



NEW
ENGLAND
SWIMMING

BOARD OF DIRECTORS MEETING

Tuesday, May 5, 2020, 5:00pm Remote Meeting via Zoom

MINUTES

approved at the May 19, 2020 BOD Meeting

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

VISION: Inspired. United. Fast.

ATTENDANCE:

Board Members Present: (18) 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), Todd Bohannon (ex-officio, PHX), Meghan Feran (SOLO), Janet Harty (YNS), Erik Linseisen (UN), Jake Eastman (SOLO), Ellie Soska (CRIM), Aaron Zhu (SOLO)

Board Members Absent: (3) Caleigh Wukitch (KING), Isabelle Hiller (UVAC), Malicia Policard (CS)

Guests: (10) Carol Healey (UN), Moriah Tyrrell (UN), Gretchen Turner (USC), Patrick Hunter (UN), Jon Castaldo (CRA), Laura Matuszak (GMA), Matt O'Brien (NSSC), Tony Padvaikis (NSSC), Samantha Brabeck (SOLO), Noam Reinhorn (US)

1. Welcome

The meeting was called to order by General Chair Matt Soska at 5:02pm.

2. Consent Agenda

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

Communications Report:

The Family Newsletter sent recently now has an open rate of 70% as of the 5/5/2020 BOD meeting, up from the 41% open rate reported in the Consent Agenda.

Calendar Report:

A few dates on the 2021 – 2025 Quad Plan submitted in the Consent Agenda required adjustment, and those adjusted dates are highlighted in red below. The revised and final Quad Plan for 2021-2025 has also been provided as an attachment to these minutes (*attachment: QuadPlan2021-25.pdf*):

2021 Dates

SCY

12/17 – 12/20/20: Seniors

2/12 – 2/14/21: Regionals

2/19 – 2/21/21: 10 & Unders

2/25 – 2/28/21: 11-14s

3/5 – 3/7/21: 15-18s

3/12 – 3/14/21: Silvers

LCM

7/15 – 7/18/21: Seniors/10 & Unders

7/22 – 7/25/21: 11-14s

7/30 – 8/1/21: Silvers/15-18s



2022 Dates

SCY

12/16 – 12/19/21: Seniors
2/11 – 2/13/22: Regionals
2/18 – 2/20/22: 10 & Unders
2/24 – 2/27/22: 11-14s
3/4 – 3/6/22: 15-18s
3/11 – 3/13/22: Silvers

LCM

7/14 – 7/17/22: Seniors/10 & Unders
7/21 – 7/24/22: 11-14s
7/29 – 7/31/22: Silvers/15-18s

2023 Dates

SCY

12/15 – 12/18/22: Seniors
2/10 – 2/12/23: Regionals
2/17 – 2/19/23: 10 & Unders
2/23 – 2/26/23: 11-14s
3/3 – 3/5/23: 15-18s
3/10 – 3/12/23: Silvers

LCM

7/13 – 7/16/23: Seniors/10 & Unders
7/20 – 7/23/23: 11-14s
7/28 – 7/30/23: Silvers/15-18s

2024 Dates

SCY

12/14 – 12/17/23: Seniors
2/9 – 2/11/24: Regionals
2/23 – 2/25/24: 10 & Unders
2/29 – 3/3/24: 11-14s
3/7 – 3/10/24: 15-18s
3/15 – 3/17/24: Silvers

LCM

7/11 – 7/14/24: Seniors/10 & Unders
7/18 – 7/21/24: 11-14s
7/26 – 7/28/24: Silvers/15-18s

2025 Dates

SCY

12/19 – 12/22/24: Seniors
2/14 – 2/16/25: Regionals
2/21 – 2/23/25: 10 & Unders
2/27 – 3/2/25: 11-14s
3/7 – 3/9/25: 15-18s
3/14 – 3/16/25: Silvers

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8/1 – 8/3/25: Silvers/15-18s

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

3. Operations Update

USA Swimming has announced the cancellation of Futures, Sectionals, Summer Juniors and Zones meets across the country for Summer 2020.

States in the LSC are now reopening on their own schedules. Schools across the LSC will finish the school year using remote learning.



USA Swimming's planning for reopening will be guided by thinking local and minimizing travel. They are considering a plan for 14 to 16 regional meets across the country in August if possible based on public health guidelines. More information will be announced about these plans in the coming weeks.

General Chair Matt Soska provided a COVID-19 Case Data Overview (*attachment: NES COVID-19 Case Data Overview (05-05-2020)*) to illustrate the unusually large impact of COVID-19 on the region of the country in which New England Swimming and Eastern Zone Swimming operate. This reality means that the path back to our "new normal" will likely be gradual, with areas of the LSC likely getting back in the pool sooner than others. Question: How do we prepare for and cooperate as an LSC so that the LSC as an entity returns to the pool as soon as it is feasible? What should the starting point be for decision making?

4. Governance Committee – Board Orientation Program

The Board of Directors were given a Board Orientation by the Governance Committee, which was led by Laura Matuszak (member of the Governance Committee, General Chair, and 20 year veteran of New England Swimming). The Board Orientation Program has been provided in its entirety as an attachment to these minutes (*attachment: NESwim_BoardOrientation2020*).

5. Other Business

Elections were held for the new Junior and Senior Athlete Representatives to the Board. Isabelle Hiller (UVAC) was elected as the Senior Athlete Representative, and Samantha Brabeck (SOLO) was elected as the Junior Athlete Representative. They will be replacing Aaron Zhu and Jake Eastman. They will take office on September 1, 2020.

Fewer than 25% of our clubs in New England Swimming have started the SafeSport process. The National Office is conducting online trainings now to help facilitate clubs being recognized.

A suggestion was made to hold a Coaches' Town Hall to serve as a vehicle for collaboration as clubs wrestle with the challenges of restarting in-person activities when facilities reopen.

Athlete Executive Committee is currently in formation.

The two upcoming Athlete Webinars will be with Scott Colby, USA Swimming Sports Consultant, on May 9th and May 16th. Coach Scott Colby has been a Performance Development Manager for USA Swimming's Sport Development Division since August 2007.

USA Swimming will be holding a virtual convention this year due to COVID-19.

USA Swimming will be postponing making any changes to their flex membership program. The program will stay the same for the 2020 – 2021 registration year. Registrations for the new year will cover June 1, 2020 through December 31, 2021.

The next Board of Directors meeting will be on Tuesday, May 19th at 5:00pm.

6. Adjournment

Having been moved and seconded, the meeting was adjourned at 6:40pm.

Respectfully submitted,

Kelty White
Secretary



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Attachments: *QuadPlan2021-25.pdf*
NES COVID-19 Case Data Overview (05-05-2020)
NESwim Board Orientation 2020



CONSENT AGENDA FOR MAY 5, 2020 BOARD OF DIRECTORS MEETING

Secretary’s Report (submitted by Kelty White)

- The draft minutes from the April 21, 2020 Board of Directors meeting have been provided as an attachment in an email to the BOD dated May 2, 2020 with the agenda and meeting call-in details for the May 5, 2020 meeting.

Treasurer’s Report (submitted by Carol Healey)

	<i>March 2, 2020</i>	<i>April 29, 2020</i>	<i>Change</i>
<i>Checking Account #1:</i>	\$49,662.22	\$5,028.96	<i>\$(44,633.26)</i>
<i>Checking Account #2:</i>	\$62,414.77	\$40,782.84	<i>\$(21,631.93)</i>
<i>Priscilla Fund:</i>	\$8,060.00	\$10,332.95	\$2,272.95
<i>Savings:</i>	\$516,238.37	\$391,273.35	<i>\$(124,965.02)</i>
<i>First Western Investments:</i>	\$421,280.75	\$404,992.55	<i>\$(16,288.20)</i>
<i>TOTAL:</i>	\$1,057,656.11	\$852,410.65	<i>\$(205,245.46)</i>

<u><i>YOY Comparison</i></u>	<i>May 1, 2019</i>	<i>April 29, 2020</i>	<i>Change</i>
<i>Checking Accounts:</i>	\$60,404.18	\$45,811.80	<i>\$(14,592.38)</i>
<i>Savings:</i>	\$665,879.42	\$391,273.35	<i>\$(274,606.07)</i>
<i>First Western Investments:</i>	\$402,603.51	\$404,992.55	\$2,389.04
<i>TOTAL:</i>	\$1,128,887.11	\$842,077.70	<i>\$(286,809.41)</i>

Calendar Committee Report (submitted by Brian Crawford)

- **Quad Plan 2021 – 2024:**

2021 Dates

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3/14 – 3/16/25: Silvers

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Officials Committee Report (submitted by Betsy Russell)

- NES Officials shirts and other items (none are required purchases) are available on the NES Officials shop at SwimOutlet.com: <https://www.swimoutlet.com/nsofficials/>
- With the LCM season on hold for now, information will be going out to the NES Officials community that minimum session requirements will not be enforced for 2020.
- Once it is clear when swim meets will actually start up again, the Officials Committee is prepared to provide online and in-person clinics for S&T and Starter and Referee. Given that effective Officials training is experiential, we do not plan on offering clinics until what is learned there can be applied poolside relatively simultaneously.
- In the meantime, we are hosting NES Officials Zoom Socials. We have had two to date with another scheduled for Thursday, May 7 where we plan on discussing some S&T situations. We will schedule more based on what we learn next week about the needs of the community.

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

- With it being abundantly clear that the Boys Leadership Summit will not take place this June, we have been discussing when the Summit will take place. We are aiming to reschedule the Boys Summit for Spring 2021 in order to give time for potential facilities, athletes, coaches, etc. to feel comfortable attending a camp of 40-50 athletes. The Coach Reps, in collaboration with the Performance and Development Chair, have



discussed a couple of strategies to solidify both the Girls and Boys Leadership Summits as key events in the New England calendar going forward.

- In our most recent Coaches Committee call, we spent a fair amount of time discussing each coach's practice facilities and when they may be able to return to practice. Facilities with the most uncertainty were universities and private high schools, especially those with international populations. Some coaches fear that they may be out of the water through the summer, if not longer. While some YMCA's may be ready to open sooner, it is likely that they will have significant social distancing policies in place. We will continue to utilize the Coaches Committee calls as a way to sample the status of practices facilities across the LSC.
- We have received positive feedback from a number of teams regarding the COVID-19 Relief Grant Program. Many teams have struggled with local financial institutions, SBA programs, and state programs. From the feedback we have heard, teams were very pleased with the process put in place by New England Swimming.

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

- Working on finalizing the minor details for our athlete live interviews.
- "Meet the Candidates" live interviews scheduled for 5/2 @5pm on Instagram (@neswim)
- Athlete Rep elections scheduled for 5/4
- Hopefully, we will have our next Jr. and Sr. Athletes elected in time for the 5/5 meeting.

Safe Sport Committee Report (submitted by Anne Kaufman)

- Eastern Zone call held on Wednesday, April 29th. MAAPP 2.0 has been delayed and will not be required until January 2022. USA Swimming has already implemented many of the clarifying actions MAAPP 2.0 will cover.
- Congratulations to NSSC and Executive Swim Club -- the most recent NE Swimming clubs to be Safe Sport Recognized. Anne learned on the Eastern Zone call that the Maine LSC is giving \$250 to every club that attains this recognition. North Carolina and Maryland are still ranked 1st and 2nd in the Eastern Zone - surely we can do better. Please note again that free Zoom training is offered weekly by Safe Sport staff from the National office:
 - Wednesday - Parent Training_
<https://zoom.us/j/93724361466?pwd=OVF4RFINZFpaMHhqSEVVVGwzbmpQUT09>
 - Thursday - Athlete Training_
<https://zoom.us/j/97633664936?pwd=YnpXZmljME5PcldacW9ZQ0w5YTFIZz09>
 - Friday - Coach Training_
<https://zoom.us/j/98698656108?pwd=NzQ5TGdjWkRDc0IrcK9tWHpJL1hkQT09>
 - All sessions run from 3:00-4:00 pm Eastern time. On Wednesday 4/29, the workshop was at capacity (300) within minutes. The license has been upgraded now to 500. Please encourage everyone associated with your clubs to participate.
- In the Eastern Zone call, Bob Vincent reminded all of us that this is the time to ramp up efforts around Safe Sport Education. There will be a new activity book available by the end of the month, along with the materials intended to replace Safe Sport Monday scenarios. If your team, like CRA, is running weekly contests, I can provide Safe Sport prizes for Safe Sport artwork.



Communications Committee Report (submitted by Carol Healey)

- Four campaigns were sent out in the last two weeks:
 - Two from the Office:
 - News Brief for Coaches: 61% open rate out of 626 sent
 - Family Newsletter: 41% open rate out of 6400
 - Chris Sheppard sent out two letters with updates on LCM.
 - Email to coaches had a 65% open rate out of 626 sent
 - Email to families had a 77% open rate out of 6400
- Interesting facts: The webinar with Elizabeth Beisel was posted on the website for four days and we received 25 sign ups. It was then posted on Face Book and we had about eight sign ups. Then, it was sent to Coaches and we had about 40 more sign ups. Then, finally, the Family Newsletter has pushed it to over 100 sign ups.
- There have been 61 unsubscribes since April 1st from the Family Newsletters.

New England Swimming Office Report (submitted by Moriah Tyrrell)

• YOY Registration Comparison:

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

- Coach Certifications:
 - Coaches with expired deck passes should not be involved in any team training, including video conferencing, until they are up to date and cleared.
 - All coaches with alerts have been emailed and many have completed the necessary requirements.
 - The following information was included in an email sent to all coaches within the LSC on April 27, 2020:

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 the blackout date.

Expired Credentials

As a result of the closures of many facilities due to COVID-19, coaches may find it difficult to renew some certifications. The following steps are being taken to assist with this issue for coaches whose Lifeguard Training, In-Water Safety Training or CPR/AED certifications expire between March 1 and June 30, 2020:



For agencies that are granting certification extensions:

Submit the following to your LSC registrar:

- Any correspondence from the agency that provides specific information about the extension, including the new expiration date(s). Examples of correspondence include provisional/temporary certificates, email notifications from the agency, etc.
- A copy of your Lifeguard Training, In-Water Safety Training or CPR/AED certifications showing an expiration date within the dates stated above.

For certifications from any agency that does not grant an extension:

USA Swimming is granting an extension until July 31, 2020, for coaches whose Lifeguard Training, In-Water Safety Training or CPR/AED certifications expire between March 1 and June 30, 2020.

Please note the following:

For CPR/AED and In-Water Safety Training certifications that expire during that time frame, SWIMS and Deck Pass will be updated to reflect the new expiration date of 7/31/2020.

Development and Performance Vice-Chair Report

- No report.

Technical Committee Report

- No report.

Inclusion Committee Report

- No report.

Governance Committee Report

- No report.

Safety Committee Report

- No report.