

**NEW ENGLAND SWIMMING**  
**BOARD OF DIRECTORS MEETING MINUTES**

**Tuesday, October 30, 2018**  
**via Teleconference (Zoom Video)**  
approved on December 18, 2018

**Board Members:**

**Present:** (21) Arthur Athanas (YNS), Lisa Black Sholudko (UN), Matt Craven (CRIM), Brian Crawford (ESC), Jay Craft (KING), Priscilla Davis (UN), Jake Eastman (PSC), Meghan Feran (SOLO), Joe Frazier (UN), Ken Galica (UN), Sean Geary (CRIM), Janet Harty (YNS), Anne Kaufman (UN), Erik Linseisen (UN), Sasha McNeil (PHX), Bob Menck (UN), Connor Miller (KING), Rick Osterberg (UN), Betsy Russell (CS), Caleigh Wukitch (CRIM), Aaron Zhu (SOLO).

**Absent:** (3) Erin Mary Ackerman (CRIM), Malicia Policard (ICMY), Chris Sheppard (CS).

**Guests:** (4) Louis Arruda (UN), Mary Ellen Tynan (UN), Moriah Tyrrell (PSC), Steve VanDerBeken (MST), Nadine Johnson Jesionek (UN)

**Meeting called to Order at 7:04 PM by General Chair, Matt Craven**

Matt Craven stated that everyone who is on the call/video must declare their presence. Rick Osterberg noted that the meeting was being recorded.

**Consent Agenda:** (See Appendix A)

- Secretary's Report: Minutes from Sept 11, 2018 meeting
- Treasurer's Report
- Calendar Committee
- Convention Reports
- Committee Reports
  - Senior Committee
  - Age Group Committee
  - Inclusion Committee
  - Officials Report
  - Coach Report
  - Safe Sport Report
  - Athlete Report
  - Operational Risk/Adapted Swimming Report
  - Office Report
  - Club Development (grant update)

The Secretary's Report, Calendar Committee Report, and Age Group Committee Report were pulled from the Consent Agenda. The Office Report and Club Development report were not included in the Consent Agenda package and were removed. The remainder of the Consent Agenda was adopted by general consent.

**Secretary's Report:** The Tentative Minutes from the September 11, 2018 Board of Directors Meeting were amended to correct the number of members of the Safety Committee to 4. Rick Osterberg moved to accept the minutes as amended; seconded by Bob Menck. Motion passed unanimously.

**Calendar Committee:** Sean Geary noted that Regional Meet dates are missing from the calendar. Brian Crawford said they should be 2 weeks prior to 10 & Unders. The report was amended to add: Regional Dates: February 7-9, 2020; February 12-14, 2021; February 11-13, 2022; February 10-12, 2023. Rick Osterberg moved

to approve the report as amended; seconded by Priscilla Davis. Motion passed unanimously.

**Age Group Committee Report:** Bob Menck asked why coach times are allowed for bonus events at the Regional Meets and Sean explained the theory behind the decision. Bob voiced concern about the length of the Regional Meets for the officials and if we really need bonus events for events in which swimmers have not competed. Matt Craven spoke in favor of this decision. Sean noted that the bonus events can be cut if the meet is oversubscribed. Rick Osterberg moved to approve the Age Group Committee Report; seconded by Joe Frazier. Motion passed unanimously.

### **Technical Committee:**

#### ***Item 1: SWIMS & Non-Conforming Pools***

Bob Menck explained that we are no longer concerned about pools that are too long. Times from these facilities can be loaded into SWIMS. Joe Frazier clarified that times from the Raco Pool (Manchester NH) can go into SWIMS and confirmed that no conversions allowed at all, even at the LSC level.

*This item was for informational purposes and did not require any vote by the Board of Directors.*

#### **Statement of Clarification: Non-conforming pools and SWIMS Database**

At the 2018 USA Swimming House of Delegates Meeting legislative package HK1 was approved.

#### **103.3 RACING COURSE DIMENSIONS**

.1 /M/ Length.

A Long Course: 50.00 meters (164 feet and 1/2 inch).

B Short Course: 25.00 yards or 25.00 meters (82 feet and 1/4 inch).

C Dimensional Tolerance: Against the required length, a tolerance of minus (-) 0.000 meters in a vertical plane extending 0.3 meters (12 inches) above and 0.8 meters (2 feet, 7-1/2 inches) below the surface of the water at all points of both end walls. The plus tolerances apply for National, Trials Class, FINA and international competition. See the current Policy Manual and FINA Facilities Rules FR2 for details.

D-F [no changes]

*Result: Times achieved in non-conforming pools (long) may now be loaded into the SWIMS Database.*

#### ***Item 2: Technical Suit Ban for 11 and 12-year-old Swimmers***

Bob Menck explained that USA Swimming voted to ban technical suits for all 12 & under swimmers beginning 9/1/2020. Bob asked if there was interest in changing our current policy to conform to USA Swimming's forthcoming policy one year early, beginning September 1, 2019. After 2020, suits will have a green check mark for those approved for 12 & Under competition. Motion was made and seconded. It was reported that Chris Sheppard wanted it noted that only 5 suits will be acceptable for 12 & Under competition. Joe confirmed that all confirming suits are under \$150. Aaron Zhu asked to clarify that any swimmer competing in New England (even from out of LSC) must be subjected to the ban, even for 12 & Unders competing in Open/Senior events. Bob Menck reported that after September 1, 2020 this ban holds for all meets except Junior Nationals, Nationals and Olympic Trials.

Rick Osterberg moved to amend the motion to clarify the effective date as September 1, 2019. The amendment was seconded and passed unanimously. The motion as amended passed unanimously.

#### **Technical Suit Ban for 11 and 12-year-old Swimmers**

Change the current New England Swimming Technical Suit policy to include the 11/12-year-old athletes.

**Effective Date:** ~~Short Course 2019~~. September 1, 2019.

### ***Item 3: Officials Travel Expense Reimbursement Policy***

Moved by Rick Osterberg; seconded by Joe Frazier. During discussion, it was clarified that amounts were previously approved by the Board and are limited to 2 per fiscal year. Motion passed unanimously.

#### **New England Swimming Officials Travel Expenses Reimbursement Policy**

*Effective Date: October 30, 2018*

##### **Purpose**

To encourage New England Swimming Officials to participate in National/International level and Officials Qualifying Meets outside of the New England LSC to improve the level of officiating within the LSC by:

- Exposing our officials to higher level meets, allowing them to interact with officials from other LSCs and to learn/reinforce protocols, rules, applications/interpretations, and situations.
- Providing additional opportunities for advancement/sustainment within the National Officials Certification Program.
- Developing/sustaining National Evaluators and Mentors to support advancement and training opportunities at New England LSC meets.

New England Swimming Officials who officiate a National level or Officials Qualifying Meet outside of the New England LSC may be reimbursed actual travel-related expenses as per the New England Swimming Meet Reimbursement for Athletes, Coaches and Officials. To receive reimbursement, the New England Swimming official must meet these eligibility criteria:

- Be registered with New England Swimming as an official in good standing for at least one year prior to the meet and be registered with USA Swimming through New England Swimming as an official during the time of the meet for which reimbursement is requested.
- Is not in an assigned position and already receiving compensation/travel/hotel from meet host or other entity.
- Have worked a minimum of 12 sessions in at least 6 meets sanctioned by New England Swimming plus at least 3 sessions of a New England Swimming LSC Championships meet in the twelve months prior to the meet.
- Have worked at least 80% of the sessions of the meet for which they seek reimbursement.
- Receive an evaluation if eligible to do so and if such an evaluation is available.
- Submit the reimbursement request to New England Swimming via the online tool no later than 30 days after completion of the meet for which reimbursement is requested.

National level meets include Eastern Zone Championships, Speedo Championship Series (Sectional Championships), Pro Series meets, US Open, Olympic Trials, and USA Swimming Championships level meets identified in USA Swimming Rules and Regulations, Article 207.1. International Meets are those such as the Olympics, World Cup, FINA World Championships, and the Pan American Games.

Reimbursable travel-related expenses are reasonable and customary coach air fare, hotel room, rental car, gas, and parking fees (receipts must accompany the request).

A New England Swimming official may receive a travel expenses reimbursement for no more than two meets per fiscal year (1 September – 31 August).

It is recommended that officials email the Officials Chair in advance regarding their intent to submit for reimbursement. The budget is limited and will be given to eligible candidates until all funds are spent. There is no guarantee of reimbursement.

The New England Swimming Officials Committee may waive an eligibility criterion under special circumstances.

***Item 4: Update Policies and Procedures Manual for Designation of Championship Meet Officials***

Bob Menck explained that this update is intended to bring the written policy into alignment with what has become actual practice for New England Swimming Championship Meets. Moved by Rick Osterberg; seconded by Priscilla Davis. During discussion, Matt Craven asked if there would be additional similar changes coming to the Board for approval. Bob Menck said that there would be, as we continue to review documented policies. Motion passed unanimously.

**Update Policies and Procedures Manual for Designation of Championship Meet Officials**

*Effective Date: October 30, 2018*

Modify New England Swimming Policies and Procedures Section 9, Designation and Assignment of Championship Meet officials, as follows:

**9. New England Swimming Policy for Designated Officials at Championship Meets:**

a. Meets subject to this policy include:

- Age Group Championship Meets
- Open Championship Meets
- Senior Championship Meets
- Other meets determined by the Board of Directors

b. Designated Officials will be recommended to the Meet Director and either the Senior Chair (for the Open Championship Meet and Senior Championship Meet) or the Age Group Chair (for the Age Group Championship Meet(s)) by the Officials Chair on behalf of the Officials Committee. Designated Officials will be:

- Meet Referee
- Administrative Referee (only for prelims/finals meets)
- Team Lead Chief Judge
- Officials Evaluator (for Officials Qualifying Meets only)
- Other positions at the discretion of the Officials Chair

c. Compensation and Reimbursement:

- New England Swimming will cover the costs of not more than 3 hotel rooms for Designated Officials
- New England Swimming will cover the cost of an additional hotel room for the National Evaluator if the meet is an Officials Qualifying Meet.
- The Meet Referee(s), Team Lead Chief Judge, and Administrative Referee will receive a stipend and Per Diem from New England Swimming.
- Any additional compensation must be approved by the New England Swimming Board of Directors.

**Governance:** Matt Craven reminded everyone of the mandatory workshop on November 13, 2018. Matt is looking to appoint a Governance Committee. If you are interested or know of anyone who is, please email Matt. Sasha asked about athletes who were not chosen as athlete reps. Matt agreed as long as they meet the age guidelines of an athlete rep.

**Budget Recommendations for 2019-2020 Fiscal Year:** Arthur reported that the Finance Committee will be sending out the format for the way they want the budgets submitted. The committee chair may be called on if

necessary to provide more details. Please give detailed explanations and reach out as needed.

**Strategic Calendar Updates:** No update at this time.

**Proposal of Manchester Swim Team LLC dba Phoenix Swimming to NE Swimming to support the Renovations to The Raco Theodore Pool in Manchester, NH** (see Appendix B)

Rick noted we must have a motion and a second from Board members to discuss this item, but due to NE Swimming policy it cannot be finally voted on until the next meeting because it has a financial or budgetary impact. The proposal was moved by Rick Osterberg; seconded by Joe Frazier.

Joe clarified that MST and PHX are looking for funding to make their pool compliant. Aaron Zhu noted that according to USA Swimming the pool is now compliant. Steve Van Der Beken reported that the City of Manchester does not want to pay for the retrofit. Jake Eastman does not feel NES should have to pay for it. Arthur notes it is a moot question. NES is not in the business of renovating pools. Ken Galica indicated that if we were to provide financial support that we must maintain compliance with Massachusetts Attorney General's guidelines for non-profits. Rick Osterberg reported that Blodgett is approximately 0.5 inch too long, and this could open the door for Harvard and other facilities to request financial support to make small corrections.

Rick asked if anyone wanted to speak in support of the proposal. Sasha responded that she is in support. Aaron voiced his vote of non-support.

The Chair recognized Steve VanDerBeken to speak on behalf of Manchester Swim Team. Steve indicated that there are no other 10-lane 50-meter pools in NE. He suggested that since we have grant money for teams that maybe there would be money for an item such as this or even a loan. Jake Eastman asked if MST has done any private fundraising. Steve reported that they have not. Steve asked about an adjustment factor for NE meets. Matt Craven confirmed that there are no time conversions. Matt Craven asked for a vote to place the item on the next meeting's agenda. The proposal failed 0-18-2 (Brian Crawford and Meg Feran abstained).

**Other Business:**

Mary Ellen Tynan reported for Carol that the Eastern Zone Meeting will be in April 2019 in Bethlehem, PA and the Eastern/Central Zone Workshops will be in Chicago. The HOD Annual Meeting will be Saturday, May 4<sup>th</sup> at the Needham Sheraton.

A notice will come out soon from Carol about a date for a December Board Meeting/Holiday Party at the new office.

Matt Craven reminded Board members of the closed Board Governance Meeting with USA Swimming on November 13. Rick Osterberg reminded the meeting participants that due to the closed nature of the November Governance Meeting, that no ordinary Board of Directors business could take place.

The meeting adjournment was moved and seconded. The meeting was adjourned at 8:08 PM.

Respectfully submitted,  
Mary Ellen Tynan

**APPENDIX A  
Consent Agenda Package**

CONSENT AGENDA PACKAGE INSERTED AFTER APPENDIX B]

## APPENDIX B

### Proposal of Manchester Swim Team LLC dba Phoenix Swimming to NE Swimming to support the Renovations to The Raco Theodore Pool in Manchester, NH

The purpose of this letter/ petition is to ask NE Swimming to grant PHX/MST funds to fix the length of the 10 lane, 50m, (55 yd) Raco Theodore Pool in Manchester NH. We respectfully ask NE Swimming for a grant of \$66,000 to shorten the Raco Theodore pool to the standards set by USA swimming.

The Raco Theodore pool was built in the early 1960's. It was built 55 yds. long and 25 yds. wide. For many years swim meets were run there and a number of NE swimmers qualified for Olympic Trials from the Raco Theodore pool, and at least 2 were from Manchester, NH. In 2007 the pool was renovated to include a stainless steel gutter system, a new filter system and a new Bath House. MST has run swim meets at this facility for the past 14 years. Over the years a mathematical factor has been used now and then to adjust for the length. It now appears that this cannot be done any longer.

A few weeks ago it was very apparent that the Raco Theodore pool would not be allowed to have sanctioned meets there and times not being placed in the "SWIMS" database. (At the recent USA convention things were changed to allow sanctions for pools that are too long) The renovation would be a permanent solution. This would alleviate the possibility that USA Swimming would reverse its recent decision to allow pools that are too long. Also, this would ensure that the future swimmers for the NE Swimming will have a great setting for swimmers to come and compete in a 10 lane 50meter pool.

The NE area does not have enough long-course facilities to accommodate the LSC and all its swimmers. Thus, many teams and their swimmers get shut out of swimming in LCM pools because the meets fill up almost instantly. The Long Course season is very short in NE as well. Thus, taking this facility away will be a further loss for the LSC and swimmers. Plus it's the only 10 lane LCM pool in NE.

We are asking for the grant once offered by NE Swimming in order to make the pool the correct length. A few years ago (I'm not sure of the exact time frame) a representative from NE Swimming called me to offer to pay for a bulkhead to make the pool the correct length. At that time we were still able to host meets, sometimes with the adjustment factor and some years without the factor, and have the times go into "Swims". It was just that the pool was too long. At that time it did not need to be fixed and we could not find a company that could make an 11 inch bulkhead.

After much research all summer, we have arrived at a quote with a company from Indianapolis, The Natre Co. The funds needed to guarantee the correct length for the pool is \$66,000, plus about \$7000 contingency which would be needed to cover costs not in the quote for the fixed bulkhead. The contingency costs would be for an architect/engineer, some legal help, and other costs that may be needed. Attached are some pictures of a similar project and the end result. I will be the lead manager for the project and will coordinate all aspects of the work for us and with the City of Manchester.

The following is some of the relevant costs for the investment from NE Swimming as to what the LSA could loose and as to its potential payback. As noted, we have run 2-3 meets per summer at the facility for about the past 14 years. I was able to find and look at my records for the past 6 summers. We have hosted 3 meet per summer there and have sent NE Swimming \$35700 (approx. \$6000/year). Note that some of these meets were only 1-2 day meets. Going forward, if we correct the length with the help of the grant, and continue to run 2-3 meets a summer at Raco Theodore, and using conservative round numbers of 400 swimmers with 3800 splashes, that would generate about \$3,325 to NE Swimming. (3800x.75=2850 plus 400 travel plus 75 sanction fee) and at 2 meets that would yield \$6650 and 3 meets would be \$9975.) Thus, NE Swimming would have their investment back in about 7-10 years.

MST believes this project to be a great investment for the NE Swimming LSC, especially the swimmers and the Teams. We are confident the project can be accomplished within the \$73,000 grant and that it will benefit NE Swimming for many years to come. Your help will result in PHX/MST and the NE Swimming LSC to meet its mission by continuing to offer a distinct competitive age group swimming program. We hope you agree that our request is worthy of your support.

Thank you in advance for your consideration and we look forward to a positive outcome. Attached are some pictures of a fixed bulkhead from a similar project and the resulting end wall from Natare Co.

Submitted by: Steve VanDerBeken with Matt Williams  
Oct.15, 2018

Please note that the City of Manchester has told us that they do not have any funds for this renovation and that this must be done through private funds.

*Note: Pictures included with the proposal are not included in these minutes.*

**New England Swimming Board of Director's Meeting  
Tuesday, October 30<sup>th</sup> at 7 PM via teleconferencing  
CONSENT AGENDA**

**Treasurer's Report (as of Saturday, Oct 27, 2018):**

- Business Advantage Chk \$74,680.86
  - Business Advantage Chk \$164,216.67  
    Less October USA registration: - \$199,855.00
  - Business Advantage Sav \$565,604.50  
    First Western Investment: \$381,929.11
- Total: \$986,576.14

**Secretary's Report (attached, last page)**

**Coach Report (attached)**

**Convention Reports (attached)**

**Athlete Report (attached)**

**Safe Sport Report, Anne Kaufman:**

Booked up for workshops this fall, now looking ahead to December/January. Safe Sport club recognition is live - we'd would love to see more New England teams take advantage of this resource. Some still say Safe Sport is worthless if National team athletes don't adhere to best practices. We can't wait around for them to work out their issues with deck changing and the like - our LSC needs to be well-educated and prepared.

Officials Report, **Betsy Russell:** Now that we've started the SCY Season, the following is quick briefing on what we've been up to.

\* Sent a proposed amendment to Championship Meets Rules to Bob Menck to present to Technical Committee. Aim of the amendment is to bring language in line with actual practice regarding "Designated Officials" at meets. Since we no longer assign a Clerk of Course, the current language is obsolete.

- \* Sent a proposed Officials Travel Policy to Bob Menck to present to Technical.
- \* Have had several clinics (Admin Official, Stroke & Turn, Starter and Referee) across the LSC so far this season, with more still on the Calendar
- \* We are currently working on updating all the clinic presentation materials and have 3 subcommittees with 4-5 Referees each, from across the LSC, given the task to bring each .ppt up to date
- \* We are finalizing final drafts of Certification and Advancement summary documents for S&T, Starter, Deck Referee and AO.
- \* The Recruitment subcommittee has been forwarded previous e-materials and are working on creating some materials that can be shared with clubs in order to help recruit more officials.

Age Group Committee, Sean Geary:

Since the last meeting, the following items have been the focus:

- 1.) Meet format adjustments for Regionals
  - a. Meet hosts to build their own events list/sessions; all events must be included (same as previous years)
    - i. 9-10 events changed to 10&U
    - ii. If 1000 and 1650 are offered same day, site must allow time trial on separate day for those who desire to swim both
    - iii. 50s of strokes added for 13&older that qualify for corresponding 100, if they want to swim the 50
    - iv. Coach times are allowed for bonus events (same bonus structure as previous years)
- 2.) Meet format adjustments for 10&U Challenge
  - a. As discussed at last board meeting; however, there will be relay time standards for single gender relays
- 3.) Non-conforming cut time adjustments based on wrong conversion formula (500, 1000, 1650)
  - a. The website used spit out incorrect numbers for scm distance events, this has been corrected

The following are next up on the priority lists:

- 1.) Meet format for 11-14 Champs
- 2.) Meet format for Silvers
- 3.) Long Course 2019 Planning

Senior Committee, Jay Craft:

Work is finished on SCY December Senior meet. Info to be posted by 10/25. Bonus structure will be "matching". 100/200 events and 200/400IM only. Distance events may not be matched. Looking forward to working soon with Sean on a 15-18 focus meet for end of LCM. Also thinking of putting together some sort of senior circuit. Coaches' input welcome.

Calendar Committee, Brian Crawford

2019 SCY Dates:

- 2/8-10. \*regionals (8 sites)
- 2/22-24 \*10 & under Challenge@UNH
- 2/28-3/3 \*11-14 Age Groups@WPI
- 3/8-10 \*15-18 Age Groups @WPI
- 3/15-17 \*Silver Champs (WPI, URI, UVAC)
- Sunday, October 6<sup>th</sup>: Awards Banquet
- 12/19-27 \* New England Seniors

2019 LCM Dates:

- Saturday, May 4<sup>th</sup>: Annual Meeting at Needham Sheraton
- 7/11-14 \*Seniors @Brown
- 7/13-14 \*10 & Unders
- 7/18-21 \*11-14 @Harvard

7/25-28 \*15-18

2020 SCY Dates: 2/21-23 \*10 & under 2/29-3/1 \*11-14  
3/6-8 \*15-18  
3/13-15 \* silver

2020 LCM Dates:

June: Olympic Trials

7/16-19 \*Seniors @Brown 7/18-19 \*10 & Under

7/23-25 \*11-14 @Harvard

7/30-8/1 \*15-18

2021 SCY Dates:

2/19-21 \*10 & Under

2/26-28 \*11-14

3/5-7 \*15-18

3/12-14 \*Silver

2022 SCY Dates:

2/25-27 \*10 & Under

3/4-6 \*11-14

3/11-13 \*15-18

3/18-20 \*Silver

2023 SCY Dates:

2/24-26 \*10 & Under

3/3-5 \*11-14

3/10-12 \*15-18

3/17-19 \*Silver

OPERATIONAL RISK COMMITTEE, Priscilla Davis: Convention re-cap and report:

The Disability Committee has established motivational times for disabled swimmers in response to many requests. They feel that the times are standardized, progressive and appropriate for various levels. They have also developed a trifold for officials and have a sub committee working on best practice for coaches. I have copies of the times and the trifold and I will bring them to our next face to face meeting. Operational Risk committee discussed workshops to be held in May of next year. These will be held in conjunction with the planned Zone meetings. Our LSC will attend the meetings in Chicago.

The Red Cross will be rolling out a new Safety Training for Swim Coaches aiming for release this fall. They are working with both USAS and YMCA on this project.

Our insurance has reiterated the need to report any and all accidents-even small ones. Often times trouble comes later after a bump and if it isn't reported there is no insurance. Please report bee stings, dental injuries. etc.

Concern was raised that some parents might not want a future (college) coach to know of injuries and we were told that the name, age and identifying information of the athlete is not held at our insurance company- they hold only a number.

States have different standards for concussion and each LSC should follow their own state's requirements.

There is no program yet for Sudden Cardiac Arrest but it is on the radar.

Hypoxic blackout, teaching dives and EAP are still in the program,

Unfortunately, we must now include active shooter/shelter in place in our EAP's

Submitted by Chris Sheppard and Meg Feran, NE Coaches Representatives-  
Coaches Committee Meeting 10/18/2018:

At the October Coaches Meeting we had 100% participation from our members: Bernie Dickman (SSYS), Rhi Jeffries (CSC), Alessandro Eramo (YNS), Todd Bohannon (WACK), and Nick Rice (ABF).

We discussed the following items (Committee thoughts included under each item).

1. Suit Ban
  - a. Logistics; how do we enforce? If the national ban will have specific marking, how do we enforce prior to those new tags being placed? Does this mean our ban would be stronger than the national one until the national ban was in place?
  - b. April 1 Start date creates a mixed playing field for 18-19 season. Coaches would prefer a September 1 start date if the ban is passed.
  - c. Education would need to be a priority if we are to pass an early ban (prior to Sept 2020). According to National Age Group Committee, education is coming down the pipeline, but may not be in time for our ban. What education systems are being considered to help assist the board educate coaches, and therefore help teams educate parents and athletes?
  - d. Reasoning behind the ban...If it is to say that 12 & Unders don't need suits, this feels like the LSC is trying to legislate how our teams should coach, which makes some uncomfortable.
  - e. If teams leave the LSC they will be allowed to wear suits. Are we concerned about this? How might this affect teams on the outer borders of our LSC if the neighboring LSC's do not make this change? Do we risk pushing kids to CT or ME?
  - f. Are times achieved outside of LSC (in suits) allowed for qualification of our LSC championship meets?
2. Coach Mentor Program
  - a. Not successful at all this year, no one took advantage.
  - b. Issues-lack of education or understanding of its existence or what it could be used for.
  - c. Lots of evidence of events and collaborations that could have been included as acceptable for this program, but no funding requests were received.
  - d. Would like to continue for 2019, but maybe no longer eligible for National funds due to lack of participation.
3. New Project-LSC Select Camp/Athlete Summits
  - a. Similar to NSC structure; "hidden training" education, in water training, overnight.
  - b. Separate boys and girls camps.
  - c. Bring in sports psychologists, nutritionist, USA Consultant.
  - d. Simmons College interested in hosting girls' summit.
  - e. Sub-Committee: Todd Bohannon (WACK), Bernie Dickman (SSYS), Meg Feran (SOLO)
4. New Business-
  - a. This was not discussed at the meeting, but brought up afterwards by multiple

coaches-Senior Bonus Structure. What is the reasoning behind it? How is this beneficial?

## Athlete Reps Report for 10/30 NES Board Meeting

Jake Eastman

I would firstly like to thank the Board of Directors for giving me the chance to participate on this years convention in Jacksonville, Florida. Along with my two other Athlete Reps (Aaron and Sasha) we made an impact both inside the practice pool and out within various meetings. The techniques we learned about how we can improve upon our leadership and how we can improve dynamique within our individual clubs and at LSC championship meets is simply priceless. In addition to attending a few of the athlete meetings, Aaron and I participated in a couple of other meetings with topics of interest. One of which was an amazing swim-a-thon meeting. During the short fifty minute session, a panel of five successful team leaders/owners shared their experience with the swim-a-thon program and explained what made theirs so fantastic both for the swimmers and the parents involved. The two largest points that I took away from that meeting where the importance of sponsors and the emphasis of having a good time over simply swimming for money. A second meeting that Aaron and I attended was a meeting based on facility management (specifically air quality). Major points mentioned included how the quality of the water in the pool can dramatically affect the air quality and how several chemicals we used to smell good can also affect the overall quality of the air when mixed with chlorine. Serval filtration options were discussed however, the most impactful solution for the bad air in New England is a fifteen second warm shower before your first entry into the water for the day. This method has shown up to 80% effectiveness in improving air quality at large meets. It was not just in meetings that I was learning new ways to improve swimming at home. There were also many vendors that had interesting booths of which could be applied to issues at home. One that comes to mind is the false swim wall that could be used to shorten the length of pools by ten inches. This is applicable to the RACO pool by MST that is about a foot too long. This product would allow the pool to be closer to the right length without adding a conversion factor that only benefits half of our athletes. In summary, the convention was a complete blast and was definitely something I would be interested in going to again if given the opportunity. I can't say it enough, thank you.

Aaron Zhu

Again, thank you to Carol and Matt, and the entirety of the NES Board for giving me, as well as Jake and Sasha, the opportunity to attend Convention this year! I had a blast meeting athletes from several LSCs, experiencing the dynamics of Zone and HOD meetings, and most importantly, I learned a lot from the informational sessions held in Jacksonville that I am excited to bring back to our LSC!

Just to build upon what Jake has said, and giving a more strategic plan for us as athlete reps moving forward in the future:

- From what we have learned at Convention, specifically the air quality session (see Jake's report), and from input of several other board members, I think the athletes might move forward with a consistent athlete's newsletter of some sort. With the usage of social media, we can easily spread awareness about certain issues regarding athletes in NES, and also take in any possible ideas that other athletes may have in our LSC
  - We need to continue spreading our social media accounts so that everyone is following them!
- I know Jake said that one of his key goals this season was to design some sort of athlete's hospitality rooms for certain championship level meets, and Sasha and I are completely on board with this. We felt like this just might be another way to keep athletes more excited about these meets and our sport and our LSC in general, and this idea can again bring athletes closer together in a certain way as well
- After listening and discussing about certain ideas at Convention, the idea of an athlete's committee came up to me. I remember back last year, Jane Grosser spoke to me about this idea as well at our Governance session. I talked with several other athletes from other LSCs about their athlete committees, and I think it would be a great way to get more athlete voices in our LSC, and give them experience with the makings of our LSC. Also talking with Matt, the athlete's committee could also restructure the way we elect our Athlete Reps in a positive way, to make sure that we are selecting the best and brightest athletes who are willing to serve NES.
- All three of us were in agreement that we want to try to organize more athlete social gatherings across our LSC, to make a more closely knit athlete body. I think through the community service events that us three have experienced at Convention and the Leadership Summit in Houston have also made us realize how powerful community service is, and we think implementing more of that as an LSC athlete effort is very beneficial because it can create great young leaders in our sport on the community level.

These are the ideas we will mainly be working towards for the year, that we have brought home from Convention. If anyone has any other ideas or suggestion for the athlete reps, please let us know! Thank you again!

Sasha McNeal

Before anything, I would like to give a huge shout out to Carol, Matt, and the entire New England Swimming Board for being able to give the opportunity for me, Jake, and Aaron to travel to Jacksonville, Florida for the 2018 USAS Convention. Thank you all so much for the time and effort that went into getting us there, we deeply appreciate it.

While Jake and Aaron had each other all week at Convention, I was in a different situation since I had a roommate that was from outside our LSC. I had actually already met her earlier at the Leadership Summit in Houston in April, and we had reconnected when we found out we would be rooming together. I was also looking forward to seeing some of my other friends that I met back in April, so Convention already felt welcoming. From Wednesday through Friday the athlete meetings were run similar to what Jake, Aaron, and I learned at the Summit in April. It was a great recap, but I wished that I could have gone to other meetings like Jake and Aaron did. In a way I didn't want to stray away from the athlete schedule we were given but, if I'm able to go to Convention again in the future, I would definitely make going to other meetings a higher priority, since I was interested in partaking in them.

Nevertheless, I did learn some new things from the other meetings in my athlete schedule that Jake and Aaron were not there for. For example, the Operational Risk educational workshop presentation was very informative and gave me a new perspective on the use of regular everyday over-the-counter and prescription drugs that I didn't have before. The rules, regulations, and strict precautions were all very new and interesting for me to learn about. It was such an important topic that I think every team in our LSC needs to address the guidelines with their swimmers, so that the sport is upholding the clean, safe, and healthy competition standard guidelines. I would gladly write a small summary article of the workshop so that it could be sent out to teams across our LSC so that coaches, parents, and swimmers could be properly informed about the precautions that go into keeping our sport safe.

Overall, I think that Convention was such a fun, new, and exciting experience. Jake, Aaron, and I are very grateful to have had the opportunity to travel and learn. However, I do believe that if I were to attend again in the future, it would be even more beneficial to our LSC. By a second time around, I feel like I would know my way around a little bit better, and have more confidence to speak up within meetings. Also, I would not be as strict in following the athlete schedule, and in that way, would have more time to observe more meetings that I otherwise wouldn't have gotten the chance too.

Thank you again for giving us an opportunity to experience, learn and see firsthand how our LSCs are truly impacting the future of USA Swimming. I would love to go again.

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Arthur Athanans	Finance Vice Chair	LSC Development LSC Financial Reporting Safe Sport Air and Water The mental side of coaching for athletes and parents Stroke Technique	<ol style="list-style-type: none"> <li>1. Using the LSC statistical portal to analyze the dynamics of our LSC population</li> <li>2. Review of the previous budget year to more closely align the next budget year</li> <li>3. Resources that are available to us from USA swimming that we should take advantage of and decide their worth to our operation</li> </ol>	I think it would be great for the people who attend to come back with a 10 minute talk on how we could apply in a practical manner what they learned

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Lisa Black Sholudko	Operational Risk and Disability Co-Chair, Administrative Board of Review Chair, NES BOD at large member	Operational Risk meeting and workshop Rules and Regulations committee meeting and workshop Officials' Committee meeting and workshop Disability Committee meeting Our Kids Initiative meeting Nat/Zone Board of Review workshop Advocacy and Understanding Coach/Official EZ and HOD meetings	Listening to the discussion regarding the proposed Safety Director position for meets (defeated), I would like to see teams have to list at least 2 Meet Marshals on their meet bids. The Meet Marshal card is great, but I would like to see a training, even if just an on-line training/test for Meet Marshals to ensure understanding of their responsibilities.  I would like to see NES go ahead and adopt the 12 and under tech suit rule now, instead of waiting for the National rule to go into effect.	Honestly, I find that NES is ahead of the curve in almost everything! While I learn new things and make new friends at convention, I frequently find during discussion with others and in workshops, that both our Board and Membership are very forward thinking and have the best interests of our athletes and non-athletes at heart.

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Jay Craft	Senior Chair	Advocacy with Officials	Initiative tracker sheet  Projecting the new rules/policies on the screen and having live edits	
Jake Eastman	Athlete Rep	swim-a-thon workshop, facilities management, and the leap finances	putting into effect a mandatory shower rule at all championship meets and potentially hosting a community service event or a swim-a-Thon to bond with other athletes	The athlete meetings where repetitive based off of the summit in Houston
Carol Healey	Office	Registration practices Governance-Bylaw changes Safe Sport	Form a Governance Committee	The new bylaw changes will really help the Board and membership understand our rules because it will be 40 pages shorter and more concise without repetition.

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Anne Kaufman	Safe Sport chair	Safe Sport LSC chairs workshop was extremely helpful.	<p>Regular safe sport training for officials including ways to defuse situations at meets.</p> <p>Encouraging clubs to use online training materials and rewarding them for it.</p> <p>Regular training for club LSC safe sport coordinators (we've done this once but some LSCs do this with every HOD meeting).</p>	

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions relating to the convention and purpose:
Bob Menck	Technical Chair	Rules and Regulations Officials Committee Open Water Committee	<p>Times can now be loaded into SWIMS from non-conforming pools.</p> <p>The Administrative Official is really just a Timing Judge and was never intended to serve in a capacity beyond that. As a result, we will need to modify our training documents.</p> <p>We have had a Safety Director for meets. The legislation from USA to actually create this position was defeated. We need to do the same to ours.</p>	We should not have voting delegates that can not attend the entire HOD meetings

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Chris Sheppard	MA	Technique with Russel Mark, Social Identity as Key Strategy to Increase Equity and Inclusion, National Team High Performance Plan	12 & Under Suit Ban prior to the 2020 implementation of the national ban. Increased support for our top end athletes, including but not limited to more in-season opportunities to bring them together for racing, camps, etc.	

Name	Position in New England	Workshop(s) you found the most helpful	Ideas you heard about that you would like to see implemented in New England Swimming:	Other comments or suggestions to the convention and purpose
Aaron Zhu	At-Large Athlete Rep	<ul style="list-style-type: none"> <li>- Swim-A-Thon</li> <li>- Athlete Meetings (ish) - Athlete engagement as leaders through a variety of activities</li> <li>- Athlete Engagement Workshop - I thought it was really fun to discuss the workings of our LSC as a team and what we can do to move forward, as I believe we gained many ideas from that workshop</li> </ul>	<ul style="list-style-type: none"> <li>- Athletes Committee</li> <li>- Athletes Hospitality for Certain Championship meets</li> <li>- More Athlete Social Gatherings, especially centered around Community Service</li> <li>- Spreading more awareness about the USA Swimming Swim-A-Thon to NE Clubs</li> <li>- Athlete Newsletter of some sort to spread awareness about certain issues to the athlete body (use Social Media!)</li> </ul>	<p>Thank you again to Carol and Matt the Board for allowing me to attend the Convention! I had a blast in FL and gained a lot of experience and knowledge that I'm excited to bring to my LSC.</p> <p>As athletes, we did have complaints about how the Athlete Meetings essentially the same exact as the Leadership Summit in Houston, TX. With Matt and Carol's permission, I would like to attend a few other workshops to learn a lot more about USA Swimming. We also felt as athletes that we had barely any down time between practices, meals, and meetings, so I would like it if all sessions weren't so tight on schedule.</p> <p>I would definitely like to work on implementing the ideas above to help I believe these would be beneficial in their own purposes to the LSC.</p> <p>Lastly, I felt like most importantly, being experienced to the Zone at the Meetings, I feel more confident in my understandings of how the board/meetings should function.</p>