



NEW ENGLAND SWIMMING BOARD OF DIRECTORS MEETING MINUTES

approved by the Board of Directors on March 9, 2021

Tuesday, February 9th, 2021

7:00 PM via Zoom

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

Vision: Inspired. United. Fast

Attendance:

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

Voting Board Members Absent (2): Paul Mueller (SOLO), Issy Hiller (UVAC)

Committee Chairs and Guests Present (14): Ken Galica (UN), Jonathan Castaldo (CRA), Patrick Hunter (UN), Gretchen Turner (USC), Patrick Johnstone (UN), Tony Padivaiskas (NSSC), Moriah Tyrrell (UN), Carol Healey (UN), Jenelle Dolan (ESC), Dave Martin (NSSC), Lisa Black Sholudko (UN), Scott Ellis (UVAC), Chris Payson (SSC) Meg Feran (SOLO).

1. **Welcome:** Matt opened the meeting at 7:01 by reading the Mission Statement. He asked Ray Grant to report on the state of Rhode Island with respect to running meets. Ray stated that the restrictions have been released and meets are now allowed within safety guidelines. Scott Ellis reported that VT will be allowing in-state competitions beginning on Friday and is hoping they can increase beyond Intra-squad meets by the end of March.
2. **Consent Agenda (attached):** Report that were pulled for discussion are below. The remainder of the consent Agenda was adopted with general consent.

Registration Report - Moriah provided updated numbers. Around 1000 new athletes since January. Registrations coming in at a relatively strong clip.

2020 Total Athletes (approximately): 8,419

2021 Total Athletes as of Friday 2/5/2021 : 5610

Percentage of NE Swim athlete registrations: 67% which is in line with all USA Swimming
USA Swimming Registrations to date is 67%

	Athletes	Coaches	Officials	Clubs
January 4, 2021	4709	344	342	76
February 5, 2021	5610	409	374	80

Since our last board meeting, I have worked with Betsy and Patrick Hunter on creating a document for Officials that outlines the registration process and the two tracks they must follow. This document is still in process and hopefully we will have something to present at the

next meeting.

Calendar Committee – Brian Crawford. LC bid due date postponed (from February 1) to possible May 1st or June 1st TBD. Brian thanked meet hosts for hosting so many meets and giving the swimmers a chance to race. Only one other LSC has 4 states like the NE-LSC and must consider 4 different safety guidelines.

Diversity, Equity & Inclusion Committee - Lauren Riedel announced that there is not a rolling application date to apply for the DEI Athlete Committee. Members have already been chosen and anyone interested can contact Lauren.

Development and Performance Vice Chair – Chris Sheppard sent a report to the board separately as part of the consent agenda that is attached below. Matt asked if there was any feedback from the End of Season Leader Board plan? Only one person expressed discontent but did not offer a real alternative. Chris stressed that we want to identify as many outdoor pools as possible for LCM season. They do not have to be 50 meters.

Athletes Report: Matt highlighted the Athlete leadership summit receiving a \$1000 grant from USA Swimming to help fund it. Sam polled the Athlete Executive Committee and they all prefer to host one in person event, not virtual. Perhaps host something late 2021. Reaching out to Exeter since they go home for 2-3 weeks for Thanksgiving. Sam has reached out to bunch of teams that have pool space to look at hosting Starts and Turns clinics. Response to Haverhill event was strong. They have a possible pool in RI and are talking to two Boston teams. Matt asked for overview of starts and turns clinic that was offered at Haverhill HS. Megan and Paul were in attendance, but it was run by the athletes/AEC. Waiver sent 36 hours ahead. Max of 20 athletes per session. (2 sessions ran). It was suggested to advertise to more coaches and farther in advance of the dates, and to offer a calendar of dates at one time since attendance has to be limited.

3. **Governance: Nominations** – Rick Osterberg reviewed the positions up for election. Once HOD date is set, Governance Committee will work to set formal calendar for nominations.
4. **Budget:** Carol Healey has sent out all the committees a budget request form for the 2021-2022 year. Feb 26 deadline for requests/submissions. Once submitted they will be reviewed with the Finance Committee.
5. **Club Development Grant** - Carol Healey reported that the Finance Committee needs to meet to build framework for this, particularly since we have had no meets or criteria to award money. The budget is small this year. To keep the program alive, plans in future years are to "step it down" a bit. Carol and Chris Sheppard will review and will send to Finance for discussion. Matt - any broader feedback from the Board/etc. on all of this should be sent to Carol.
6. **LEAP** - Carol Healey finished the USA Swimming imposed audit. Jane Grosser suggested we/NE are relatively ahead with documentation, etc. We need to work on updating job descriptions. And other policies that will be sent out. Matt suggested that we use the next meeting to review the strategic plans and other documents for the LEAP submission.
7. **Strategic Calendar** – Carol displayed our 2016-2020 Strategic Planning Calendar as a sample of what

each committee needs to work on for our LEAP designation.

8. **Officials'** Committee: Betsy Russell inquired about the possibility of providing discounted fees for Officials in need. Moriah had an inquiry from an official as his previous team had paid for his registration, but the new team does not so the official did not renew due to financial hardship. Carol proposed that we consider applying some Priscilla Fund money to this and the idea will be referred to the Priscilla Fund Committee. Chris reported that this was considered at National level but it was tabled. Nadine will contact other LSCs to see if they have a policy.
9. **Old Business-** Annual Meeting Date - Wed. May 26, 2021, 7:00pm.
10. **New business** -none
11. **Other** – Carol Healey reported that Anne Kaufman has been asked to stay on National Safe Sport Committee. Chris Sheppard was moved from the National DEI Committee to the National DEI Advisory Council. Nadine is on the EZ DEI committee and also doing some Zone development work with National.

Rhi Jeffrey questioned if all teams that got COVID grants get all requirements in by the Feb 01 deadline? Bill Glass referred to the Finance Committee Consent Agenda report.

Rick: Remembering that Priscilla Davis' memorial service was one year ago today in Hamilton, MA.

Next meeting: Tuesday March 9, 2021 at 7:00pm.

8:06pm: Adjourn

Respectfully submitted by Carol Healey, Office Manager