG GA IA PV
10	22	IN

For the percentage of clubs recognized, however, as of February, New England did not make the top 10

Top 10 LSCs (Ranked by % clubs Safe Sport Recognized)

Rank	% Clubs Safe Sport Recognized	LSC(s)
1	88.24	ME
2	80.00	SR
3	75.00	IA
4	69.77	MD
5	68.29	ST
6	55.81	SN
7	52.53	FL
8	50.00	PV
9	48.78	VA
10	47.95	NC

Committee work

Anne spoke with Jeremy Abreu about including Safe Sport content in live streaming

Caitlin worked with athletes to develop new social media training

In meetings: we held discussions of anonymized communications received by the Safe Sport chair,

Q: what would you do in response? How could we be proactive about the issues behind this question

We continued to discuss effective methods of education outreach, including but also looking beyond Zoom workshops

We looked at effective expenditures of our budget

Participated in Water Safety Day 2021

Goals

- Achieve 75% SSRP recognition in New England (move up the national safe sport leaderboard)
Includes finding effective motivation for teams that have not yet started
- Schedule Safe Sport content for meet live streams

- Combine Safe Sport swag with Safe Sport education rather than just giving away stickers
- Athlete members of the committee should plan smaller workshops for their own teams, write up curriculum and plan for delivery, and share with the Athlete Committee for the teams of those athletes.
- LSC constituency should know where to find information about Safe Sport issues
- LSC constituency should know the difference between Safe Sport for USA Swimming and the Center for Safe Sport (for all NGBs, overseen by Congress, handles all abuse reports and investigations)

General Safe Sport rules and regs updates

MAAPP 2.0 went into effect September 2021. All families should have signed off on the new version of the policy when registering for 2021-22 short course season.

USA Swimming Meet Marshal membership requirement

Specifically in reference to requiring non-athlete membership of meet marshals, USA Swimming received a significant amount of member feedback. As a result of that feedback, USA Swimming requested a specific review from the Center regarding the role of a meet marshal and whether it meets the threshold of a volunteer who interacts directly and frequently with athletes or has authority over athletes as a regular part of their duties. **We recently received confirmation from the Center that the role of a meet marshal does not rise to the level of contact with or authority over athletes significant enough to require non-athlete membership of these volunteers.** The Board of Directors acted quickly to approve amending Corporate Bylaw 2.6.6 to remove the requirement for meet marshals to register as non-athlete members of USA Swimming. Concurrently, the Operational Risk Committee has worked to standardize the role of a meet marshal and developed [Meet Marshal Standards](#). The Committee has also developed a standard meet marshal training program, which will be released in 2022

Please note, this change is only in reference to meet marshals, and all other communicated categories will still be required to become non-athlete members of USA Swimming no later than January 1, 2022. These individuals include:

- Adult employees of USA Swimming, Local Swimming Committees (LSCs) and member clubs;
 - Adults serving on the board of directors of USA Swimming, LSCs and member clubs;
 - Individuals in a position of oversight over the operations of a member club;
-
- Adults with an ownership interest in a member club;
 - Referees, starters, administrative officials, chief judges, as well as stroke and turn judges; and
 - Other volunteers who interact directly and frequently with or have authority over athletes (as defined in the SafeSport Code for the Olympic and Paralympic Movement) as a regular part of their duties.

Plans for long course season 2022/ongoing projects

Caitlin Eramo on livestream

Effective use of Safe Sport swag

Safe Sport banners/crawl on livestream, access Connor Fitz Miller's training videos on USA Swimming learn platform to include

Coach education/clarification: how to/what to communicate on to parents about meets & help parents understand who to go to with meet questions (not the contacts on the top of the meet info page)

d. Diversity, Equity and Inclusion Committee

Diversity Equity and Inclusion Report

Submitted by Jesse Ford, DEI Chair

I was appointed as the new DEI Chair on September 14, 2021. Upon this appointment I reached out to current committee to determine their interest in continuing as a member, as well as to the community to find some new people to serve.

We have held monthly meetings to set the strategic plan for the remainder of the year, with Water Safety Days seeming to be the most popular activity to work on.

Based on feedback from last year's events as well as volunteer input, the committee has decided to encourage clubs within our LSC to sponsor Water Safety Days for this summer. The goal is to reach many kids and families and to spread water safety awareness into many communities.

Water Safety Day templates were created and sent to volunteers to disseminate to their clubs and local pools.

Our target dates are to offer Water Safety Days in late May, and throughout June so that we can be ahead of the busy summer months.

NE will continue to work with the DCR Community pools to schedule events within the scope of our volunteer's availability.

I introduced the idea of "Passion Projects" to the committee so that each person could create a short workshop on a topic that interests them. The goal is to offer a topic every two months that would serve to educate the NES Community.

The Committee has been brainstorming on unique ways to educate and involve members in Diversity, Equity and Inclusion initiatives and to move forward with the strategic plan that was created in early 2021.

e. Coach Committee

COACH COMMITTEE REPORT

Another year has gone by, and the coach committee has been quite busy! In the 2021-2022 year:

- We have worked with the Mental Health task force to bring zoom talks to the LSC, and are in the process of putting together a course for coaches relating to mental health.
- We have partnered with the Maine Swimming LSC to provide an in-person coach clinic opportunity with Brendan Hansen.
- We are working to try and improve the coach of the year nomination and voting process. We hope to streamline it in a way that not only makes sense but makes it a seamless task for the coach committee to handle.
- Alessandro and I are working on a coach luncheon we can have once per year. We hope to have it on a day we can get the most participation, either on the HOD day when we go back in person or as a separate meal on banquet day. We want more coaches to have the chance to mingle with each other now that things are opening up again.
- We created a new Facebook group that all coaches in NE can join. The password will always be held by the Senior and Junior coach committee reps and will always be in control of the coach committee. Please search for "*New England Swimming Coach Community*" and request to join or shoot me an email and I will get you in.

Looking to the future, Alessandro and I want to simplify the duties of the coach committee a little bit to make it more manageable for those of you wanting to be involved. We know coaching is a super demanding job and volunteering for this on top of it can be a little daunting; do not fear, we got you!

We would love to have more of you on board! Getting involved with the coach committee is super easy! Here are a few ways you can start:

- Run for Junior Coach Rep! It's mostly a supportive/learning role.
- Join our email list! These have meeting times, important updates for coaches, plus agendas and recaps of committee meetings for those that can't make them all. Addresses are copied in BCC so there's no threat of the dreaded reply-all
- (If you have a Facebook) Join the Coach Facebook page! Meeting times and important updates are posted there but are sometimes not as in depth as email.
- Look up who your committee members are and seek them out on deck, via phone, etc. They can share things with the committee on your behalf! We look forward to seeing you all on deck again soon!!

Rhi Jeffrey, OLY

Senior Coach Representative/Coach Committee Chair

f. Athlete Committee

May 2022 New England Swimming Athlete Representative House of Delegates Report

Respectfully submitted by Samantha Brabeck (Senior Athlete Rep) and Kenzie Driscoll (Junior Athlete Rep)

The Athlete Reps, in conjunction with the Athletes Executive Committee, had a very successful year. We succeeded in implementing new opportunities for athletes of all ages as well as building on old projects. Please see the details below of what we have accomplished.

2021 Athlete Leadership Summit – New England Swimming hosted its first ever Athlete Leadership Summit in-person on November 6th and 7th, 2021. Over the course of two days, 80 athletes from all four states of the LSC participated in the summit. The summit focused on developing individual leadership skills, DEI education, teamwork, ways to get involved, and service for others. The event was extremely well received, and the future Athlete Reps plan to host more summits for athletes in the future!

Schedule:

- 8:00am-- Registration
- 8:30am-- Introduction
 - a. Snowball Activity
 - b. Pencil Line Activity
 - c. Introduction
- 8:45am-- Session I: Bridge Building
- 9:00am-- Session II: Leadership Types
 - a. Introvert vs. extrovert
 - b. Leadership Values (Bracket Tournament)
 - c. Strength-Based Leadership
- 9:55am-- Session III: Diversity, Equity and Inclusion Workshop (ran by Diya Ackerman-Vallala and Sam Brabeck – Diversity in Aquatics Athlete Fellows)
 - a. Whole Group-- Faces Activity
 - b. Break out into 2 groups:
 - i. Sexual Identities/Gender & Implicit Bias/Privilege
- 10:45am-- Session IV: Presentation with Elizabeth Beisel

- a. Leadership at the Highest Level & Mental Toughness
- 11:45am-- Lunch
- 12:15pm-- Session V: LSC Governance
 - a. Board Member introductions (non-BoD members also welcome)
 - b. Role of Athletes (how to get involved, importance of voice, etc.)
- 12:45pm-- Session VI: Evaluating Your LSC
 - a. Group discussion/brainstorm of strengths/weaknesses of LSC
- 1:00pm-- Session VII: Survival Course
 - a. Activities as team while each athlete has a certain “handicap”
- 2:00pm-- Session VIII: College Swimming Discussion
 - a. Nicole Carter – Brandeis (Saturday) and Mike Stephens – BC (Sunday)
- 2:50pm-- Session IX: Servant Leadership
 - a. Rise Against Hunger meal packaging event
- 4:15pm-- Session X: Closing Ceremonies
- 4:30pm-- End of Day

Link to Instagram Takeover: https://www.youtube.com/watch?v=1kXZSBM_95A

Link to photos: <https://photos.app.goo.gl/9D41PDn8AHEoWCZh7>

College Swimming and the Recruitment Process Discussion – Since the last House of Delegates meeting, the Athlete Reps have hosted two College Swimming and the Recruitment Process Discussions with active college coaches via Zoom. The event is extremely popular, and this initiative will be continued for athletes in the future.

July 2021: The Athlete Reps were joined by coaches Nicole Carter (Brandeis), Jack Leavitt (Georgetown), and Jen Strasburger (Boston University) on July 18th, 2021. Approximately 94 participants joined us on the call.

April 2022: The Athlete Reps continued the college swimming discussion, this time with coaches Adam Hoyt (Tufts), Kelly Lennon (Army West Point) and Brian Thomas (George Washington). Over 100 participants joined the call.

Athlete Mailing List and Newsletter – Over the summer, the Athlete Reps produced an Athlete Mailing List that communicates with athletes about upcoming service events, including Water Safety Days and Starts and Turns Clinics. Additionally, the Athlete Reps and AEC created an Athlete Newsletter that gets sent out quarterly. This newsletter highlights swimmers of the month, athlete accomplishments, and events happening in the LSC.

Water Safety Days – The Athlete Reps, Athletes Executive Committee, and DEI Athlete Sub-Committee worked closely with the NES Board of Directors and DEI Committee to assist in the planning and running of six Water Safety Days in New England (Summer 2021). These events taught 258 children how to be comfortable around the water and what to do in the case of an emergency.

National Awards – At the April 2021 USA-Swimming Workshop, the Athlete Reps and athletes from the DEI Committee were recognized for their leadership and hard work.

Outstanding LSC Athlete Representatives: Out of 59 LSCs, Ellie Soska, Sam and Kenzie were recognized by the USA-Swimming National Athletes Executive Committee for their outstanding leadership in New Swimming. When given the award, the AEC highlighted the Athlete Reps’ nine projects, including the Leadership Summit, Starts and Turns Clinics, and Water Safety Days

USA-Swimming Athletes Distinguished Award: DEI Committee Athletes Diya Ackerman-Vallala, Sam Brabeck, and Eva Frazier were recognized for the work they have done in the DEI space in New England. Highlights included forming a DEI Athlete Sub-Committee, producing Water Safety Days, creating a social media presence, incorporating DEI lessons into the Athlete Leadership Summit, and representing NES and Diversity in Aquatics at the 2022 Diversity in Aquatics National Convention.

Social Media Presence – The Athlete Reps are extremely active on social media! Give us a follow on Instagram (@neswim) to stay up to date on upcoming events, leadership opportunities, athlete accomplishments, college commitments, and more!

Athletes Executive Committee Applications Open Soon – Athletes are encouraged to keep an eye out for AEC applications that will be released in the near future. The AEC is composed of 15 dedicated athletes who work closely with the Athlete Reps to create projects and initiatives that benefit the greater athlete body.

Changes in Leadership – Lastly, we are so excited to announce that current AEC member, Noa Chambers (ATST) has been elected the incoming Junior Athlete Representative by her athlete peers! Sam’s term as an Athlete Representative will end on August 31, 2022, and Noa will start her position in office on September 1st.

g. Governance Committee

New England Swimming Governance Committee Report 2022

Year Summary:

1. Created and presented a series of onboarding presentations to the Board throughout the fall and early winter. This also led to further improvements of our onboarding materials and process.
 - a. A permanent agenda item was created for governance committee to give updates, on boarding, and share other information to support the board.
 - b. Aided athlete reps in creating an athlete handbook for athlete specific onboarding and training.
2. Succession planning in response to multiple resignations on the board. Worked to support the Board in the process of filling roles on the Board as well as a smooth transition.
 - a. On-boarded new members as well as offered support in their new roles.
 - b. Created a grievance policy for future incidents that happen within our Board of Directors.
 - c. Created an exit survey as well as exit interviews for end of terms. This will provide information to improve the board as well as support further reflection.
3. Worked to improve support systems for all committee chairs and athlete members of the Board. This included connecting relevant people to each other, offering documents, sharing timelines, and other conversations to offer best support.
 - a. Created a monthly list of important dates and items to be completed during that month, which is shared at each board meeting.
4. Solicited nominations and interest for all open Board positions. Used nominations as well as additional conversations to create a slate of officers for HOD meeting.
5. Reviewed and revised all previous job descriptions for Board positions as well as committee chairs. In addition, the rules and regulations were also reviewed and updated to accurately represent the LSC in its current states.

The Governance Committee.

Laura Matuszak
Patrick Hunter
Jonathan Castaldo
Noam Reinhorn

h. Office Reports

OFFICE REPORT:

To be presented at Meeting

Competition Manager Report:

Sanction Chair Report

Submitted by Jenelle Dolan

The 2021-2022 SCY season 107 meets were sanctioned including Championship meets, 8 approved meets and 2 Dual meets. There were also 45 distance sessions. Below is a chart comparing the amount of meets and splashes (not including Championship Meets)

LSC Meets			
	2019	2021	2022
SCY Calendar Meets	118	162	95
SCY Splashes	150,559	71,278	120,520
LCM Calendar Meets	43	69	44
LCM Splashes	81,141	41,920	

Three (3) Meet Director Clinics were also held, one in September, November and December. Two (2) Meet host calls were also held to keep all meet host informed with updates and changes.

Registrations Report – HOD Meeting – May 10, 2022

Registrations:

With all COVID restrictions lifted, athlete registrations are steadily increasing. This 2022 athlete number basically reflects the total short-course season membership, since that has just wrapped up. Last week we started to see more new registrations come in as the long-course season begins. We expect these new registrations to continue to increase over the next 3-4 weeks.

	May 2021	May 1 2022	Difference
Athletes	6299	7658	+ 1359
Coaches	454	545	+ 91
Officials	414	431	+ 17
Clubs	83	91	+ 8

From USA Swimming: SWIMS 3.0:

On September 1, 2022, USA Swimming will be rolling out their new membership platform, SWIMS 3.0. The biggest change for us all will be that each member must create their own account and all USA Swimming registrations will be completed by the individuals through the USA Swimming website. At this time all payments, excluding the club fee payments, will still go through individual teams and LSC offices. As we receive more information from USA Swimming, we will pass it along to all our members. Within the next month we will be sending out training information and dates. We plan to offer in-person trainings as well as zoom trainings. All club personnel that processes registrations will need to be trained with this new program.

Registration Fees for 2023 Season: (beginning Sept 1, 2022)

\$89.00 per athlete and non-athlete

\$250 club pre Dec. 1st, \$300 after Dec 1st