



BOARD OF DIRECTORS MEETING

Tuesday, February 11, 2020, 7:00pm
New England Swimming Office
1241 Highland Ave Rear, Needham MA 02492

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

VISION: Inspired. United. Fast.

ATTENDANCE:

Board Members Present: (19) Matt Soska (UN), Brian Crawford (ESC), Bill Glass (BGSC), Bob Menck (UN), Chris Sheppard (CS), Kelty White (CRIM), Betsy Russell (UN), Meghan Feran (SOLO), Jake Eastman (SOLO), Aaron Zhu (SOLO), Anne Kaufman (UN), Malicia Policard (CS), Ken Galica (UN), Lisa Black Sholudko (UN), Janet Harty (YNS), Rick Osterberg (UN), Isabelle Hiller (UVAC), Ellie Soska (CRIM); **Via Zoom:** Todd Bohannon (ex-officio, PHX), Erik Linseisen (UN)

Board Members Absent: (1) Caleigh Wukitch (KING)

Guests: (7) Carol Healey (UN), Moriah Tyrrell (UN), Gretchen Turner (USC), Nadine Johnson-Jesioneck (UN), Julia Nascimben (CRA); **Via Zoom:** Jon Castaldo (CRA), Greg York (Potomac Valley LSC)

MINUTES

1. Welcome

The meeting was called to order by General Chair Matt Soska at 7:06pm.

The life of Priscilla Davis and her many decades of devotion to New England Swimming were remembered by the Board and were followed by a moment of silence in her honor.

2. Consent Agenda

The Consent Agenda is included below. The Treasurer Report, Senior Committee Report, Officials' Committee Report, Coach Committee Report, Safe Sport Committee Report, DEI Report and Office Report were pulled.

Treasurer's Report:

A new account (dba "Priscilla Fund") was opened at Bank of America where donations to New England Swimming that are made in Priscilla's honor are being directed per her wishes.

Account balances as of February 11, 2020:

Checking Account #1:	\$40,756.50
Checking Account #2:	\$68,400.63
Priscilla Fund:	\$4,911.12
Savings:	\$516,205.65
<u>First Western Investments:</u>	<u>\$424,164.30</u>
Total:	\$1,054,438.20

The Treasurer's Report was accepted by unanimous consent.



A request was made to have future Treasurer reports reflect account balance increases and decreases from the prior report as applicable.

Officials' Committee Report:

A shop is in the process of being created through Swim Outlet with Speedo for NE Swimming Officials' shirts. The shop will be available for individual sales. The hope is to have the ordering window open in the next week or so. In memory of Priscilla Davis, there will be "PDSWIM" (Priscilla's email name) on the sleeve of the Officials' shirts for Championships, which we hope to have ready for the SCY Age Group Championships.

Coach Committee Report:

An update was provided on the Boys' Leadership Summit this spring. The venue of WPI and the weekend of May 29th to 31st have been identified for the Summit. Outreach to coaches is now underway.

An update was also provided on the Women's Leadership Summit. A budget request has been made for the new fiscal year, and outreach to coaches/athletes is forthcoming.

Senior Committee Report:

There was a variety of feedback provided on the NE Seniors meet solicited through the survey. There was positive feedback on the inclusion of the 50s into the meet program. Consideration is now being given as to whether the 50s would be better included at the 15-18 Age Group Championships instead of at NE Seniors.

Safe Sport Committee Report:

It was discussed that Safe Sport is visible within the LSC, but that we have not yet gained enough traction in getting clubs in the LSC to be part of the national Safe Sport Recognition Program. Only three clubs in the LSC are Safe Sport Recognized (HAY, MWYS and SAIL), and thirteen clubs in the LSC have started the process, but have not yet completed it (ABF, CRA, CS, CRIM, GLYB, NANT, NSSC, ONE, ORO, PVA, SNAP, UVAC and YNS). This list of clubs represents only 16% of clubs in our LSC, and we need to make headway to increase this percentage.

Greg York, Safe Sport coordinator for the Eastern Zone from Potomac Valley, participated in the meeting virtually and discussed some of the initiatives at USA Swimming in the Safe Sport arena. He discussed the priority USA Swimming has placed on Safe Sport as an organization, and the recent allocation of \$5 million dollars to support the priority.

There was a further conversation of some of the hurdles of getting clubs from starting the process through to completion. Two main hurdles were acknowledged to be: completion of forms must be done through the team portal, and the execution of the parent/athlete education components. In response to the first hurdle of the team portal, Team Unify is planning to make a limited administrative access option available through the portal. And, a suggestion was made to address the second hurdle – which was for a club to coordinate group sessions for parents and athletes to go through the education piece together. An additional suggestion was for clubs to conduct the parent Safe Sport education component during fall parent orientation meetings at the start of the new swim calendar.

Different incentive ideas were briefly discussed such as monetary incentives in the club grant program for completion, or accessibility of the LSC's club grant program only after completion of the Safe Sport Recognition Program.

Anne then spoke to the awareness efforts conducted at the various Regionals sites over the weekend. And before Greg York departed the meeting, he acknowledged Anne's tireless dedication and



commitment to the Safe Sport effort here in New England and nationally.

Diversity, Equity and Inclusion Report:

A three-day clinic (“SwimFight Clinic”) will be run during the February vacation week (February 18 – 20, 2020) at the Flaherty Pool in Roslindale, and will serve as a pilot program for possible future locations around the LSC. The clinic will focus on skill progressions to improve start, turn and stroke techniques. With inspirational talks and coaching throughout the clinic, the goal is increased skill level and retention of athletes in the sport. The clinic is open to swimmers ages 9 through 15, and all skill levels are welcome.

Julia Nascimben, a former swimmer in the LSC and current coach at CRA, presented to the Board on her experience teaching swim lessons on the island of Grenada each summer in the West Indies. There is a cultural fear of water amongst the population, with 95% of their citizens unable to swim. Equipment of any kind would be extremely helpful to the learn-to-swim efforts there. A used equipment drive was proposed for the Silvers meets in March with tables and bins on-site for the collection effort. Julia will provide a wish list of items for the collection effort and will facilitate any transportation of collected items to the island in the summer. An offer to connect Julia with the big equipment companies (Speedo, Tyr, Arena) for donations was also made.

Office Report:

We still have coaches and officials within the LSC who have not yet furnished a certificate illustrating completion of the concussion training. Until the certificate is on file with the New England Swimming office, they are not allowed to be on deck for meets or practices.

All coaches and officials have been requested to update their phones from the DeckPass app to the DeckPass Plus app. The DeckPass Plus app has the ability to provide status on all certifications for coaches and officials so that Meet Referees can ensure proper compliance. No exceptions will be made.

The remainder of the consent agenda was accepted by general consent.

3. Budget

Budget planning for the 2021 fiscal year continues. All budget drafts have been submitted by committee chairs for the Finance Committee to review and analyze before finalizing total budgets for the new fiscal year. Bill Glass, Finance Vice Chair, is also conducting some historical analysis on the financials of New England Swimming from 2016 to now. This research and analysis will help to inform our financial strategy going forward, and possible education for the HOD at the April Annual Meeting.

4. Audit

An audit on the finance and business operations of New England Swimming was recently conducted by Korbey Lague, PLLP. The report was shared with the Board. Rick Osterberg moved to accept the audit report as presented. The motion was seconded and passed unanimously.

5. Governance

a. Committee Activities

The newly formed Governance Committee have elected Rick Osterberg as their Chair. The Governance Committee will be hosting their first meeting on Monday, February 17th to begin their work. As a reminder, the Governance Committee is replacing the former role of the Nominating Committee in the LSC. The Committee will nominate positions for House of Delegates meeting, cultivate bylaws, assist with onboarding new Board members, etc.

b. Upcoming Elections at HOD Meeting – April 25, 2020

Six positions are up for election at the April 25th HOD meeting. They are as follows: General Chair (two-year term), Administrative Vice Chair (two-year term), Finance Vice Chair (one-year term),



Program Operations Vice Chair (one-year term), Development and Performance Vice Chair (two-year term) and Secretary (two-year term). Nominations for these April elections will be vetted by the Governance Committee. Normally, any Board positions elected at April 25, 2020 HOD meeting will take office on September 1, 2020 unless they are incumbent elections or filling vacancy appointments. Any positions appointed by the General Chair will take place on or after September 1, 2020.

c. Appointment of Operational Risk Committee Chair

General Chair Matt Soska appointed Lisa Black Sholudko (UN), with the advice and consent of the Board, to fill the Operational Risk Committee Chair position left vacant with the passing of Priscilla Davis (UN).

6. Club Grant

Some changes have been made to the club grant program for the 2019-2020 funding year including increases in funding for % of improvement for SCY and LCM seasons, and for completing the Safe Sport Recognition Program. The deadline for applications this year will be Monday, August 31st, 2020 at 11:59PM. This deadline is firm, and no late applications will be accepted. A motion was made to approve these changes, and the changes were approved.

A small working group will be convened to look at ways to streamline the application for the 2020-2021 funding cycle and ensure that the grant program is balanced between performance and administrative components.

7. Strategic Calendar

2021 will commence a new Quad Plan for the LSC. Quad Plan bids are due by July 1st for consideration.

8. Old Business

a. Diversity, Equity and Inclusion Follow-Up

With the goal of a high impact and broad reaching offering, a proposal was made for a Diversity, Equity and Inclusion keynote speaker at the upcoming April HOD meeting. A team of speakers (Alecia Wartowski and Brigid Dwyer), who did the keynotes at the Zone meeting last year, have been identified for their experience in the swim arena and past impactful presentations. The plan is for a 90-minute interactive experience at the HOD. Rick Osterberg moved to approve an ad hoc budget of \$6,000 to cover speaking fees and travel expenses for the speakers to present at the April 2020 House of Delegates Meeting. The motion was seconded, and passed 18-0-1. Next steps are to book the speaking team for the April 25th date and work through the facility logistics required for the interactive presentation.

9. New Business

No new business was discussed.

10. Other

In light of the updated New England Swimming Board structure as a result of the bylaw changes required to align with USA Swimming, an outline of the updated Committee and Board Structure was presented and appended to the minutes.

A recommendation from the Administrative Review Board to the Board of Directors was made to more directly incorporate the New England Swimming Code of Conduct agreement into official travel procedures. By unanimous consent, the recommendation was referred to the Technical Committee to review and elaborate, and return to the Board for consideration.

The next BOD meeting will be held on Tuesday, March 10th at 7pm. Location will be the New England Swimming Office.



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11. Adjournment

Having been moved and seconded, the meeting was adjourned at 9:01pm.

Respectfully submitted,

Kelty White
Secretary

Attachments: Consent Agenda for February 11, 2020 Meeting
New England Swimming Committee and Board Structure
2019 – 2020 NES Club Grant Application



CONSENT AGENDA FOR FEBRUARY 11, 2020 BOARD OF DIRECTOR'S MEETING

Secretary's Report (submitted by Kelty White)

- The draft minutes from the January 14, 2020 Board of Directors meeting have been provided as an attachment in an email to the BOD dated February 5, 2020 with the agenda and meeting call-in details for the February 11, 2020 meeting.

Treasurer's Report

- Will be presented at the meeting.

Development and Performance Vice-Chair Report (submitted by Chris Sheppard)

- Qualifying times and formats are being worked on for summer meets. *Important note:* We will be including adaptive athlete qualifying times in the documents posted and distributed, rather than providing a separate link.
- Collecting data for qualifying times to determine a plan for the quad. Using Powerpoint & Motivational times to get a national picture of how our QT's compare to each other and the national average.
- We have two bids for a Summer Silvers meet. Planned format is 15-18 Trials/Finals with Timed Finals between sessions.

Calendar Committee Report (submitted by Brian Crawford)

- Ready for all SCY Championship meets to start!
- LCM meet bids were all due on February 1, 2020.
- LCM Championship calendar dates:
 - July 16 – July 19: Senior Champs with 10&Unders in the middle on July 18/19
 - July 23 – July 26: 11 – 14 Champs
 - July 31 – August 2: Silvers Meet

Age Group Committee Report (submitted by Gretchen Turner)

- Regional Meet sites were over-subscribed and under-subscribed. A few teams were moved to other sites to account for this. The Westfield site is extremely under-subscribed, and a request was made to adjust the day.
- 11-14 SCY Meet – Announcement packet updated on 2/3/2020 clarifying the language of the mixed relay entries.
- 11-14 LCM time standards are currently being reviewed. Several calls have taken place to look at the past and current NE times of this age group in each individual event.
- Work has started in looking at the timelines and order of events for the LCM Senior and 10&Under Championships.

Senior Committee Report

- No report.

Officials Committee Report (submitted by Betsy Russell)

- Officials shirts – heard from Jesup Szatkowski that Speedo shirts via Swim Outlet would be priced at \$10 more than agreed price. Also frustrated with the amount of time it took Swim Outlet to get the information to us despite repeated requests. Next course will be to drop Swim Outlet and go back to original (or close to) Speedo proposal via their local vendor.
- Admin Referee for 15-19 Champs will be Bob Menck.



- Admin Referee for 11-14 Champs will be Ken Galica. Staffing Admin for that meet has been particularly difficult with college champs and work conflicts. There may need to be some creative staffing and procedures involved to get us through Friday prelims.

Coaches Committee Report (submitted by Meg Feran and Todd Bohannon)

- Budget has been submitted, and coaches asked for a slight increase in budget in order to provide opportunities to coaches for travel (especially with Olympic Trials) with National meet reimbursements, as well as sending a female coach to the Women Leadership Summit in Colorado.
- The Boys Leadership Summit planning is underway. Budget has been requested to host the summit at WPI. Information regarding coaches and details on dates and specifics are currently being worked on.
- Coaches Committee had a call where we reviewed the new board structure and appointments. All coaches are starting to understand the transition of the board, and this will help educate other coaches throughout the LSC.
- Looking to offer some sort of coach education at the Coaches Meeting before HOD this spring. Working with Betsy Russell on potentially running an officials clinic on proper ways to challenge DQ's.

Athletes Committee Report (submitted by Jake Eastman and Aaron Zhu)

- We have been approved for a \$1,500 grant from USA Swimming for our LSC Athlete Leadership Summit. We are looking forward to taking the next steps to plan for the summit.
- Planning to prepare for athlete's hospitality for our March Championships meets a little bit earlier.
- Our Athlete's Executive Committee has been named/advised and we will be seeking approval/consent from the General Chair.
- Our Athlete Rep and Athlete Committee Bios have been made. We will have hard copies to show at the meeting, and a digital file as well.
- Looking to prepare for our athlete's meeting prior to the Annual Meeting in April.

Inclusion Committee Report

- No report.

Safety Committee Report

- No report.

Safe Sport Committee Report (submitted by Anne Kaufman)

- After our January meeting, I initiated an e-conversation amongst those who expressed interest in moving Safe Sport forward. I got one response. I am open to any ideas about how best to accomplish this work. The Safe Sport coordinator for the Eastern Zone, Greg York from Potomac Valley, is hoping to virtually attend our board meeting on February 11th to listen and consider how to support me.
- We have one more Safe Sport Recognized club in New England. Congratulations to HAY! Let's get all teams represented by the BOD done this spring. What can I do to support you?
- Safe Sport supplies went to all seven Regionals sites. At this writing, I don't know how the tabling went since the meets have yet to occur, but I hope to report in person at the February BOD meeting.

Technical Committee Report

- No report.

Governance Committee Report

- No report.



New England Swimming Office Report (submitted by Moriah Tyrrell)

- Registered Athletes: 8,280
- Registered Non-Athletes (Coaches, Officials, Others): 1,102
- 622 Registered Coaches
 - 54 have not completed the new CAT class
 - 28 have not sent in a concussion certificate
- 517 Registered Officials
 - 34 have not sent in a concussion certificate