



BOARD OF DIRECTORS MEETING

Tuesday, May 19, 2020, 5:00pm

Minutes approved by the Board of Directors on June 2, 2020

Remote Meeting via Zoom

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

VISION: Inspired. United. Fast.

ATTENDANCE:

Board Members Present: (20) Matt Soska (UN), Brian Crawford (ESC), Bill Glass (BGSC), Bob Menck (UN), Chris Sheppard (CS), Kelty White (CRIM), Betsy Russell (UN), Anne Kaufman (UN), Ken Galica (UN), Lisa Black Sholudko (UN), Rick Osterberg (UN), Malicia Policard (CS), Todd Bohannon (ex-officio, PHX), Meghan Feran (SOLO), Janet Harty (YNS), Erik Linseisen (UN), Jake Eastman (SOLO), Isabelle Hiller (UVAC), Ellie Soska (CRIM), Aaron Zhu (SOLO)

Guests: (14) Carol Healey (UN), Moriah Tyrrell (UN), Gretchen Turner (USC), Patrick Hunter (UN), Jon Castaldo (CRA), Tony Padvaikis (NSSC), Samantha Brabeck (SOLO), Dave Martin (NSSC), Alessandro Ramos (YNS), Scott Ellis (UVAC), Jay Craft (KING), Bill Revees (SSA), Kathy Butler (SSA), Nadine Jesionek-Johnson (UN)

MINUTES

1. Welcome

The meeting was called to order by General Chair Matt Soska at 5:01pm.

2. Consent Agenda

The Consent Agenda is included below, and the following updates to the Consent Agenda were provided:

Treasurer’s Report:

	<i>March 2, 2020</i>	<i>April 29, 2020</i>	<i>May 19, 2020</i>	<i>Change</i>
Checking Account #1:	\$49,662.22	\$5,028.96	\$20,123.00	\$15,094.04
Checking Account #2:	\$62,414.77	\$40,782.84	\$33,301.24	\$(7,481.60)
Priscilla Fund:	\$8,060.00	\$10,332.95	\$10,332.95	\$ -
Savings:	\$516,238.37	\$391,273.35	\$391,305.02	\$31.67
First Western Invest.:	\$421,280.75	\$404,992.55	\$407,210.82	\$2,218.27
TOTAL:	\$1,057,656.11	\$852,410.65	\$862,273.03	\$9,862.38

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

3. State of the LSC

In the State of Massachusetts Reopening Plan, outdoor pools are in Phase Two (could be as early as June 8th) and gyms are in Phase Three (could be as early as June 28th). Indoor pools could be the same timing as gyms, since many reside within a gym facility.

Pools are likely opening shortly in the State of Rhode Island.

USA Swimming will not sanction meets through June 30th.



4. USA Swimming Leadership Call Update

USA Swimming Leadership continued their encouragement for everyone not to focus on competition as we reopen across the nation after COVID-19. They want everyone to focus on slowly and cautiously getting athletes back to practice. The regional meet idea (14 – 16 regional meets across the country; sectional cuts and faster) is still in discussion for August 2020.

The USA Swimming Foundation COVID-19 Relief Grant program has awarded \$1 million to clubs in need. The various LSC COVID-19 Relief Grant programs across the country have given a combined \$5 million to clubs.

Any virtual meets must be sanctioned in order for times to be put into SWIMS database.

Work around developing virtual training sessions for officials is underway.

USA Swimming will provide guidance on how to host a Safe-Sport approved meet post-COVID prior to sanctions being lifted.

5. Finance Committee Meeting Update

The Finance Committee met to work on an updated 2021 Budget proposal in light of COVID-19 impacts from what had been previously approved by the BOD to be voted on by the House of Delegates at the rescheduled Annual Meeting. Various considerations for this new analysis include gauging expenses and estimating the timing of the return to the water across the LSC.

Proposed registration fees for 2021 are being revisited as part of reanalyzing the 2021 Budget proposal. The broader context for evaluating a decision on 2021 registration fees is that USA Swimming will be increasing their fee \$2, and the only operating revenues that New England Swimming has available are registration fees and meet subsidies. With the timing of the return to the pool unclear, we want to be sure we make the best financial decision from all perspectives for the LSC.

Another assumption being made in light of COVID-19 is that outreach member numbers might increase, so we want to be prepared for that as well.

A request was made to have the Finance Committee run multiple budget scenarios with various assumptions to present to the BOD, which was agreed upon as the next step.

The BOD then had a discussion of increasing team transfer fees from \$5 to \$10 for all voluntary transfers. Should an athlete need to transfer because their prior team has become insolvent due to COVID-19, the transfer fee would be waived by New England Swimming.

Having been moved and seconded, the Board of Directors unanimously accepted the recommendation of the Finance Committee to increase team transfer fees from \$5 to \$10 for all voluntary transfers.

6. House of Delegates Meeting

Rick Osterberg, Governance Chair, will be speaking with New England Swimming's outside legal counsel on the possibility of a virtual HOD in light of COVID-19. He will be reporting back at the next BOD meeting on this conversation and a proposal for this year's HOD meeting. The two time-sensitive issues needing to be handled during the virtual HOD meeting are elections and passing the 2021 budget.

7. 2019 – 2020 Club Grants

A redlined version of the 2019-2020 Club Grant application was circulated to the Board of Directors for



consideration. The edits related to any mentions of LCM in light of COVID-19 situation and the truncated LCM season. The budget for the 2019 – 2020 Club Grant program is \$60,000. Chris Sheppard and Carol Healey will review proposed changes and will consider all permutations.

8. Other Business

Coaches' Representatives are planning a "reopening-focused" Coaches' Town Hall with a predefined agenda. Tom Avischious and Scott Colby from USA Swimming have offered to participate.

The two upcoming Athlete Webinars will be with Alex Kostich on May 23rd and Dr. Alan Goldberg on May 30th.

Erik Linseisen is organizing a suit drive for athletes in the LSC. Any donated suits can be shipped to Erik and he will pay for the shipping fees.

The next Board of Directors meeting will be on Tuesday, June 2nd at 5:00pm.

9. Adjournment

Having been moved and seconded, the meeting was adjourned at 6:29pm.

Respectfully submitted,

Kelty White
Secretary



CONSENT AGENDA FOR MAY 19, 2020 BOARD OF DIRECTORS MEETING

Secretary's Report (submitted by Kelty White)

- The draft minutes from the May 5, 2020 Board of Directors meeting have been provided as an attachment in an email to the BOD dated May 14, 2020 with the agenda and meeting call-in details for the May 19, 2020 meeting.

Treasurer's Report (submitted by Carol Healey)

- Will be presented at the meeting.

Governance Committee Report (submitted by Rick Osterberg)

- On May 5, 2020, subsequent to the Board of Directors Meeting, we received an emailed letter of resignation from Athlete At-Large Representative Caleigh Wukitch (KING) effective immediately. The resignation was accepted and forwarded to Secretary Kelty White for the record. This does not create any vacancy, as the occupied position was a carry-over Athlete At-Large position that is removed upon vacancy or September 1, 2020, whichever occurred first. This resignation reduces the number of voting members of the Board of Directors to 19, which requires 10 voting members for a quorum.
- An updated Board of Directors Summary reference chart as of May 12, 2020 is attached (*attachment: NES BOD Structure 2020-05-12.pdf*). This reference chart reflects the above resignation, as well as the Athlete Representative elections reported at the May 5, 2020 Board of Directors meeting, with the winners taking office on September 1, 2020.
- On Friday, May 8, 2020, Matt Soska, Carol Healey, and Rick Osterberg attended a USA Swimming webinar on the topic of House of Delegates (HOD) meetings in the COVID-19 era. New England Swimming, Inc. is subject to the corporate laws of the Commonwealth of Massachusetts. We believe Massachusetts does not prohibit electronic/virtual HOD meetings for non-profit organizations. However, current Robert's Rules interpretation is that unless the Bylaws specifically allow for an electronic/virtual meeting, it is by default disallowed. A small number of other LSCs had the foresight to add provisions to their Bylaws to support an electronic/virtual HOD meeting, and/or the ability to conduct HOD business via written consent resolution. As the NE LSC Bylaws have neither provision, we are in a Catch-22 of sorts. We need to amend our Bylaws to allow for an electronic/virtual HOD meeting, but it may require an in-person HOD meeting to make that happen. There are one or two options that we are exploring to properly and legally achieve the flexibility that is needed, which we are reviewing with legal counsel. We may have additional details to report at the May 19, 2020 Board of Directors meeting.

Development and Performance Report (submitted by Chris Sheppard)

- Senior and AG committees are beginning to review meet information for short course season.
- Conversations about summer LCM activities are on a slow-down until further guidance from local, state and federal recommendations are more clear.
- Coaches' Committee Meeting was held with Scott Colby and Tom Avisicious from USA Swimming, focused around brainstorming "return to operations":



Coaches' Meeting (5/13, 2:00pm)

[On Call: Meg Feran (SOLO), Todd Bohannon (PHX), Chris Sheppard (CS), Nick Rice (ABF), Jon Castaldo (CRA), Alessandro Eramo (YNS), Rhi Jeffrey (ATLA), Beau Garufi (NANT), Scott Colby (USAS), Tom Avicious (USAS)]

- Topic of team transfers: It should be a gentlemen's agreement within the LSC regarding transfers and not allowing athletes to transfer due to pool openings. Social distancing guidelines will create a lack of space which may in turn make transfers unavailable for a certain period of time.
- Best practices for returning to operations:
 - Creating plans of return to any scenario of what social distancing may look like come the fall or beyond. What do time blocks and lane spacing look like based on the best and worst case scenarios?
 - Will all parents actually want their children returning to sport right away? What will numbers look like if parents have fears of letting athletes return to the pool.
 - Keeping a "virtual" training method an option past the return to pools will create income and engagement with the athletes that fear going back to facilities. This option may also appeal to parents of young children that do not want to return to sports until there is a vaccine.
 - What would this look like? Is it possible to run team meetings through ZOOM past any return to pools so that kids can see each other since groups will likely be cut down in size based on social distancing numbers?
- College recruiting through pandemic:
 - Can we create a NE Swimming roundtable with college coaches in order to assist in how coaches can guide their athletes in the recruiting process? How should high school sophomores and juniors go about college recruiting while losing a year?
- Request help from USA Swimming on how to communicate with facilities that are run by schools, cities and private entities. Why should they continue to rent to outside teams?
- Webinar from USA Swimming next week with college coaches (will include in the NES newsletter).
- Planning a NE Swimming Coaches' Town Hall with Tom Avicious and Scott Colby from USA Swimming to help brainstorm best ways to return to operation, recruiting, keeping athletes engaged.

New England Swimming Office Report (submitted by Carol Healey and Moriah Tyrrell)

- YOY Registration Comparison:

	2019	2020
March	80	76
April	216	6
May	336	
June	202	

- Blackout Dates for Online Tests:
Beginning May 22nd, the Foundations of Coaching 101, 201, Club Leadership & Business Management 101, and LSC Leadership courses will be inaccessible for data transfer. The transfer should be complete by 11:59pm on May 25th. If any tests need to be completed during this time period, please complete prior to the May 22nd blackout date.



- 2021 Registration Opens June 1, 2020:
The USA Swimming Board of Directors voted to open the 2021 registration year on June 1st instead of September 1st for this year. As states and facilities start to open up around the country, this gives LSCs the flexibility to register new people throughout the summer and their memberships will be good through the end of 2021. Once the Finance Committee meets about registration pricing for the 2021 year, we will begin to advertise the 2021 registration information and details.
- Other Office Business:
 - Carol is working on a plan for a Graduating Senior Ceremony in the event that we do not have a Senior Meet.
 - Awards Banquet: would like to discuss if we should hold it on the scheduled date of October 4th for Short Course Season awards only.
 - Adjusting the club grant application to remove the LCM options
 - Realize we are in limbo for many programs and decisions until the re-opening is decided

Communications Committee Report (submitted by Carol Healey)

- The next Family Newsletter will go out the last week in May.
- Webinars still proceeding and popular.
- The raffles are a big hit.

Safe Sport Committee Report (submitted by Anne Kaufman)

- Please take time to admire the new Safe Sport Recognition Program tab on the NES website. Thank you Carol!
- Safe Sport contacts for NES clubs that have started the SSRP process were contacted with offers of help. As a result, I emailed all Crimson Andover and Crimson South parents to encourage them to take the parent training, answered their questions about why parents should do this, and reminded those who are unavailable at 3 pm on a workday about the training through the USA Swimming website. I also learned that Nantucket Swimming was missing from USA Swimming's list of clubs - this should be fixed now - and that clubs with no swimmers over age 12 can be exempt from athlete training requirement. I'm happy to email parents from any club, especially if this is the last hurdle for SSRP completion.
- Can we agree that every club represented on the board should be SSRP complete? Please let me know how I can support ...

Coaches Committee Report

- No report.

Athletes Committee Report

- No report.

Calendar Committee Report

- No report.



Officials Committee Report

- No report.

Technical Committee Report

- No report.

Inclusion Committee Report

- No report.

Safety Committee Report

- No report.

Attachment: *NES BOD Structure 2020-05-12.pdf*