



NEW
ENGLAND
SWIMMING

Board of Directors Meeting

Tuesday, June 21, 2022

Zoom at 7 PM

Tentative Minutes

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

VISION: Inspired. United. Fast.

ATTENDANCE: Betsy Russell (UN), Bill Glass (BGSC), Patrick Hunter (UN), Rhi Jeffrey (ATLA), Nadine Jesionek-Johnson (UN), Chris Sheppard (CS), Anne Kaufman (UN), Sam Brabeck (BYB), Kenzie Driscoll (CS), Scott Ellis (UVAC), Jesse Ford (WSY)

Ex-Officio: Alessandro Eramo (BYB), Carol Healey (UN)

GUESTS: Greg Gowern (PHX), Nick Rice (ABF), Moriah Tyrrell (UN), Jenelle Dolan (ESC), Jonathan Castaldo (CRA), Ken Galica (UN), Lisa Black Sholudko, Noam Reinhorn, Nate Chessey, Ellie Soska, Jess Workman, Olivia (??) , Patrick Johnstone, Alessandro Eramo, Andy Shields, Meg Feran, Noa Chambers, Elizabeth Antenucci, Anthony Padvaiskas, Ashley Ellis,

1. **Welcome...by Betsy Russell**

Welcome everyone to the 2022 Spring House of Delegates Meeting of New England Swimming.

Before we get started, I want to thank several people who have served the NE Swimming community, on the BOD and their Committees and are now moving on.

We have 3 wonderful Athletes who are graduating:

Sam Brabeck – off to Vanderbilt

Ellie Soska – to University of VT

Noam Reinhorn – to Colby College

All have been remarkable representatives for the athlete membership and have spent countless hours on behalf of their peers and our BOD. Good luck and stay in touch!

I would also like to thank 2 Chairs who are terming out.

Anne Kaufman – Chair of Safe Sport for New England Swimming

Chris Sheppard – Vice Chair for Performance and Development.

In addition, I would like to thank folks who were not able to continue in their terms as Chairs, but served our community so very admirably over the past several years:

Matt Soska

Brian Crawford

Ray GrantRick Osterberg

Lauren Reidel

Gretchen Turner

I am grateful to those of you who have joined us today at BOD and encourage all of you, as we go through this meeting, think about getting involved – there are Committee Chair appointments to be made in the coming weeks and their committees will be needing members/participants.

The more voices that are encouraged to speak up, the more people are empowered to represent themselves and others in the conversation, the stronger we will be as an LSC. We must be inclusive and welcoming. BOD and Committee meetings must be safe places to have open discussions and sometimes discuss difficult topics. I encourage all new Committee Chairs to include people with differing opinions on their committees so that all concerns and comments can be heard, acknowledged and included in the decision-making process and when decisions are made, they are done so with eyes wide open and in the best interest of the entire LSC.

2.1 Objectives

The objectives and primary purpose of NESI shall be the education, instruction, and training of individuals to develop and improve their capabilities in the sport of swimming. NESI shall promote swimming for the benefit of swimmers of all ages and abilities, in accordance with the standards, rules, regulations, policies and procedures of the Federation Internationale de Natation Amateur (FINA), United States Swimming, Inc. and NESI.

2.2 Statements

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

Vision: INSPIRED. UNITED. FAST

2.4 Core Values

- We believe in providing rewarding and fun experiences in a safe, healthy and positive atmosphere.
- We will provide a healthy emotional climate for our athletes by giving them the experiences that provide opportunities for success. We will provide strong guidelines for safe behavior in the aquatic environment, and we will encourage good physical health through providing education to athletes and parents.
- We value integrity and fairness. We will uphold the rules of fair play and provide opportunities for all to participate. We will encourage team spirit and group and individual sportsmanship.
- We will deal fairly and honestly with each other and with our athletes in all that we do.
- We believe in excellence. We will provide the best programs within our means, and we will encourage every swimmer to develop their individual potential. As an organization, we will strive to be the best in every area.
- We value leadership. We will demonstrate personal and organizational leadership in all that we do, and we will do our best to develop the leadership qualities of our athletes.
- We value innovation and creativity. We will continuously strive to find creative ways to develop, improve and promote our programs, as well as to be innovative in our teaching and coaching techniques.
- We will search for ways of gaining financial security and will continue to be open to innovation in all areas of administration and programming.

2. Consent Agenda

a. General Chair

b. Secretary's Report (including March meeting minutes)- Betsy asked for Corrections,
Moved to approved All in favor

c. Treasurer's Report

d. Administrative Vice Chair Report (including Calendar Committee)

e. Finance Vice Chair Report (including Finance Committee)

Finance Vice Chair Report (submitted by Bill Glass)

The Finance Committee met April 27 (7pm) and discussed various matters.

The big picture topics of the meeting included:

- Review YTD financials
- Review FY'23 Budget templates to be distributed after HOD
- Renewal/extension of the meet participation fee allowance of charging up to \$25 for calendar meets and \$30 for end of season meets in lieu of admission fees (current provision expires 8/31/22)

Regarding YTD financials, all appears well – and foundational support for ‘favorable’ to budget outlook was laid for the HOD reporting (May 10 meeting).

The FY'23 Budget process and timeline was discussed. Focus was on the design of budget templates and the timetable for their distribution. The settled timetable was an initial draft to go out to the current, newly elected (in May HOD) and retiring committee chairs in May/June, with copies to the newly appointed committee chairs upon their appointment, after the June BOD meeting.

Each template will have four questions that are to be answered by the submitting committees:

1. What are your committee goals for the 2023 registration year?
2. How does your budget fit to your committee goals?
3. How do your goals fit with NES mission and vision statement?
4. How were budget line items derived? (for example: Historic spending, other LSC) research...)

The goal is a more aligned budget process and sense of ‘ownership’, especially pertaining to newly elected/appointed chairs. The first stage of distribution of the templates is now complete. The second stage will follow shortly after the 6/21 BOD; to be followed by setting dates of review of the committees’ proposals for the 2022-23 Budget with the Finance Committee in preparation for BOD recommendation (*currently scheduled for 7/19 with the BOD, followed by HOD meeting of 8/10*).

The bulk of committee time has been spent on the matter of continuing an exception to the historical \$10 maximum meet participation fee; currently the maximum allowed is up to \$25 (\$30 for championship meets), but this provision is set to expire on 8/31/22. The higher maximum applies only if no admission fee is charged and was intended to provide relief for meet hosts facing a variety of restrictions in the pandemic period coupled with increased operating costs.

Upon initial discussion, we felt more information was required. To aid these efforts, a Zoom-oriented Town Hall was scheduled for June 8 under the title ‘Request for Input Regarding Meet Fees’. The invitational announcement was sent across the LSC – perspectives of athletes, coaches, meet directors, parents, and other community members were sought. On June 8, the call had 15 participants, and there was also input provided separately from individuals unable to make the call.

The Finance Committee then met immediately after the call and conferred a few times subsequent via email chains and a brief call on June 16.

An extension of the fee exception expiration date is being recommended but auxiliary issues have been raised, requiring more time to understand / propose resolution. The primary matter pertains to the higher fee amount and the potential for hardship or dis-incentive to fully participate, centered in families with more than 2 children – we will continue discussions on this matter.

This matter is further referenced in the 6/21 BOD Agenda item #6.3 – Finance Committee, Meet Participation Fee discussion update, which will include the following proposal / statement for the BOD consideration:

“In light of the continued impacts of COVID on facility access and pool deck population numbers, the Finance Committee recommends to the Board that we continue with the maximum participation fee of \$25 for calendar meets and \$30 for end of season meets for the 2022-2023 short course season if no admission is to be charged (effective through March 31, 2023). However, in our process review, the Finance Committee received feedback over certain unintended consequences of the increased fee as it relates to meet participation. This matter requires further analysis and we will report to the BOD our findings / recommendations accordingly.”

**f. Program Operations Vice Chair Report (inc. Technical Comm. Operational Risk Comm., Officials Comm)
Vice Chair of Program Operations Report**

As we move into summer, it is great to see our Long Course season underway, and see it resemble, in many ways, our days before Covid. I am thrilled to see a full suite of Long Course Championship meets occurring this summer, and am thankful for our meet hosts, office staff, and volunteers for all of their hard work to help make these events happen.

Over the past month, I have been working in conjunction with the General Chair to assess the committees within the Operations Division and review applications for the future Chairs of these committees. I have spoken to all applicants for committees within the Operations Division to discuss their backgrounds, goals, and ideas, and am thrilled that we have plans to involve each of these individuals in our committee structure, whether it be as Chair or in a different role.

Over the coming months, we will begin the transition to this new committee leadership and pave our path forward for the next two years. This includes working with each Chair, in conjunction with the Finance Committee, to formulate the committee’s budget, as well as setting forth committee goals for the year. We will be building out the membership of the Committees in the next 1-2 months; if you are interested in serving on any of the Committees within the Operations Division, please let me know. I am thrilled with the Chairs that we will be putting in place and am confident in their ability to lead their respective Committees.

I remain involved in day-to-day Committee support. In the past month, these efforts have been primarily focused in the Operational Risk areas, as we prepare two proposals for the Board, and with the Diversity, Equity, and Inclusion Committee, as we work to facilitate this summer’s Water Safety Days. I also sit on the NE Swimming Zone Team Committee, and am pleased and excited with the staff that we have in place to lead this year’s Zone Team.

If you have any questions, comments, concerns, or suggestions, please reach out. Likewise, if you want to get involved on a Committee or in another way, please contact me!

Respectfully submitted,

Patrick Hunter Phunter.usaswimming@gmail.com 612-845-3031

Addendum- Operational Risk

The Operational Risk Committee continues to monitor the reports of occurrences received from USA Swimming. Please keep in mind that reports of occurrence are required for all injuries/incidents at both practice and competition, no matter how minor. Please remember to exclude identifying data, such as names, from the fields except for those where the data is specifically requested. When confidential information is included in these other fields, the report of occurrence is excluded from the summary/analysis provided by USA Swimming, which, in turn, makes it more challenging to identify trends and patterns in the data.⁵

The Operational Risk Committee has two proposals for consideration at the June Board Meeting. These are proposed so as to ensure that safety best practices are in place and are data driven. Please be aware that the implementation of the sit-and-slide entry will be fully educational and will be a collaborative effort.

The Operational Risk Committee has received a survey from USA Swimming surrounding our safety practices and will be distributed in the coming days.

Addendum- Diversity, Equity, and Inclusion

The primary activities related to Diversity, Equity, and Inclusion in the past months have related to the planning and execution of team/club hosted Water Safety Day events. Volunteer sign-ups are posted on the website, and we encourage our interested members to help and spread the word!

If you have ideas as far as how we can continue to enhance our efforts to ensure that we are continuing to move forward in an inclusive way in all aspects of our organization, please reach out to Jesse Ford or myself.

Technical

The Technical Committee has one item on the agenda for the June Board Meeting, as related to the Safe Spot Recognized Club meet host requirements. This proposal seeks to correct an unintended consequence of the original proposal.

The Committee plans to meet in the coming weeks to discuss additional competition-related matters as they arise. If you have any questions or concerns, please reach out to Patrick Johnstone or I.

OFFICIALS COMMITTEE REPORT

The New England Swimming Officials Committee is entering a state of transition consistent with the LSC's policies and procedures. With the upcoming House of Delegates the Officials Committee is prepared to make an orderly transition and build out its members with volunteers focused on officials for the best interests of NE Swimming and its athletes so as to provide opportunities for all to achieve their highest potential in competitive swimming.

As of June 17, 2022 there are four hundred forty-two (442) volunteer officials currently registered and certified with New England Swimming with a number of them holding National level certifications. There are approximately three hundred forty-seven (347) stroke and turn officials, one hundred sixty-three (163) starters, eight-two (82) deck referees, seven-four (74) administrative officials, thirty-six (36) meet referees and twelve (12) administrative referees with many of them certified in more than one position.

The Officials Committee has recently published a newsletter with information on the three upcoming New England Swimming Championship meets along with an upcoming Round Table discussion for all officials scheduled for June 29th. Of particular note the The New England Swimming LCM Senior Championship Meet has been approved by USA Swimming as an Officials Qualifying Meet (OQM). The National Officials Certification Program is administered by the USA Swimming Officials Committee and its primary goal is to expand the education of officials through mentoring, participation and evaluation as well as recognizing those officials who have demonstrated their knowledge of officiating at each level and position. Evaluations for all positions (stroke and turn, chief judge, starter, referee, administrative referee and administrative official) and all levels (N2 and N3) will be available for evaluation and advancement at this meet (with the exception AR and AO evaluations which will be limited to N2) . All officials are welcome and encouraged to submit an Application to Officiate and volunteer their time and talents at any of the three meets.

There are presently no clinics scheduled within New England Swimming. However, plans will be made during the summer for multiple opportunities for our officials to participate in clinics in the fall at the start of the short course season. It is anticipated the Officials Committee again will host clinics for the positions of stroke and turn, starter, referee and administrative official both for certification and recertification. As is the usual practice any team is both allowed and encouraged to host a clinic(s) with an appropriate facilitator.

In the coming months the Officials Committee expects to focus on recruitment and what can be done to not only add new stroke and turn officials but advance existing ones. Specifically, discussions will focus on reaching out to clubs and encouraging new volunteers to the sport and offering assistance to support the effort.

Respectfully submitted,

Ken Galica

g. Development and Performance Vice Chair Report (including Senior Comm. and Age Group Comm.)

Submitted by Chris Sheppard

The Age Group, Senior and Calendar Committees met on 5/22/22 to discuss the remaining dates on our current quad plan. The agenda was designed to discuss the placements of our LSC designated end of season meets (Regionals, Silvers, 10 & Under, 11-14, 15-18 Age Group Championships and Seniors). The bulk of the discussion revolved around the placement of the Short Course Silvers meet and the purpose of that meet.

Over the past several months the Age Group Committee has been contemplating moving Silvers to the start of our Age Group Championship season so that the meets are in progression of “level” of meet. This posed a handful of problems if we were to start the meets at the usual time (second week of February), as it would push the Age Group meets back a week if Regionals remained the first meet. Pushing the 15-18 meet one week later would create even more conflict with big out-of-LSC meets that many of our LSC teams attend, so all in attendance agreed that wouldn’t be an option. Another concern that arose was the issue of 5 weekends of meets back to back; this is not ideal for coaches, and with Silvers happening before the start of the Age Group meets the question of what learning can happen between Silvers and 10 & Unders or 11-14 could actually happen. This is how we landed on the first

weekend in February as the appropriate timing for Silvers and the Age Group meets staying on their traditional weekends.

The Regionals Meet date was chosen based on what would make sense for the developmental level of the swimmers attending Regionals. A shorter period of time that would allow for swimmers to work towards achieving Silvers or Age Groups and then have something to work towards in the spring. The discussion was focused around early January or early December and December was chosen so there was sufficient time between Regionals and the February/March meets.

One of the objectives that was identified was to provide a championship experience for swimmers not yet at the NE Championship level and whether we could make Silvers meet that need or should we try to create a meet that addresses that goal. Ultimately the AG committee decided they would like to try a 14 & Under B Championship with Trials and Finals for the 11-14 swimmers.

The incoming Performance And Development Vice Chair, Jon Castaldo, and the new Age Group Chair along with the AG Committee will be addressing qualifying time progressions and meet structure for this new meet progression.

There was discussion of Long Course as well, but given the brevity of the LC season it was agreed there would not be changes unless the US National Meets have a change in schedule. There will also be an LSC supported "Last Chance" Qualifier for Olympic Trials in April/May 2024.

I hope this answers any questions about the new quad plan.

h. Coach Representative Report (including Coach's Committee)

i. Diversity, Equity and Inclusion Chair Report (including DEI Committee)

j. Safe Sport Chair Report (including Safe Sport Committee)

k. Athlete Representative Report (including Athletes Executive Committee, Athletes Committee)

l. Governance Committee Chair Report (including Governance Committee)

m. Registration Report

Registrations:

Last week we hit 8000 athlete registrations for 2022! Registrations continue to trickle in as more kids are entering meets and joining teams.

	May 2022	June 17, 2022
Athletes	7658	8020
Coaches	545	586
Officials	431	442
Clubs	91	91

Changes to FLEX Membership

Beginning on September 1, 2022, the Flex Membership category will be available only for athletes ages **12 and younger**. This is intended to maximize the benefit of the Flex Membership, given current membership trends and projections.

The Flex membership fee will be \$30, with \$20 of the fee going to USA Swimming and \$10 going to the Local Swimming Committee (LSC)

SWIMS 3.0

We have not heard more about SWIMS 3.0 and as soon as we do we will set up orientation/training dates and times. All teams should also be receiving information directly from USA Swimming and your team software company.

Proof of Age Policy needs reviewed based on new registration policy

Reminder about the registration fee increase for 2022-2023 season
\$89.00 per athlete and non-athlete
\$250 club pre-Dec. 1st, \$300 after Dec 1st

n. Office Report

o. Other Reports

*No Consent agendas pulled. Motion to approve consent agenda by Patrick Hunter...seconded...
Approved by all no opposed*

3. Technical Proposals

1. College Clubs hosting meets without SSRP designation proposal
Technical Committee Proposal- Patrick Johnstone spoke on it.

Technical Committee Proposal - Modification of Meet Host SSRP Policy

On February 1st 2022, New England Swimming added a requirement for all host teams to have completed the Safe Sport Recognition Program before submitting a bid or requesting a sanction. This was intended to bring Safe Sport more into the foreground of requirements for meet hosts and to ensure that host teams are aware of the requirements of the program.

However, the policy neglects to consider meet hosts that are NES registered teams but don't necessarily have the means to complete the SSRP. Primary among these are college teams (HARV, TNT, BROWN, etc.) that don't have age group swimmers but still may wish to host meets. In addition, there may be other non-member clubs/organizations that may wish to have a meet approved in accordance with 202.6.1.

Historically, we have accepted sanctions from these clubs/organizations in the past and we should continue to accept them into the future. In most cases, these events involve facilities that either have limited access (HARV) or facilities that are very active hosts of NES meets (TNT). It is in the best interests of NES to continue to encourage these organizations to host meets while still protecting our swimmers' interests.

As such, it is proposed that bids or sanctions that come from organizations that can't complete the SSRP process be required to agree to abide by requirements to be defined by the Technical Committee. The intent would be to allow the Committee to create an initial set of simple requirements

that would allow sanctions to proceed and allow the Committee to modify those requirements as needed in the future without having to come back to the Board for approval each time.

Changes to the Rules and Regulations Document

Changes to Section III.B – Meet Bidding Process

Add the highlighted text to the existing paragraph:

Any team bidding on a meet must have completed the Safe Sport Recognition Program (SSRP) before submitting the bid. **Any club/organization that has all or mostly all adult athletes and is therefore unable to complete the SSRP may submit a bid with the understanding that they will be required to agree to Safe Sport related conditions as described under Section III.E.1 -- Meet Sanctions.**

Changes to Section III.E.1 – Meet Sanctions

Add the highlighted text to the existing paragraph:

New England Swimming member teams must have completed the Safe Sport Recognition Program (SSRP) before requesting a sanction. **Any club/organization that has all or mostly all adult athletes and is therefore unable to complete the SSRP will be required to agree to the conditions currently outlined in the document “Safe Sport Requirements for Meet Hosts” as posted on the New England Swimming website.**

–End of Document

Chis Sheppard moved to discuss.

Question what about Safe Sport does not make it possible for these types of clubs to do this

Safe Sport requirements come from USA Swimming.

Concerns about AG championship meets and requirements are explicit and followed.

Questioning the language about all or not all...

All meets are going to follow MAPP 2.0 guidelines but do not have to be SSRP to host

Questioned if other LSC that have this situation- Anne supported that other LSC are doing the same as New England Swimming.

Does USA Swimming have any advice? USA Swimming Safe Sport is the driving force but due zone conversations it is clear other areas are all trying to do the same but struggling with language with college teams.

Nate from USA Swimming-Every LSC is doing similar policies and encouraged us to connect with South Texas.

Incentivize meet hosts/clubs to complete this optional program but still run safe meets- to keep in mind that this does not

Motion to approve- Rhi Jeffrey Seconded by Bill Glass

All Approved-NO Nays- No abstentions

4. Appointment to the Board, Committee Chairs and Governance Committee

Appointments to the board-effective Sept 1st - Committee chairs will transition over the summer

Athlete Reps- Kenzie Driscoll and Noa Chambers won the election-Will connect and come up with a plan over the summer for transition

Coaches - Junior Coach Rep - Jeff Midkisis will by the Junior Coach Rep - a plan to transition this summer very excited.

Safe Sport Chair - Susan Padvaiskas

DEI Chair - Jesse Ford

Technical Chair - Patrick Johnstone

Officials Committee Chair - Ken Galica Immediately

Operational Risk Chair - Llsa Black Sholudko

Senior Committee - Nick Rice

Age Group Committee- Caitlin Grant Immediately

Motion to approve Patrick Hunter Second - Opposed - None

On boarding process - immediate and will work with Jon and Chris Sheppard

Question about formalizing the process for new board members - Patrick there will be an onboarding process to be determined including the budget and process. Caitlin and Ken will work with the governance committee to help with the transition in July. Betsy assured that we have plans in place to create a formal onboarding plan.

Chris-2 different approaches to the training. How the board operates - committees institutional knowledge that needs to be passed on. Steps that they need to take on?

On-Boarding the transition period of positions- The GC will meet within the next couple of weeks to determine our plan for the onboarding of the new members. The transition of new board members will begin informally, immediately.

At-Large Positions are being evaluated currently

5. Coach Mental Health initiative update

At the request of coaches, we have collaborated with Whole Health Corp to offer mental health workshops for our coaches. A survey went out last week to all NE coaches. The survey answers will be used to guide the format of the webinar on July 12. We hope coaches will join.

Nadine- can we have some background on how this was constructed?

Jenelle- We were approached by some coaches about issues with their teams. We reached out to the Coach Reps who connected with Scott Ellis who has worked with Whole Health. Money is in the coach budget for this workshop.

Is the workshop only for coaches? It is geared towards coaches but anyone working with athletes is welcome to attend. No limit to the number of guests.

6. Finance Committee

1. New OMR registration fee proposal- New SWIMS 3.0 (Online Menu Registration)- all members of USA Swimming will register themselves through the USA Swimming registration. USA Swimming has decided that all registrations will be paid through them as they register.

We have two options. USA Swimming will collect their portion.

We can either 1. Collect our fee on our own. Or 2. USA Swimming can collect our share in total and then send us our portion every month. USA Swimming does take a 4% share out of only the LSC portion of the fee. Carol- this fee is better than our current 3% fee we currently absorb for the whole fee.

Bill- I motion that we opt in to the new payment program offered by USA swimming. Seconded- all in favor - all

2. Budget update- We have a different budget process than last year. We deferred this year's budget out to the end of August to allow for outgoing chairs to work with incoming chairs to create the new budget. Budget templates have been distributed to chairs. The new budget will be presented at the HOD meeting on August 30th, 2022.

3. Meet Fee discussion update- Our meet participation fee of \$25 due to covid, is set to expire on 8/31/2022. The finance committee was asked to look at it to determine next steps. The fee was set up to cover the missed money from admissions during covid as well as extra meet costs.

The meet participation fee can be a max of \$25/swimmer for calendar meets (currently \$10) with no admission charged and \$30 for end of season meets (currently \$25) with no admission charged. With families of multiple kids, this can get very expensive. We are going to continue to look at this issue, but feel this will take more time to be thorough.

The Finance Committee proposes to extend the current policy to 3/31/2023- the end of short course season - all in favor - all- 0 opposed

- 7. Governance:** Laura Matuszak will stay on for another team. The Governance Committee will continue their good work as the committee they are on.

Social Media Policy

New England Swimming Social Media Policies and Guidelines

Rationale: Social Media is a valuable tool to promote the brand of New England Swimming to current members, prospective members, and the greater swimming community. However, it must be utilized with prudence and responsibility so as to ensure that the brand of New England Swimming is portrayed in a positive light and continually protected.

Primary Mission

The primary mission of New England Swimming social media is to provide to New England Swimming's members and clubs useful information, that is not as readily or more readily available elsewhere, about:

- 1. New England Swimming and its activities;*
- 2. Other competitive swimming entities and organizations and their activities;*
- 3. Other persons and their activities that are of interest to the members or clubs of New England Swimming, and*
- 4. New England Swimming's members and clubs and their activities.*

Secondary Mission

Secondary missions of New England Swimming social media are (in order of importance):

- 1. To provide information about New England Swimming and its activities to the public;*
- 2. To promote and publicize New England Swimming and its members and clubs to the public;*
- 3. To promote and publicize the sport of competitive swimming to the public in New England;*
- 4. To promote and publicize persons and entities who provide significant support to New England Swimming or its activities.*

Design Philosophy

To achieve its present and future missions, the design of New England Swimming social media will be governed by the following philosophies:

1. Use of technology and programming that works with all of the most commonly used programs and operating systems;
2. Logical and obvious organization of information;
3. Ease and simplicity of use;
4. Consistency of appearance and organization;
5. Timeliness and currency of information;
6. Archival access to useful historical information;
7. Use of reasonable security mechanisms and precautions.

Content Philosophy

To achieve its present and future missions, the content of New England Swimming social media will be governed by the following philosophies:

- a. The information available through New England Swimming's social media should: comply with all applicable legal requirements, comply with all applicable mandates of USA Swimming, and be appropriate for dissemination to persons of any age;
- b. The information available through New England Swimming's social media must be in-line with the mission, vision, and values of New England Swimming.
- c. The information available through New England Swimming's social media should not: result in any person or entity becoming subject to criminal sanction or civil liability, be likely to result in physical or mental harm to any person or damage to any property, bring the sport of swimming or New England Swimming or any other person or organization into disrepute, or be reasonably expected to be considered private, secret or confidential by any affected person or entity;
- d. The foregoing content philosophies should not limit the dissemination of newsworthy information that is reasonably believed to be accurate and is otherwise publicly available;
- e. New England Swimming's efforts to comply with these content philosophies should be responsibly limited so as not to overburden its volunteers or employees or its financial resources.

Social Media Administration

Any New England Swimming social media accounts will be maintained by the Office Manager or his/her designee. The Administrative Vice Chair, or his/her designee, will also have access to all accounts. No other individuals or groups, unless granted written permission by the Administrative Vice Chair, may have access to the social media accounts.

Posting/Link Requests

If an entity/organization/club/committee requests a link to their site or a posting to be made, the following conditions are taken into consideration:

- a. The entity/organization must be New England based (exception – USA Swimming Inc.)
- b. No job postings for teams outside of New England Swimming.
- c. Protocol for posting should begin with the Office Manager. Day-to-day operations of the site and any corrections will be accomplished by the Office Manager or his/her designee.
- d. Any member of the New England Swimming Staff, Board of Directors, Club or outside entity that wishes to have items posted shall contact the Office Manager.
- e. Committee chairs shall work with their assigned staff liaison to help with the flow of information they are posting. Pre-posting communication and approval with committee members is imperative.
- f. All requests shall be posted within 24-business hours of approval
- g. All unapproved items for posting shall be returned to the requestor and copied to the New England Swimming Executive Committee along with a statement of refusal. Any decisions regarding content or a decision to not approve a posting will be heard by the New England Swimming Administrative Vice Chair and the New England Swimming Executive Committee and/or full New England Swimming Board of Directors.

End Document

–from Noam: The policy is to set more normalized and controlled social media posts. All of the NE Swimming social media accounts will be held through the office and the Admin Vice-Chair. This changes how social media will be used.

This policy was based on the Indiana LSC social media policy. As a foundation.

Patrick - motion to approve this social media policy. Questions/ Comments? What sites do we have? NESwim Instagram and DEI Instagram. Was this sent out? Betsy- we should give people time to read this and table the discussion and decision until the July meeting. Patrick- can withdraw my proposal. We will give everyone time to read it. Sam B- my concern is that - will the athletes still have the creative liberty to engage our athletes through social media? Patrick H- absolutely- your work is amazing for this. Everything just needs to be sent to the office first and they will post with 24 hours. Athletes will have the liberty of designing the posts, but will be posted by the office. The Admin Vice-Chair will have the discretion to approve a take-over, but this would be a very controlled event with conditions.

Anne- the office has a lot to do- this adds another thing to their plate and this could be time consuming.

Rhi- As the liaison between the athletes and the board I am happy to look at their posts. I can be the interim person to approve the post before the office posts it.

Nadine- What are we trying to achieve as a Board with social media. Chris S- as my time on the board that has never been asked.

Patrick- one bad post can be a huge program for the whole organization.

Betsy- what we want to avoid is having something posted on our social media that is not also on our website. This communication needs to be streamlined.

Kenzie- we may lose the engagement if we cannot post as much.

Sam- we were elected into these positions so is there some trust about what we post and do?

Chris- Sam and Kenzie- this is not something you should be taking personally- this will be for all and anyone that is involved in the board that any social media coming from the LSC is in line with the goals and objectives of the LSC.

Anti-Recruiting Policy- This was requested that the chair of the Governance Committee look at this policy. At the NE level- code of conduct violations needed to mirror the USA Swimming code of conduct. This is a rule. This is directly out of the USA Swimming rule book. This has not changed for a couple of years. Our LSC policy included items that we did not even have control over. Patrick- I would consider this as housekeeping as our current policy touches on issues that we do not have jurisdiction over.

The proposal is to replace the current policy with this policy? Yes

***New England Swimming
Anti-Recruiting Policy***

All members of New England Swimming are bound to the USA Swimming Code of Conduct.

In article 304.3.11, USA Swimming defines recruiting as,

“Action, other than through general advertising, by a coach, owner, officer, volunteer, representative, or employee of a swim club, or a USA Swimming or LSC employee, either through direct contract with an athlete or the encouragement of others, to recruit or otherwise encourage an athlete who is already a member of a USA Swimming member swim club to leave that club, unless the acting party receives prior written approval to recruit or encourage the athlete to change

affiliation from the designated club representative of the athlete's existing USA swimming-member swim club or contact is initiated by the athlete, the athlete's parent or authorized representative"

The rule continues,

"General advertising includes any information that is A) Distributed to an identifiable general population where there is reasonable expectation that the majority of the population are not current members of USA Swimming; or B) Placed in any item that is sold."

The rule further states,

"In the event of a violation of this section, a sanction may be imposed against any coach, owner, officer, volunteer, representative or employee of a swim club, or against any such club, or any combination thereof, as appropriate."

Complaints concerning alleged violations of this rule are to be made to USA Swimming directly, and USA Swimming will address the matter through its Board of Review process if deemed necessary by USA Swimming: [USA Swimming Violation Reporting Form \(formsite.com\)](https://formsite.com)

all in favor- all opposed- 0.

8. SWIMS 3.0 and how it will affect registrations:

Proof of Age Policy - do we only require before they swim in a meet? They will be registered through USA Swimming without it. Tabled to September

Meet Registration deadlines- DELETE

9. Operational Risk Proposals - these proposals have actually not gone out to everyone yet. Should we table these to July meeting?

1. Sit-and-Slide Entry-
2. Credentials Policy Update- Operational Risk will present

Proposal for Amendment to NE Swimming Rules & Regulations for Competition

Section III, Paragraph K, Registered Non-Athletes

The New England Swimming Rules & Regulations for Competition Section III, Paragraph K, entitled "Registered Non-Athletes" previously required Meet Referees to be responsible for checking and verifying nonathlete membership cards for compliance.

The Operational Risk Committee for New England Swimming consisting of Lisa Black Sholudko, Patrick Hunter, Kenzie Driscoll, Stephanie Nasson, and Bill Carline, at its meeting on April 13, 2022 and after opportunity for discussion hereby adopted the following proposed changes to said provision:

K. Registered Non-Athletes: USA Swimming requires that all Meet Directors, Referees, Starters, Stroke and Turn Judges, and Admin Officials, serving in an official capacity in a sanctioned meet, must be members of USA Swimming, and all persons acting in any coaching capacity in a sanctioned or approved event must be coach members of USA Swimming. The Meet Referee Director, or designated Official, should shall check and verify the non-athlete membership cards for compliance.

Comment:

The change was proposed to accommodate the need to have a more efficient process to verify those non-athlete members entering upon the deck. The Meet Director is responsible for overseeing all volunteers, officials and coaches entering upon the deck and interacting with the swimmers. The Meet Referee has responsibilities that make it extremely difficult to insure that this duty is fulfilled throughout the meet. The proposed change will also make it mandatory to check and verify compliance.

Chris S- move to accept- seconded All in favor- all- opposed 0

10. Eastern Zone LCM AG Championship- Jenelle- the EZ information is on the website . Coaches have been named and registration is open on website. Swimmers must have 3 cuts. Jenelle will be at 10& under meet on Sunday and 11-14 meet on Saturday and Sunday to answer questions. This will not be a team trip, parents will have to take their swimmer.

11. Water Safety Days have been in process. You can see the information on our website and sign up to volunteer! There is a WSD event at NSSC tomorrow, so hopefully people will offer some on their own as well.

Sam- due to the fact that we are not partnering with DCR this year has there been a plan or insight to targeting higher risk areas? Patrick- I will share the calendar- we do have WSD's scheduled in a variety of places. Our goal is to make these sustainable in the future and going forward.

Chris- it feels like we are dropping the ball on not partnering with DCR or the state moving forward. Staying away from producing recruiting opportunities.

Betsy- when we met with DCR it was clear we could work with DCR, but it was clear that DCR could not provide a volunteer coordinator. Due to the dates presented by DCR they landed on championship meet weekend. We were prepared to provide resources, but can not run. There are DEI committee members that could step up, but they did not. We do not have the manpower to be 100% responsible for managing multiple sites on events on weekends that are protected. We are not dropping the ball, we just need better upfront organizing. Lack of scheduling conflicts.

Nadine- I will agree with Betsy- when we came to the table- we were not in the same position as last year. DCR does not open pools until this weekend. We do need to make sure we are reaching out to committees and teams that can be host teams.

Nadine- how are you tracking serving underprivileged kids? We need to plan for this- get coordinators in place. I have run these for years and my time this year is just not what it was, and I do not have it in myself this year.

Rhi - from the coach committee standpoint -if there is a template or information we can post out to coaches and on our facebook. We can do that.

Jesse- we are trying to encourage clubs to host the WSD's and trying out this new model. We are learning and we are open to hearing comments and growing as we move forward.

Patrick- this is an evolving and continuing thing. We want to make this better. We really did want to work with DCR, but it did not work out on both of our sides. If you are a coach on this call and you want to have your team run one at your own pool, or a DCR pool, please let us know and we will give you what you need. We do want to see these grow and happen.

Other business- Betsy encourages DEI and Safe Sport to be part of all aspects of the organization

12. Next Board Meeting: July 19th

HOD: August 30th.

MOTION TO ADJOURN- 9:14pm.