



NEW ENGLAND SWIMMING BOARD OF DIRECTORS

Meeting Minutes approved on April 27th at the Board of Directors Meeting

Tuesday, April 13, 2021

7:00 PM via Zoom

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

Vision: Inspired. United. Fast

Attendance:

Voting Board Members Present (13): Matt Soska (UN), Brian Crawford (ESC), Bill Glass (BGSC), Chris Sheppard (CS), Betsy Russell (UN), Rick Osterberg (UN), Nadine Johnson-Jesionek (UN), Lauren Riedel (PHX), Samantha Brabeck (SOLO), Ellie Soska (CRIM), Rhi Jeffrey (ATLA), Anne Kaufman (UN)

Voting Board Members Absent (2): Ray Grant (BGSC), Paul Mueller (SOLO), Isabelle Hiller (UVAC)

Committee Chairs and Guests Present: Ken Galica (UN), Jonathan Castaldo (CRA), Patrick Hunter (UN), Gretchen Turner (USC), Sammy McClintock (CRIM), Amanda Witkus (GS), Kenzie Driscoll (CS), Courtney Boghosian (BGSC), Lisa Black-Sholudko (UN) Daly Hamilton (HDSC), Patrick Johnstone (UN), Chris Payson (SSC), Tony Padivauskas (NSSC), Moriah Tyrrell (UN), Carol Healey (UN), Jenelle Dolan (ESC), Dane (Truclusion), Janelle (Truclusion).

1. Welcome:

Matt opened the meeting at 7:03 PM by reading the NES Mission Statement and thanking all board members, staff and coaches for all that they have done to complete a successful end of season and the End of Season Leaderboard. Matt also asked that Jenelle Dolan take the minutes of the meeting. The minutes for March's meeting will be forwarded as soon as possible.

2. **Consent Agenda (attached):** Due to late distribution, each committee was asked to read their report. Reports are attached with additional comments noted below)
 - a. **General Chair Report**
 - b. **Secretary's Report** (not present)
 - c. **Treasurer's Report-** The 2nd PPE Loan has been received.
 - d. **Administrative Vice Chair Report** (including Calendar Committee)- It was discussed that it is too early for specific locations of End of Seasons meets to be communicated but inquiries are being done and the committee will share as soon as possible.
 - e. **Finance Vice Chair Report** (including Finance Committee)-The budget is almost ready to be shared. The committee is holding another meeting being held this week to discuss late changes that need to be made. They are looking at a deficit of about \$100,000.
 - f. **Program Operations Vice Chair Report** (including Technical Committee, Operational Risk Committee, Officials Committee)
 - Official's website merging into the www.neswim.com site. Goal is to have certification information available. The USA Swimming testing site is down for maintenance between April 15-

May 1st, so no tests will be available for Officials. Want to schedule New England clinics for spring to get more Officials in. Official's committee meeting tomorrow.

- Operational Risk: USA Swimming reports were just submitted so Lisa and Bill are looking at them to figure out what issues we have. Format is hard to weed through.

- g. **Development and Performance Vice Chair Report** (including Senior Committee and Age Group Committee)- Chris thanked the office and all of the people that assisted in the End of season Leaderboard.
- h. **Coach Representative Report** (including Coach's Committee)- At this month's meeting, the end of season meets were discussed and how the structure could be adapted to include more breaks and what could be done about "No shows" causing empty lanes.
- 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**
- n. **Office Report**
- o. **Athlete Mental Health Working Group Report**
- p. Other Reports

3. Budget: Bill Glass gave an update on the budget process. Got final revision of 2022 budget late last week. Will be presented in the Finance Committee meeting. It will be presented to the board ahead at the next board meeting.

4. Mental Health Workshop- The first workshop organized by the AMWHG will be held on Saturday, April 17th at 4:00 PM. All board and committee members are encouraged to attend. Please use your networks to spread the word about the workshop - WAI We Rise: An Athlete Mental Health Workshop (teamunify.com). The AMHWG is working on scheduling a panel discussion with college swim coaches to discuss collegiate swimming and the impact of COVID-19 on the recruiting process. More information will be shared in the coming weeks.

5. Truclusion Workshop- Welcome to Dan and Janelle from TruClusion. Lauren's focus has been Athlete voices and second education for LSC. Start with the Board and our LSC Leadership. According to a survey sent to the board and office staff Sunday evenings were when most people were available. Dane and Janelle explained the workshop. There are four 2 hours sessions. One person does not need to attend all four but it is recommended. Materials and exercises are sent before each session in preparation for the discussions. Each session discussion is fluid and can go in different directions depending on the people attending and each session is a safe place therefore there are no recordings of the sessions to be able to review if a session is missed. The facilitators will lead the discussion from week to week. Goal is to move people from one stage to another. We all move on the journey at different speeds.

Truclusion along with the four, two-hour sessions will be providing an organization assessment by conducting an online survey with follow up interviews. This maps out the LSC, determines where certain groups are; officials, coaches, athletes and leadership are to assist in planning future trainings.

Matt proposes we vote on 4, 2-hour sessions April 25st May 2nd May 16th, and May 23rd and organizational assessment \$7200 for budget, then open for discussion. Nadine J. seconded. Chris Shepperd - so moved.

Vote: Matt Soska- restated the proposal and asked for a vote, or send back to the committee for more information.

Lauren- Motion: Spend \$7200 on a TruClusion workshop and assessment with 4 dates of April 25, May 2, May 16 and May 23. Filling 28 spots with Board, Office Staff, Elected officials and other nominated committee members. Seconded by Matt Soska.

Voting results:

11 yes

1 opposed

1 Abstained

Motion passes.

6. Athlete Delegates to HOD: Clubs named their Athlete Reps upon club registration. The list (attached) was shared and it was stated that, per our by-laws, once these athletes are voted in they cannot be changed.

Rick - so moved

Matt S - seconded

The list of Athlete Delegates was adapted by general consent.

7. HOD Meeting/ Other Workshops

- a. HOD meeting Wednesday May 26 at 6:00pm via zoom

8. Other Business:

- a. Lauren brought up the communications process for Equality/Equity Statements from the LSC. Proposed the board create a procedure or plan on how the LSC will address national events of concern and how to respond to events. A discussion arose with the thought that this is not a one size fits all. Things can happen between meetings and this should be a more thoughtful exercise. Issues arise in the world that move members of our board to want to take action. We have the ability to use unanimous consent so we can use that when we need to. A committee will be formed to be ready to address issues as arise (Rick confirmed this abides by our bylaws). A committee will meet on a needed basis.
- b. Anne let everyone know that Safe Sport MAAPP 2.0 will be rolling out soon. SSRP updates. Safe Sport meeting scheduled for the night before the HOD meeting. Committee chairs may want to have a workshop/meeting during this HOD week.

USA Swimming Safe Sport Promotion

- 25% of member clubs in the geographic territory achieve recognition by May 1, 2021: \$1,500 and \$200 Match-Up coupon code.
- 50% of member clubs in the geographic territory achieve recognition by June 15, 2021: \$2,000 and \$300 Match-Up coupon code.
- 75% of member clubs in the geographic territory achieve recognition by July 15, 2021: \$2,500 and \$400 Match-Up coupon code.
- 100% of member clubs in the geographic territory achieve recognition by September 1, 2021: \$3,000 and \$500 Match-Up coupon code.

How do we get clubs to finish their Safe Sport? If the clubs that have started the process finish it up we will be in pretty great shape. NES will have 25 % by May 1 so we will get the first level of \$1500. Clubs will receive a pop-up tent for changing on the pool deck. The money is awarded cumulatively. We

currently have 83 clubs. To get to 50% we would need 42 clubs with Safe Sport. We currently have 33 clubs with Safe Sport with 8 clubs that have started the process.

It was proposed to have Anne attend a coaches committee meeting, create an email for coaches and a social media posting that can be distributed. It was also suggested coaches that have completed the safe sport application process mentor others that may be having difficulty.

- c. **Athlete Committee-** Sam proposed to create a budget line for Athlete Clinics. The incremental \$500/clinic fee to the Athlete Committee to defray any expenses with starts and turns clinics. It was determined that the athlete committee already has a budget line that has not been spent yet and the expenses can be submitted.

Nadine- Thanked those that gave support to her during her previous family emergency. She is grateful for everyone and everything. Welcomed the new athletes at the meeting.

- d. Matt Soska – The Board has to approve the budget within 20 days of the HOD meeting. A special board meeting to present the budget will be April 27th at 7pm via Zoom

Future board meetings are scheduled for:

June 8 at 7pm via Zoom

July 13 at 7 pm via Zoom

8. Adjournment: Motion to adjourn- Nadine, Rick- seconded. All in favor.

Respectfully submitted,

Jenelle Dolan, Competition Manager

Attachments: Consent Agenda, Athlete Delegate list



CONSENT AGENDA for NES BOARD OF DIRECTORS MEETING

Tuesday, April 13, 2021

7:00 PM via Zoom

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

Vision: Inspired. United. Fast

A. GENERAL CHAIR REPORT submitted by Matt Soska

On behalf of New England Swimming I would like to thank our athletes, coaches, board and committee members and volunteers of all types for their dedication to our sport during a challenging short course season. Despite facility restrictions we collectively were able to provide a significant number of our athletes an opportunity to train and compete. While the timing on a return to normalcy remains uncertain, the extra effort exerted by hundreds if not thousands has laid the foundation for what lies ahead..

B. SECRETARY REPORT submitted by Paul Mueller

An email to the BOD dated Apr. 13, 2021, includes the Agenda, Consent Agenda Reports, and remote connectivity details for the Apr. 13, 2021, meeting. The email also includes the list of Athlete Representatives to the HOD for 2021.

C. TREASURER'S REPORT submitted by Carol Healey

The monthly account totals are below:

	5-Mar-21	12-Apr-21	Change
Checking Account (includes PPP):	\$20,596.76	\$ 18,928.76	\$ (1,668.00)
Operational Account:	\$95,467.93	\$ 79,334.31	\$ (16,133.62)
Bob Menck account	\$5,360.00	\$ 5,460.00	\$ 100.00
Priscilla Fund:	\$12,541.36	\$ 13,041.47	\$ 500.11
Savings:	\$301,464.81	\$ 301,477.61	\$ 12.80
First Western Investments:	\$443,143.36	\$ 451,348.87	\$ 8,205.51
TOTAL:	\$878,574.22	\$ 869,591.02	\$ (8,983.20)

D. ADMINISTRATIVE VICE CHAIR (including Calendar Committee) submitted by Brian Crawford

Many thanks to all who made the End of Season Leaderboard a success. Chris, Megan, Gretchen: thank you for your vision, time and effort through many meetings to come up with something competitive for our swimmers. Also many thanks to Office (Carol, Moriah, and Jenelle) for organizing and posting weekly results. Thank you to all teams for hosting and providing an opportunity for our athletes.

*Long course season bids are due MAY 1. In order to organize properly, we would like them in by this date. Thank you to the teams who have already submitted. The office has sent out a message to meet hosts March 3 with this information, and template is posted on website.

*Any other Sanction requests with meet information must be submitted AT LEAST TEN DAYS BEFORE the meet in order to allow enough time for office to process and post it.

Long Course Season CHAMPIONSHIP meets:

Conversations have started on how to have Champ. Meets for this long course season. We have begun discussions with long course pools and being able to give our swimmers opportunities to race and compete. We may be able to provide something for the entire LSC, but our four states still have different travel advisories/restrictions. Outside pools will make running meets a bit easier than SCY. Meetings will take place soon on different scenarios and plans.

E. FINANCE COMMITTEE REPORT submitted by Bill Glass:

The Finance Committee met and reviewed various committee budget submissions. Compilation of results remains under consideration and the full budget proposal will be shortly forthcoming.

The last two completed fiscal years resulted in net deficits of:

2019 - (\$61,209)

2020 - (\$173,007)

It is likely that the 2022 budget proposal will fall between these two figures; closer to 2019.

Regarding other matters, the Finance Committee sought professional guidance from our accountant (CPA) as to whether there were any issues in regards to the LSC contributing funds to a GoFundMe page, directed towards the aid of a BOD member experiencing a sudden hardship.

We received firm direction from the CPA that, no matter how well-intentioned, LSC contributions as such cannot be made to current or former BOD members, officers, or staff; in part due to GoFundMe not being a charitable organization. Contributions should rather be made from personal funds. We shared this communication with the LSC office and General Chair.

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

F1. Officials Committee Report submitted by Betsy Russell

To date, we have received reports of two swimmers from different teams testing positive for COVID-19. We would like to remind all coaches that a Report of Occurrence must be submitted if you learn of someone from your team, swimmer or coach, has tested positive for COVID-19.

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

No Report.

H. COACH REPRESENTATIVE REPORT (including Coaches Committee) submitted by Rhi Jeffrey and Daly Hamilton

No Report.

I. DIVERSITY, EQUITY and INCLUSION CHAIR (including DE&I Committee) submitted by Lauren Riedel

1. Monthly DEI Committee Meeting
2. Monthly Eastern Zone DEI Meeting
3. Revised and submitted DEI Strategic Plan, including LEAP goals
4. Completed DEI budget request for 2021-2022, which includes a robust education plan for the LSC, and submitted to Finance Committee for review
5. Consultation meetings with Eastern Zone DEI Coordinator to work on Strategic Plan & Budget
6. Further plans for work with Truclusion, including availability survey sent out to NES BOD, office staff, and leadership
7. Continued regular research, social media posting, and education
8. Lead statement request in light of recent violence against AAPI

DEI Athlete Sub-Committee

1. Starts and Turns Clinics-- see Athlete Report
2. International Water Safety Day
 - a. Unable to get a response on pool time in any of three locations we have tried

- b. Most likely not going to happen for actual IWSD (May 15) but we would like to create a NES WSD during the summer
- 3. Sub-groups: Four working sub-groups... all with different goals, projects, objectives, etc.
 - i. Race/Cultural Identity/Religion
 - ii. Gender/Sexuality
 - iii. Mental Health
 - iv. Disability
- 4. Other goals/ideas: newsletter, linktree, IG takeovers, water safety days, webinars, open circle discussions, NES DEI Camp (next fiscal year-- HoD pending).

J. SAFESPORT CHAIR REPORT (including SafeSport Committee) submitted by Anne Kaufman

Congratulations to Metrowest Stingrays, the second NE team to be re-Safe Sport certified.

Online training dates - advance registration required. USA Swimming Safe Sport staff will record attendance and manually update the Club Portal.

TRAINING FOR PARENTS

- Wed., April 14 at 8pm EST - [REGISTER](#)
- Wed., May 12 at 8pm EST - [REGISTER](#)
- Wed., June 23 at 8pm EST - [REGISTER](#)

TRAINING FOR ATHLETES

- Thur., April 15 at 8pm EST - [REGISTER](#)
- Thur., May 13 at 8pm EST - [REGISTER](#)
- Thur., June 24 at 8pm EST - [REGISTER](#)

TRAINING FOR COACHES

- o Fri., April 16 at 3pm EST - [REGISTER](#)
- o Fri., May 14 at 3pm EST - [REGISTER](#)
- o Fri., June 25 at 3pm EST - [REGISTER](#)

Safe Sport Leadership Conference: Tuesday April 20, 2021. Speaker: Dr Bruce Perry. This year's leadership conference will highlight the topics of Adverse Childhood Experiences, Why Trauma Informed Sport is Vital, Cultivating Resiliency, and Suicide Awareness & Prevention. **This training is appropriate for any LSC or Team Leadership position, coaches, officials, or other adults.** Please [register here](#) to attend this free, day long training. For further questions regarding the conference please reach out to safesport@usaswimming.org.

Statistics

LSC Name	LSC	Started		# Clubs in LSC	# Clubs Started	% Clubs Started	# Clubs Complete	% Clubs Complete
		Safe Sport Recognized	Safe Sport Recognized					
NEW ENGLAND SWIMMING	NE	20	33	83	43	51.8%	33	39.8%
NE	AA	AnglerFish Aquatics	Safe Sport Recognized	54	anglerfishaquatics@gmail.com			
NE	ABF	Bluefish Swim Club	Safe Sport Recognized	59	abfswimsccl@yahoo.com			
NE	ACES	Aces Aquatics	Safe Sport Recognized	51	andreaabkeohane@gmail.com			
NE	ATST	Amherst Tritons Swim Team	Safe Sport Recognized	52	deniseleckenby@gmail.com			
NE	BAT	Belmont Aquatic Team	Started	53	b.yribarren@live.com			
NE	BGSC	Gator Swim Club	Safe Sport Recognized	51	alexcoaches@gmail.com			
NE	CCFF	Cape Cod Firefish	Safe Sport Recognized	52	brvandyk@comcast.net			
NE	CLIP	Yankee Clippers Swim Club	Safe Sport Recognized	55	CoachDianaCoachMark@gmail.com			
NE	CRA	Charles River Aquatics	Safe Sport Recognized	51	hannah@charlesriveraquatics.com			
NE	CRIM	Crimson Aquatics	Safe Sport Recognized	51	pzcrimsonaquatics@gmail.com			

NE	CS	Commonwealth Swimming	Safe Sport Recognized	53	commonwealthswimming@gmail.com
NE	DOGS	Bulldog Aquatic Club	Started	35	bkeane1@bryant.edu
NE	EDGE	Edge Swim Club	Started	51	JohnP@edgevt.com
NE	ESC	Executive Swim Club	Safe Sport Recognized	51	bcrawford@ehsc.com
NE	GLYB	Grtr. Lowell YMCA Barracuda	Started	44	barracuda@lowellymca.org
NE	GMA	Green Mountain Aquatics	Safe Sport Recognized	54	lmatuszak@smcvt.edu
NE	GS	Greenwood Swimming	Safe Sport Recognized	51	thegreenwoodswimming@gmail.com
NE	GYT	Granite YMCA Tiger Sharks	Started	43	jcroteau@graniteymca.org
NE	HAY	Hockomock Area Y Lightning	Safe Sport Recognized	51	haylightning@hockymca.org
NE	HDSC	Hamilton Dynasty Swim Club	Safe Sport Recognized	53	hamiltondynastyswimclub@gmail.com
NE	INF	Infinity Swim Club	Safe Sport Recognized	54	duncanm@nashua.edu
NE	KING	Kingfish Swimming	Safe Sport Recognized	57	loneil@kingfishswimming.com
NE	LSSC	Liquid Space Swim Club	Safe Sport Recognized	55	coachkiely@liquidspaceswimclub.com
NE	MTSC	Mei's Typhoons Swimming Club	Safe Sport Recognized	51	meihanmtsc@gmail.com
NE	MWYS	Metrowest YMCA Stingrays	*Safe Sport Recognized	62	Kwillis@metrowestymca.org
NE	NANT	Nantucket Swimming	Safe Sport Recognized	55	pignatoj@npsk.org
NE	NSSC	North Shore Swim Club	Safe Sport Recognized	53	aim61278@me.com
NE	ONE	ONE Aquatics	Started	39	oneaquatics@gmail.com
NE	ORO	Oyster River Otters	Safe Sport Recognized	53	otterswimteam@gmail.com
NE	PHX	Phoenix Swimming	Safe Sport Recognized	57	phxswimming@gmail.com
NE	PVA	Purple Valley Aquatics	Started	52	pvacoach@gmail.com
NE	PVAA	P.V. Aquatic Avengers	Safe Sport Recognized	52	coachcorey@aquaticavengers.com
NE	SAIL	Sailfish Swim Team	*Safe Sport Recognized	52	barb@sailfishswimteam.com
NE	SNAP	Snapper Swim Club	Safe Sport Recognized	52	jhennessey@simons-rock.edu
NE	SOLO	SOLO Aquatics	Safe Sport Recognized	54	megferansolo@gmail.com
NE	SSA	Seacoast Swim. Assc	Safe Sport Recognized	54	seacoastswimmingoffice@gmail.com
NE	SSC	Shamrock Swim Club	Safe Sport Recognized	52	shamrockswimclub@yahoo.com
NE	USC	United Swim Club	Safe Sport Recognized	51	unitedsc.ne@gmail.com
NE	UVAC	UV Aquatic Club	Started	37	sellis@uvacswim.org
NE	WTST	Webbs Tornadoes ST	Safe Sport Recognized	55	webbstornadoes@gmail.com
NE	YNS	Y of the North Shore	Safe Sport Recognized	51	hartyj@northshoreymca.org

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

Rank	# Clubs Safe Sport Recognized	LSC(s)
1	49	FL
2	45	PC
3	34	NC
4	33	NE
5	32	MD
6	25	IL
7	23	GA PV
8	22	IN MN SN
9	20	ST
10	19	FG OR

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

Rank	% Clubs Safe Sport Recognized	LSC(s)
1	75.00	MD
2	60.00	PV
3	53.68	FL
4	53.66	SN
5	50.56	PC
6	50.00	SR
7	48.28	IA
8	48.00	NC
9	45.45	ST
10	45.00	VA

L.1. OFFICIALS REPORT (Betsy Russell)

Migration of NES Officials website to the Team Unify site is underway. Goal is to have updated Certification information up and live within next 10 days. New documentation meant to make even more clear the process in NE to get certification and how to maintain it has been produced and is being incorporated into the website and clinic presentations. Once this framework is in place, we will be putting new Zoom clinics on the Officials Committee calendar for May/June, timing to coincide with the annual rollover of USAS Officials Testing site.

Next Zoom Officials Meeting is Wednesday April 14 at 6PM. Information is posted on Meeting Calendar

K. ATHLETE REPRESENTATIVE REPORT (including Athletes Executive Committee, Athletes Committee) submitted by Issy Hiller and Sam Brabeck

- We are continuing to plan the leadership summit. We're moving forward with Boston College and tentatively planning for the weekend of November 6-7th (next two weekends are MA HS Sectionals/States- hopefully). More will be known early next week. We've decided to not have pool time since each summit is only a single day, additionally allowing us to focus on the leadership aspect.
- Question for Matt- BC is asking for a contact name, email, phone number... Should this be Sam or Matt (Chris)?
- The deadline for Junior Athlete Rep applications was April 3rd. Candidate bios have been returned to the athletes, and they will be finalized and posted on Instagram on April 16th. Candidates will then each have a day to post on the Instagram information about themselves (April 17-23). We will interview the candidates on Instagram live on April 24th at 7pm, and the election will be held on May 1st at 6:00pm (tentatively- asking Aaron to help).
- Athlete Committee applications will be released on May 2nd (if Junior Athlete Rep is elected on the 1st) and will close on May 15th. The committee will be selected by May 22nd.
- The AEC is planning on hosting three swim clinics in the future.
 - April 24th-- Boston Sports Institute (CRA-MA): 40 athletes (completely full), 12:15-2:00pm, 1 single session-- 15 min warm up, 45 mins starts/turns
 - May 1st-- Cumberland High School (AA-RI): Max of 24 athletes per session, 1:30-4pm, 2 sessions-- 1 hour and 10 mins each with 10 min break in between, 10 min warm up, 30 min starts and turns
 - Sign Up Genius: <https://www.signupgenius.com/go/10C0C4DAEAB28A0F4C70-may8nes>
 - Email sent to teams (4/11):
 - <https://docs.google.com/document/d/10cszxXiUt8EqKTGJC2mxBTyMK4kKoO8tazeptMUsESY/edit?usp=sharing>
 - May 8th-- YMCA of Greater Nashua Storm (STRM-NH): 5:15-7:45pm (YMCA closes so we have full run of the pool), 24 athletes per session, 2 sessions-- 1 hour and 10 mins each with 10 min break in between, 10 min warm up, 30 min starts and turns
 - Waiting for contract then will have it sanctioned-- sign up genius will be created and distributed at that point
- Every time we have a clinic, Sam emails all the teams with pool time in the state, regardless of location. This ensures that every team is given the same information and opportunity to attend. Teams may distribute Sam's email and blurb along with the link to the signups if they choose.

L. GOVERNANCE CHAIR REPORT (including Governance Committee) submitted by Rick Osterberg

The New England Swimming Board of Directors structure as of April 11, 2021 is attached (See Attachment A).

The Annual Meeting of the New England Swimming House of Delegates will take place on Wednesday, May 26, 2021, at 6:00pm EDT via Zoom. Three Board of Directors positions will be subject to election at the House of Delegates meeting: Financial Vice Chair (2-year term to begin September 1, 2021) Incumbent Bill Glass (BGSC) is eligible for re-election. Treasurer (2-year term to begin September 1, 2021) Incumbent Betsy Russell (UN) is eligible for re-election. Program Operations Vice Chair (2-year term to begin immediately until September 1, 2023) Incumbent Ray Grant (BGSC) is eligible for election.

The Governance Committee is soliciting interest and recommendations for all three positions until May 1, 2021. A submission form is located on the New England Swimming web site. The Governance Committee has asked each incumbent if they are interested in continuing in their position. Their individual responses to the Governance Committee will remain confidential, though they may each share independently if they wish. The Governance Committee will consider

the interest expressed by the incumbents along with suggested nominees from the community to build a Slate of Nominations to be published before the Annual Meeting of the House of Delegates.

M. REGISTRATION REPORT submitted by Moriah Tyrrell

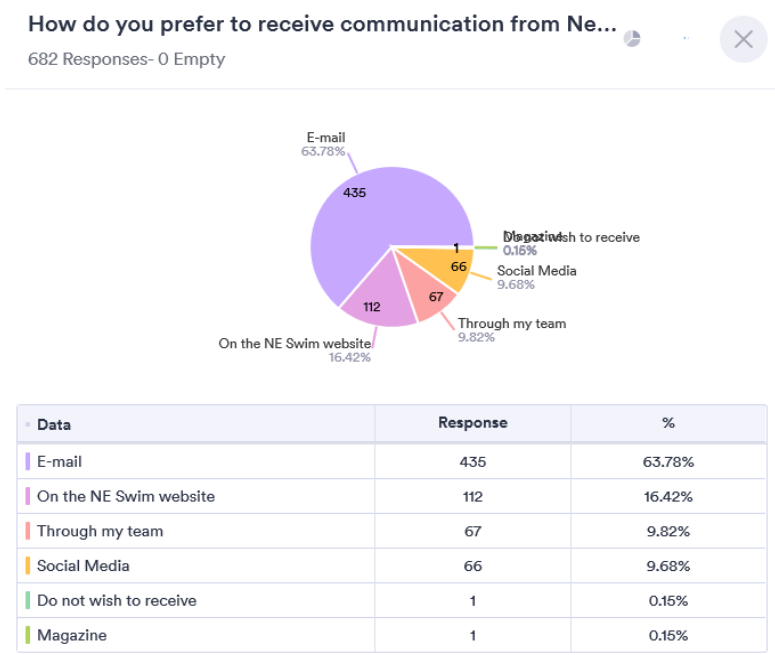
- 2021 Total Athletes as of Thursday 4/8/2021: 6074
- 2020 Total Athletes (approximately): 8,419

Percentage of NE Swim athlete registrations to date: 72%

	Athletes	Coaches	Officials	Clubs
January 4, 2021	4709	344	342	76
February 5, 2021	5610	409	374	80
March 5, 2021	5917	426	392	82
April 8, 2021	6074	434	401	83

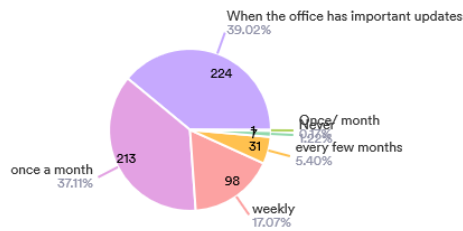
In March we sent out a survey to all our Constant Contact lists asking about our communication as an LSC. We will use the data gathered to evaluate our current communication frequency and content as well as to plan our future communication strategies. To date we have received 474 responses. We sent it to approximately 7,000 people.

Here is a breakdown of a couple of the important categories from the survey:



How often would you like to receive updates?

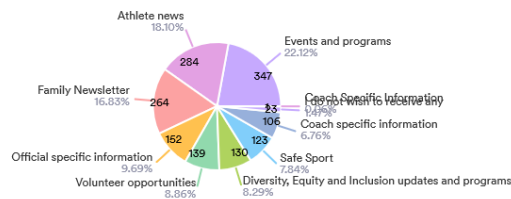
574 Responses- 0 Empty



Data	Response	%
When the office has important updates	224	39.02%
once a month	213	37.11%
weekly	98	17.07%
every few months	31	5.40%
Never	7	1.22%
Once/ month	1	0.17%

What areas of New England Swimming do you wish to...

1569 Responses- 0 Empty



Data	Response	%
Events and programs	347	22.12%
Athlete news	284	18.10%
Family Newsletter	264	16.83%
Official specific information	152	9.69%
Volunteer opportunities	139	8.86%
Diversity, Equity and Inclusion updates and ...	130	8.29%
Safe Sport	123	7.84%
Coach specific information	106	6.76%
I do not wish to receive any	23	1.47%
Coach Specific Information	1	0.06%

N. OFFICE REPORT submitted by Carol Healey

LEAP was submitted on March 29th to USA Swimming and we were awarded the designation.

Priscilla Project: Suits are still being donated and we will make a more concentrated effort to distribute for LCM season.

IMPORTANT DATES TO SAVE:

- APRIL 17th @ 4 PM: Mental Health Workshop: WAI We Rise: Mental Health Workshop for Athletes with Samantha Arsenault Everyone welcome not just athletes (click to sign up!)
- APRIL 30 - May 1: Zone Workshops: SIGN UP by April 15th: There are also workshops all that week for everyone to choose from!
- <https://www.usaswimming.org/coaches/clinics-workshops#virtual-zone-workshop>
- May 19th at 7 pm: EZ Technical Meeting (Tech Chair and anyone interested!)

- May 20th at 7 pm: Eastern Zone Workshops (athletes, General Chair, Vice Chairs, Coach Reps, Safe Sport, DEI....everyone and anyone is welcome!
- MAY 26th at 6 PM: New England Swimming HOUSE OF DELEGATES MEETING (attendance mandatory!!)
- JUNE 30th: USA-S House of Delegates Special Meeting.

O. ATHLETE MENTAL HEALTH WORKING GROUP REPORT submitted by Matt Soska

The first workshop organized by the AMWHG will be held on Saturday, April 17th at 4:00 PM. All board and committee members are encouraged to attend. Please use your networks to spread the word about the workshop - WAI We Rise: An Athlete Mental Health Workshop (teamunify.com). The AMHWG is working on scheduling a panel discussion with college swim coaches to discuss collegiate swimming and the impact of COVID-19 on the recruiting process. More information will be shared in the coming weeks.

2021 HOD GROUP MEMBER DELEGATES

Club Code	HOD Delegate	Athlete Delegate
AA	Miksis, Jeffrey Thomas	Zapata, Bryan
ABF	Batchelor, Charles James	Streton, Samantha Nicole
ACES	Mulrooney, Matthew J	
ANA	Kelley O'Hara	
ARCT	Jiang, Jun	
ATLA	Jeffrey, Rhiannon Rae	Nichols, Alexandra Emily
ATST	Shields, Andrew Peter	Ni, Daniel Chong En
BAT	Yribarren, Robert M	Lugovskoy, Alicia Alexis
BAY	Baker, Raymond Allen	Henderson, Thomas Bates
BC	Stephens, Michael Alan	Kea, Alison Victoria
BGSC	Morgan, Christopher John	Jiang, Kevin Yunkai
BLUE	Gray, Elden Roma	Gray, Angelo J
BYB	Eramo, Alessandro Leonardo	Guay, Hannah Elizabeth
BYD	Callanan, Jacsen Tave	Willis, Anna Mae
CCFF	Van Dyk, Bernard R	Slover, Amery Elizabeth
CCSC	Fontes, Adrienne	Smith, Sean Edward
CLIP	Gehring, Mark Emmett	
CONY	Macbride, Elizabeth L	Klements, Rebecca Ann
CRA	Castaldo, Jonathan J	Metelmann, Tor Pederson
CRIM	Beckberger, Jennifer Kristina	McClintock, Samantha Bulkin
CRVS	Matthews, Richard James	Thompson, Janie Louise
CS	Sheppard, Christopher James	Nesta, Elisabeth Hamilton
CTS	Hernon, Tim L	
CVSC	Hancy, Cara Jane	Pembroke, Ella Hale
DHH	Klinkow, Christopher C	Lempert, Max Louis
DHS	Bovell, Dirk D	Ho, Steven Nguyen
DOGS	Keane, Brian Michael	
EDGE	Pearce, John Andrew	Frazier, Eva Chandler
ESC	Crawford, Brian P	Januario, Jack Francis
EVO	Wild, Mark David	Fischer, Alyssa Lynn
GFA	Mojica, Richard	Chernow, Simon Moir
GLYB	Wallace, Molly Elizabeth Shaw	Frazier, Mia Alexandria
GMA	Anderson, Nicola Ramsay	Denton, Thomas Kyoo
GS	Lemieux, Donald Wayne	Witkus, Amanda Emily
GYT	Croteau, Jessica Lynn	Krestalica, Aliyah Jean
HAY	Roycroft, Susan R	Maron, Jack Jacob
HDSC	Hamilton, Daly Elroy	Richelieu Bruzual, Jabari Peter
HRY	Walker, Kevin R	
HYV	Provost, Nicholas David	Dragon, Nathan Michael
ICMY	Chung, Jason	Maya Edward
INF	Balboni, Allison Rose	Balboni, Gwendolyn Rose
JCCS	Vieira, Ashley Catherine	Caplan, Samuel Anthony
KAC	Alf, Kristin Ursula	Alf, Heidi Elise

Club Code	HOD Delegate	Athlete Delegate
KASC	Gale, Lauren Danielle	Chiappinelli, Jason Edward
KCY	Buchanan, Jason Michael	Sheridan, Grace Isabel
KING	Jay Craft	Deangelis, Ava Isabella
KYD	Seymour, Pedr Russell	Hennigan, Anna Michele
LIFE	Wright, Leo N	Salvin, Dillon Matthew
LRW	Chevalier, Katie	Wilson, Emmett Owen
LSSC	Kiely, Mark Joseph	Giannetto, Isabella Avery
MAL	Vanessa Santos	Finnigan, Sydney Rose
MGCB	Russell, Tammy L	Kowalski, Carter Joseph
MST	VanDerBeken, Stephen J	
MTSC	Han, Mei	
MWYS	Robertson, Annette M	Dube, Laura Joan
NANT	Pignato, James	Johnson, Kevin Brian
NBY	Pacheco, Brett S	Bernard, Jason Alexander
NSSC	Martin, David Scott	Barker, Lily Hannah
ONE	Maczka, Evan Charles	McDonald, Callum Bleyler
ORO	Sweetman, Kimberly Anne	Kelly, Andrew Alexander
PHX	Williams, Matthew John	Lim, Miles Alexander
PVA	Honecker, Kareen Annette	Stone, Asa Frances
PVAA	Lomas, Corey Hollister	Eastham, Eric Mathew
RAYS	Soraghan, Marilyn Larned	Hazard, Emma Grace
SAIL	Margolis, Julie C	O'Keefe, Kevin Donald
SION	Snegour, Aleksandr Anatolievich	Barantsev, Fedor
SNAP	Hennessey, James M	Holmes, Zoe Spear
SOLO	Mueller, Paul Raymond	Hogan, Ryan B
SSA	Reeves, William A	Watters, Morgan E
SSC	Payson, Christopher A	Tran, Andrew Dai-quang
SSYS	Noble, Andrew James	Mann, Caris Lynne
STRM	Bott, David R	Fung, Sarah Elizabeth
STS	Bradley, Jeremy Allan	Doehla, Natalie Elizabeth
TBGT	Stacy Gay	Gay, Marisa Eve
USC	Turner, Gretchen Paige	Korbly, Isabella Anne
UVAC	Muni, Alex	Stockwell, Cailey Ann
VAS	Cournoyer, Gerard J	Buzzell, Grace Kathryn
VS	Tyrrell, Kevin Michael	
WCP	Dechane, Matthew David	Landurand, Taylor Ruth
WEST	Knapp, James Edward	Burke, Jessica Lauren
WTST	Edward, William K	Prosky Gilbert, Mary Kelly
WW	Brooks, Michael Andrew	Appleton, Emily Grace
YNS	Hammond, Noreen Christina	Reader, Riley Patricia-jai