



ANNUAL HOUSE OF DELEGATES MEETING

OFFICER AND COMMITTEE REPORTS

**WEDNESDAY, May 26, 2021
6:00PM EST via ZOOM**

TABLE OF CONTENTS

Section One: Reports of Officers

- a. General Chair
- b. Administrative Vice Chair (including Calendar Committee)
- c. Financial Vice Chair (including Finance Committee)
 - (i) Treasurer
- d. Program Operations Vice Chair
 - (i) Technical Committee
- e. Development and Performance Vice Chair
 - (i) Senior Committee
 - (ii) Age Group Committee

Section Two: Reports of Committees and Coordinators

- a. Officials Committee
- b. Operational Risk Committee
- c. Safe Sport Committee
- d. Diversity, Equity and Inclusion Committee
- e. Coach Committee
- f. Athlete Committee
- g. Governance Committee
- h. Office/Registrations
- i. Zones

Section One: Reports of Officers

a. General Chair Report

Each of us – athletes, parents, coaches, officials, and other volunteers – was stretched in unexpected ways during the last year. I am proud of the energy, enthusiasm, creativity and effort of our members as we collaborated on ways to keep our athletes safe and engaged. While we would have preferred to conduct our practices and competitions as we did prior to the pandemic, we were able to provide opportunities through restructured meets and a virtual leaderboard to provide opportunities for our athletes to compete and grow as people. I am hopeful that the pandemic has taught us all a lesson in resilience.

As a result of the pandemic our membership is down significantly, including athletes, coaches and officials. The impact was similar across racial lines. We will need to redouble our efforts to build back our membership in the coming years. The near-term impact of the reduction in membership will be felt in our budget. While we have reserves that can offset our projected deficit, it would be imprudent to use those reserves to fully fund all budget requests. The Board had to make difficult recommendations about fee increases and budget reductions to ensure that we maintain the financial health of New England Swimming.

During the last year, there has been a national conversation about diversity, equity and inclusion amidst a larger discussion about race in America. Similar to other organizations, the Board of New England Swimming has had to assess what this means for our organization and how we respond to it. As of today our Board consists of 8 women and 7 men; 12 of whom identify as white, 2 of whom identify as black and 1 who identifies as Asian. Our athlete membership racial identity breaks down this way, rounded to the nearest whole number – White (74%), Asian (17%), Black (3%), Hispanic (3%) and Other (3%). Our official membership racial identity breaks down this way, rounded to the nearest whole number – White (80%), Asian (16%), Black (2%), and Hispanic (1%). Our coach membership racial identity breaks down this way, rounded to the nearest whole number – White (92%), Asian (4%), Black (1%), Hispanic (2%) and Other (1%). While the conversations have been difficult at times, I am confident that we will identify ways to collaborate to broaden our horizon and increase the diversity and equity and enhance the inclusion of our members.

In closing, I am exceptionally grateful for the spirit of volunteerism that continues to be a hallmark of New England Swimming. It is essential that we all cultivate that spirit and recognize it whenever we see it. It is all around us. Without it, our sport would be greatly diminished.

Matt Soska
General Chair

b. Administrative Vice Chair Report (including Calendar Committee)

Many thanks to all New England board for working through this crazy year! The Calendar Committee worked hard to get the two December 18 & Under Championship meets to happen, as we were happy to see a Championship meet happen for our athletes. We were glad to follow USA Swimming's format.

From there we dealt with all the travel restrictions for our four states, available pools, proper numbers and protocols, to create the February/March Leaderboard and "Back to Racing". Many thanks to all teams who were able to host meets and provide meets for our athletes. Also thank you to the office for calculating all results.

We are happy to see the LSC come together this summer for long course competition!

Both SSA (11-12), and PHX (13-14) will host Age Group competitions at outdoor long course pools. Cuts have been loosened to include more swimmers. This will happen July 8-11, which is earlier than usual, but it is the weekend we have two long course pools.

The 15-18/Senior meet will happen July 22-25, again hosted by PHX, outside and LCM. At present time, the 10 & Under meet is the weekend of July 16-18 and bids are open, as well as end of season meets for all levels.

For the 2021-2021 short course season, bids for all meets will be due July 15 (usually July 1). Bids for end of season Championship meets will be due September 1, and finalized October 1. We will be looking to secure a pool for December 2021 Seniors.

A big thank you to Chris Sheppard (Development and Performance Chair), Meg Feren (Senior Chair), Gretchen Turner (Age Group Chair), and all office staff, and entire Calendar Committee for your time with messages, meetings, and vision.

Brian Crawford
Vice Admin Chair

Calendar Committee:

Chair: Brian Crawford (ESC)

Members: Samantha Brabeck (SOLO, Athlete), Caroline Cavalier (SOLO, Athlete), Scott Ellis (UVAC), Meg Feren (SOLO), Carol Healey (UN), Rhi Jeffrey (ATLA), Patrick Johnstone (WYST), Chris Sheppard (CS), Gretchen Turner (USC), Janelle Dolan UN)

c. Financial Vice Chair Report (including Finance Committee)

- The Finance Committee has met formally six times since our last HOD. In early summer 2020, we considered the issue of meet fee structure. Various measures came out of this, including a waiver of LSC event surcharge fees, permitting meet hosts the flexibility to address real world cost issues.
- As we neared the end of 2020, the status of the COVID-19 Relief Grant was reviewed as several clubs had not yet achieved commitments made as a condition of receiving the grant (commitments due by 12/31/2020). Additionally, the absence of sanctioned meets heightened the difficulty for some clubs to achieve the participation metrics required for Level 1 Club Recognition status by 12/31/2020. Extensions were granted to January 31, 2021 for the core requirements, and we were able to obtain a waiver from USA Swimming through August 31, 2021 for clubs needing assistance on the athlete participation metric.

Overall, 35 of the 39 clubs receiving a grant, totaling \$156,548, have fully complied with all commitments. The 4 remaining clubs received grants totaling \$16,522. Until they have met all commitments or refund the grant, they will not be permitted to host a sanctioned event, and their registered athletes will only compete as Unattached.

It should be noted overall, that the COVID-19 Relief Grant program was a benefit to the recipient clubs, and to the LSC as a whole. The LSC increased the number of clubs achieving Safe Sport and/or Level One Recognition status by 33, or 1/3 of the LSC's total. Congratulatory notes were individually sent to our qualifying clubs, celebrating their achievement in a very challenging environment.

- The NES office building lease was renewed for a 3-year period beginning November 1, 2021, with first year rent rolled back to 2020 levels; 2nd year to what is presently paid; and a 3rd year increase of \$545.
- We received notice on March 19, 2021, that the LSC's Paycheck Protection Program (PPP) loan of \$20,123 was forgiven; meaning that we do not have to repay this loan. The LSC office had previously applied for a 2nd PPP loan totaling \$20,122; which was received on March 5, 2021. It is premature to know if this second loan will be also forgiven.
- A Quad Plan Budget was prepared as part of the LSC's LEAP compliance. This budget projects LSC cash inflows / outflows over the next 4 years – a project made more difficult by the unknowns related to a 'return to normal' post-COVID-19 swimming regimen and the LSC's declining membership. Net deficit spending of \$221,000 is projected, covered by the LSC's cash reserves.
- The 2021-22 Operating Budget proposal is to be presented under a separate agenda item. That said, a difficult year is projected for the LSC as things slowly return to a new normal. While we should start to see a return to the pool (emphasis on the word 'start'), large venue meets are not likely to be immediately available which will adversely impact meet-related revenues. In addition, our membership numbers are more than 20% below the prior year. While some of that gap may be lessened over the remaining months, it will remain down. Our 2021-2022 Operating Budget proposes membership fee increases and tight spending controls to mitigate these COVID impacts. But, even with these in place, our assumption is a net deficit spend of \$74,500.
- I would like to repeat the closing comments of last year. While the forward path is unknown, the Vice Chair of Finance and the Finance Committee will continue to listen to our memberships' needs, understanding that the near term is especially critical. We commit to being attentive to the development and support of strategies that will help our membership return to the pool and to competition, and to fulfill the LSC's Mission and Vision.

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

Vision: Inspired. United. Fast.

- We further commit to program development that helps to create an environment where all members are safe, where all members are welcome (all the time), and where all members are encouraged to foster the spirit of volunteerism. In essence, we are committed to program development with a goal toward a return to growth -- in awareness, in diversification, in membership, in excellence.

Bill Glass

Financial Vice Chair

Finance Committee:

Chair: Bill Glass (BGSC, Chair)

Members: Matt Soska (UN), Brian Crawford (ESC), Betsy Russell (UN), Kelty White (CRIM),
Jake Eastman (SOLO – Athlete), Aaron Zhu (SOLO – Athlete)

c. (i) Treasurer

2021 New England Swimming Annual Meeting Treasurer Report

submitted by Betsy Russell & Carol Healey

Annual Meeting Treasurer's Report as of May 13, 2021			
	May 1, 2019	June 20, 2020	May 13, 2021
Checking acct/PPP account		\$ 20,123.00	\$ 20,122.00
<u>Business Operating Account</u>	\$60,404.18	\$ 16,500.25	\$72,480.20
Bob Menck Fund			\$ 7,960.00
			\$80,440.20
Priscilla Fund		\$ 10,832.00	\$ 13,721.66
<u>Business Advantage Sav -</u>	\$665,870.42	\$ 391,331.53	\$301,490.00
First Western Investment -	\$402,603.51	\$ 417,636.50	\$451,014.65
Total:	\$1,128,878.11	\$ 856,423.28	\$ 866,788.51
Difference between prior and current year:		\$ (272,454.83)	\$ 10,365.23

- To better understand the above Treasurer’s Report, it is important to note that the LSC’s assets are comprised of three general types:
 1. Readily available cash and savings (the “Business Advantage” accounts): The vast majority of the LSC’s inflows and outflows are processed through these accounts.
 2. Restricted assets: The Priscilla Fund, created this year from donations in memorial to Priscilla Davis, is an example of restricted assets.
 3. Invested Assets: These are not restricted assets as mentioned above, but will require divesting in order to use. In general, these are reserve funds and at their present value will support approximately two years’ worth of the LSC’s ‘fixed’ expenses associated with office support, accounting, legal, banking, and tax filing fees.

d. Program Operations Vice Chair Report

The Program Operations Vice-chair is responsible for technical planning, meet management and evaluation, officials, records and all programs offered by the Diversity, Equity and Inclusion Committee, the Safe Sport Committee, and the Operational Risk Committee. This position supports the committee chairs and their committees in their work.

This has certainly been a challenging year for the entire LSC and for all of the areas within program operations. I am extremely proud of the work that these committee chairs and their committees have done. Over the past year all were challenged to think outside the box as they worked to assist our member clubs and the New England Swimming community at large to provide as many opportunities and programs as possible given the pandemic constraints.

While budgetary constraints necessitated by the financial challenges everyone is experiencing as a result of the pandemic will be a challenge this year, our committees are prepared to carry on their work in support of our clubs and athletes.

Submitted by: Ray Grant

d. (i) Technical Committee

It was a relatively quiet year for the Technical Committee. With all the limitations and restrictions being put in place just to have meets, Technical did not feel the need to try to make additional changes. For the most part, policies that did change were done in support of making things easier for teams to effectively host effective meets.

Among the changes that Technical either initiated or helped facilitate were:

- A temporary increase in the per swimmer participation fee that can be charged by a meet host from \$10 to \$25.
- A temporary reduction of the per splash surcharges that hosts owe after the meet. Calendar meet surcharges went from \$0.75 to \$0.50. Approved meet surcharges when from \$1.50 to \$1.00. Certain YMCA surcharges went from \$0.75 to \$0.50.
- Reimbursement policies for Officials was broken out into a separate document from the Swimmers and Coaches policy.
- Teams hosting Virtual meets are permitted to charge each participating team up to \$50 to cover additional administrative costs.
- The ability for teams to specify the 100% Entry Policy for meets was extended for an additional year to allow time to evaluate its effect in more normal circumstances.
- A temporary grant to the Calendar Committee to modify or suspend the Calendar Protection Policy for championship meet weekends to ensure more opportunities for swimmers.

Going forward, the Technical Committee expects to return to a more normal mode of doing business in the upcoming year. We hope to try to seek input from all member clubs about issues facing them via surveys and direct communication. As always, any individual or club is welcome to suggest policy changes or give comments to the committee about existing or proposed policies.

Technical Committee

Chair: Patrick Johnstone (WYST)

Members: Ray Grant (BGSC), Scott Ellis (UVAC), Carol Healey (Sanction Co-Chair), Gabriella Hunt (GYT), Rick Osterberg (UN – Governance), Caroline Cavalier (SOLO, Athlete), Dave Martin (NSSC), Noam Reinhorn (USC, Athlete), Ron Zuwallack (CCSC)

e. Development and Performance Vice Chair (including Senior Committee and Age Group Committee)

- 2020 was a challenge for athletes, families, teams and the LSC in a multitude of ways. Our athletes demonstrated a tremendous amount of resiliency and dedication, going with the flow as restrictions beared down on our sport. With LC 20 and most of SC 20-21 resembling nothing that we've ever experience before, the entire LSC is looking forward to LC 21 being an opportunity to resume a competitive schedule that feels at least a tiny bit familiar.
- The Senior & Age Group committees and I set our priorities for our LC end of season meets on providing as many athletes as possible with racing opportunities. As such for this season we have chosen to forgo qualifying times for our 10 & Under meet, and lowering the Championship Meet standards to our current Silvers qualifying times. We are comfortable making this choice for the season due in large part to the creativity that meet managers/hosts demonstrated over the past season in opening up opportunities with unique meet and session structures. The 11-12, 13-14 and 15-18/senior meets will be structured in Waves in order to keep session sizes manageable while allowing for the most number of athletes access to a trials/finals meet.
- As could be expected, Zones this year will look different than years past. Zones is currently planned to be a timed finals meet broken into 3 sessions a day (10 & U, 11-12, 13-14). Each LSC will be limited to a maximum of 25 athletes per age group (mixed between boys and girls). As an LSC we will not be organizing a team trip; athletes will need to travel to the meet with their families. The LSC will have to establish additional qualifying criteria to ensure we do not exceed the team size cap.
- Looking forward to 21-22, we are planning for a Short Course Seniors & End of Season schedule that matches the quad plan calendar as closely as possible. Resuming Regionals, Silvers and Age Groups, with adjustments made based on what restrictions, if any, are still in place. For Long Course the AG Committee would like to identify sites to run official Silvers meets for the first time in the Summer.
- Long Term we are assembling an ad-Hoc committee to review our LSC qualifying times with a goal of increasing our LSC's competitiveness. We will also create another working group looking into what it will take (facilities, staff/officials) to turn our SC Silvers meets into a Trials/Finals format for some age groups. If you are interested in any of these working groups, please reach out to me directly.

Chris Sheppard
Development & Performance Vice Chair

e. (i) Age Group Committee

We hope all teams (swimmers, coaches, officials, staff, volunteers) are looking ahead with excitement and optimism that our swimming community can continue the momentum of getting back to regular training and racing. Over the course of this past year there were many efforts to devise ways to accommodate and/or brighten the spirits of our LSC. A huge thank you to the New England Swim Office and volunteers who helped create, manage, and successfully pull off the LSC Leader Board Challenge which lasted 7 weeks (December 2020 – January 2021). This included a different swim and dryland event each week with winners and prizes.

We are very grateful that age group meets are back this summer and that the host teams/sites can accommodate as much of our LSC as we have asked them to.

The Age Group Committee is looking forward to getting back on track with its development of working to bring the best opportunities and incorporating more of the exciting elements into these championship meets that our athletes will look forward to.

Age Group Committee:

Chair: Gretchen Turner (USC)

Members: Scott Ellis (UVAC), Alessandro Eramo (YNS), William Fuchs (UN-FG – Athlete), Julie Margolis (SAIL), Noam Rheinhorn (USC – Athlete), Caitlin Grant (BGSC), Andy Shields (ATST)

e. (ii) Senior Committee

- We were dealt a great challenge this past year in regards to meets and racing. We did our best to create the most opportunity we were able to for our Senior level athletes. This past December we were able to put on two sites of the 18U Virtual USA Swimming Championships. After dealing with heavy restrictions between state and local governance, as well as facility restrictions, it was successful for those that were able to compete. Conditions were not ideal, but we were lucky to provide the opportunity.
- The end of season competition moving to the Virtual Leaderboard, although again not the ideal way to race, was again a successful alternative.
- We are looking ahead to the summer and hopefully the light at the end of the tunnel. Age Group and Senior meets are in the works and we are looking forward to getting back to racing in the same pool.
- We are excited to see qualified athletes get ready to head out to Olympic Trials in a few weeks, and continue to see our top level athletes succeed and represent our LSC.

Senior Committee:

Chair: Meghan Feran (SOLO)

Members: Caroline Cavalier (SOLO – Athlete), Ray Grant (BGSC), Janet Harty (YNS), Nick Rice (ABF), Ella Smith (ABF – Athlete), Nick Rice (ABF), Rhi Jeffrey (ATLA), Chris Sheppard (CS), Mike Spring (CRIM), Ron Zuwallack (CCSC), Cameron Watelet (ESC – Athlete)

Section Two: Reports of Committees and Coordinators

a. Officials Committee

- We have 414 officials currently registered compared to 514 reported at HOD last year – **20% decrease in officials** while during the past 2021 SCY season there were over 170 meets compared to 90 meets 2020 SCY – **90% increase in meets.**
- Since last September we have had 25 Officials clinics, 20 of them via Zoom, with over 400 participants across all 25. There were 9 Stroke & Turn, 7 Starter, 6 Admin Official and 2 Referee clinics.
- The dedication of the volunteers who, during Covid surges put the needs of the athletes ahead of the concern for their own personal safety and stood on decks for dozens of hours each weekend should not be underestimated, underappreciated, nor taken for granted. In addition to club-attached officials, Meet Referees and other unattached volunteer officials worked skeleton crews upwards of 12-hour days. Some meets ran as many as 6 or more waves of swimmers per day. In addition, Unattached officials traveled long distances to cover positions such as Meet Referee, Admin Official and Starter for teams that did not have enough of their own officials to run meets this past season.
- We are hoping that the past season's experience is just the beginning of an adjusted (for the better) relationship between clubs and our volunteer officials who staff their meets, thereby providing the forum for our athletes to participate in USAS Competition.
- Over the past few months, while not working meets, the Officials Committee has produced new documents explaining the process of becoming a certified official here, as well as how to maintain the certification going forward. Purpose was not to change requirements, but rather to present more coherently what has become an extremely complicated process with the additional certification requirements for membership that keep getting passed down from USA Swimming.
- In addition, we have created a series of standardized NE Swimming PowerPoint presentations for all our clinics, with a view to having next step be creating a series of Re-Certification clinics that will be shorter and more relevant for our experienced officials.
- Club Leaders and coaches, you must encourage your swimmers' parents to become officials! Those parents are from whom are recruited the volunteer officials. Without the clubs and coaches encouraging and valuing their officials, there may not be the required numbers available to minimally staff the meets you need for your swimmers.
- There is no application process to become an official. While there is a standard track and required steps, all are welcome at any training clinic, and the process is intended to be transparent.

Betsy Russell
Officials Committee Chair

Officials Committee:

Chair: Betsy Russell (UN)

Members: Samantha Brabeck (SOLO – Athlete), Jerry Carter (CRA), Ken Galica (UN), Jessica Workman (GMA), Patrick Hunter (UN), Caroline Cavalier (SOLO – Athlete)

b. Operational Risk Committee

The Operation Risk Committee has been busy. The committee has reviewed and analyzed the accident reports for 2020. This was an unusual year, with a major reduction in the number of reports received. Thirty-one accident reports were filed in 2019.

In 2020, thirteen accident reports were submitted, with one being a duplicate submission.

Of the remaining twelve, four were reports of three swimmers and one coach testing positive for Covid-19.

- One Covid positive report noted a potential exposure of others, those potentially exposed were notified of potential exposure, but no further related diagnoses were reported.

Seven of the accidents reported happened during meets.

- Four of the meet accidents reported occurred during warm up/down, three were minor injuries requiring first aid and one was very serious and required immobilization and ambulance transport.
- One of the meet accidents reported happened during a start and required first aid.
- One accident reported was a spectator in the bleachers, who declined any assistance.
- One accident reported was a slip and fall of an adult member, on the pool deck, with first aid required.

One accident reported occurred at practice and was a minor injury that required first aid.

The committee has completed analysis of the data and has identified meet warm up/down, as an area of concern. This is consistent with USA Swimming 's analysis of national data, over the last several years. For this reason, the committee is in the process of preparing a proposal to mitigate risk to New England Swimming members during meet warm up/down. It will be submitted for consideration, once completed.

Respectfully Submitted by Operational Risk Committee,

Operational Risk Committee:

Chair: Lisa Black Sholudko (UN)

Members: William Carline (HAY), Stephanie Nasson (KING), Hannah Perkins (YNS – Athlete)

c. Safe Sport Committee

Many thanks to those who attended the Safe Sport meeting yesterday. Slides will be posted on the New England Swimming website.

Since the last HOD meeting, the Safe Sport committee has focused its efforts on the Safe Sport Recognition Program, supporting teams in completing the process and solving problems along the way. Caitlin Clark has run multiple workshops for teams, helping them meet the education/enrichment progress marks for the SSRP process.

SSRP data from the March 2021 USA Swimming report:

LSC			Status	Points
NE	AA	AnglerFish Aquatics	Safe Sport Recognized	54
NE	ABF	Bluefish Swim Club	Safe Sport Recognized	59
NE	ACES	Aces Aquatics	Safe Sport Recognized	51
NE	ATST	Amherst Tritons Swim Team	Safe Sport Recognized	52
NE	BAT	Belmont Aquatic Team	Started	53
NE	BGSC	Gator Swim Club	Safe Sport Recognized	51
NE	CCFF	Cape Cod Firefish	Safe Sport Recognized	52
NE	CLIP	Yankee Clippers Swim Club	Safe Sport Recognized	55
NE	CRA	Charles River Aquatics	Safe Sport Recognized	51
NE	CRIM	Crimson Aquatics	Safe Sport Recognized	51
NE	CS	Commonwealth Swimming	Safe Sport Recognized	53

NE	DOGS	Bulldog Aquatic Club	Started	35
NE	EDGE	Edge Swim Club	Safe Sport Recognized	
NE	ESC	Executive Swim Club	Safe Sport Recognized	51
NE	GLYB	Greater Lowell YMCA Barracuda	Started	44
NE	GMA	Green Mountain Aquatics	Safe Sport Recognized	54
NE	GS	Greenwood Swimming	Safe Sport Recognized	51
NE	GYT	Granite YMCA Tiger Sharks	Started	43
NE	HAY	Hockomock Area YMCA Lightning	Safe Sport Recognized	51
NE	HDSC	Hamilton Dynasty Swim Club	Safe Sport Recognized	53
NE	INF	Infinity Swim Club	Safe Sport Recognized	54
NE	KING	Kingfish Swimming	Safe Sport Recognized	57
NE	LSSC	Liquid Space Swim Club	Safe Sport Recognized	55
NE	MTSC	Mei's Typhoons Swimming Club	Safe Sport Recognized	51
NE	MWYS	Metrowest YMCA Stingrays	Safe Sport Recognized	62
NE	NANT	Nantucket Swimming	Safe Sport Recognized	55
NE	NSSC	North Shore Swim Club	Safe Sport Recognized	53
NE	ONE	ONE Aquatics	Started	39
NE	ORO	Oyster River Otters	Safe Sport Recognized	53
NE	PHX	Phoenix Swimming	Safe Sport Recognized	57
NE	PVA	Purple Valley Aquatics	Started	52
NE	PVAA	Pioneer Valley Aquatic Avengers	Safe Sport Recognized	52
NE	SAIL	Sailfish Swim Team	Safe Sport Recognized	52
NE	SNAP	Snapper Swim Club	Safe Sport Recognized	52
NE	SOLO	SOLO Aquatics	Safe Sport Recognized	54
NE	SSA	Seacoast Swimming Association	Safe Sport Recognized	54
NE	SSC	Shamrock Swim Club	Safe Sport Recognized	52
NE	USC	United Swim Club	Safe Sport Recognized	51
NE	UVAC	Upper Valley Aquatic Club	Started	37
NE	WTST	Webbs Tornadoes Swim Team	Safe Sport Recognized	55

NE	YNS	YMCA of the North Shore	Safe Sport Recognized	51
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34 NE clubs are Safe Sport Recognized, just over 40% of the LSC. To hit the next incentive mark set by USA Swimming, 8 more clubs need to complete the process by June 1st. In a year of tight budgets, this incentive money would go a long way toward supporting athletes, paying for workshops, etc.

MAAPP 2.0 will roll out in the coming weeks. There will be adjustments for all, including redefinition of bullying, “personal assistant,” and allowed hours for communication with athletes, to name a few. Stay tuned for communication from the Safe Sport committee on this. The implementation date will be September 1, 2021.

As we return to more normal operations, club Safe Sport coordinators will have the opportunity to set up Safe Sport tables for athletes (and, later, for their parents), pass along information about Safe Sport initiatives, and run mini team workshops.

Please reach out to us if the Safe Sport committee can assist you and/or your club in communicating Safe Sport best practices and requirements, explain the Keeping Athletes First initiative, or support the development of a Safe Sport culture on your team.

Anne Kaufman
Safe Sport Chair

Safe Sport Committee:

Chair: Anne Kaufman (UN)

Members: Abby Berk Marino (BGSC), Noa Chambers (UVAC, Athlete), Alden White (CRIM, Athlete)

Nadine Johnson-Jesioneck (UN), Ellie Soska (CRIM, Athlete), Rebecca Spencer (non-member), Caitlin Clark (YNS)

d. Diversity, Equity and Inclusion Committee

- I was appointed to my position in December 2020. Despite having a late start, I have worked to learn the responsibilities of my position while executing them at the same time.
- We have refreshed the NES DEI Mission Statement: ‘The mission of NES DEI Committee is to create a culture of inclusion and opportunity for all throughout the territory of New England Swimming. We are committed to supporting and fostering diversity, equity, and inclusion among New England Swimming’s athletes, coaches, officials, members, and fans.’
- My first action as DEI chair was to form a DEI Committee with representation across the LSC. The DEI Committee consists of 12 individuals from 3 of the 4 states NES represents and includes 3 athlete representatives.
- Our three DEI athlete representatives are co-leaders that work together to guide the direction of the DEI Athlete Committee. The 13 member athlete committee is passionate about DEI and is the driving force behind all of the DEI initiatives in NES. The Athlete Committee has four working groups (Race/Cultural Identity/Religion, Gender/Sexuality, Mental Health, and Disability). DEI committee members will be partnering up with each of the athlete committee working groups in order to provide leadership and guidance based on their preferred areas of interest.
- There has been a lot of focus put towards building awareness of DEI efforts in NES, particularly on social media. We established an Instagram page with a variety of content, including posts, “takeovers” by diverse athletes of NES, and sharing of educational posts and information. Also working on more activity on Facebook, on the newly re-established public and sharing information in the New England Coaches group.
- The DEI Athlete Committee’s first project was an engaging video with commitment to action for Black History Month with participation from all members of the DEI Athlete Committee and some members of the BOD.
- The DEI Athlete Committee collaborated with the Athlete Executive Committee to jointly host Starts and Turns clinics for NES athletes.
- For the month of May, the DEI Athlete Committee has been working on a video project to show support, solidarity and a commitment to action to the AAPI (Asian and Pacific Islander) members of the NES community. In addition to the contributions of the committee members, they have reach out to BOD members, NES office staff, coaches and athletes across New England to participate in this project.
- Over the past month, BOD members, NES office staff, and other “stakeholders” in NES have been participating in a DEI workshop with Truclusion.
- In planning ahead for the 2021-2022 year, we created an ambitious Strategic Plan, including events for current and prospective NES members, DEI education, and multiple LEAP goals. Unfortunately, the majority of our budget to fulfill those plans was not approved, including all funds planned for education within the LSC. We are currently exploring what other options are available to us as we work to accomplish these goals within NES without monetary funding.

Lauren Riedel

Diversity, Equity and Inclusion Chair

Diversity, Equity and Inclusion Committee:

Chair: Lauren Riedel (PHX)

Members: Mark Waters (CCSC), Michael Prout (CS), Malicia Policard (HDSC), Lindsay McNall (EDGE), Laura Matuszak (GMA), Julie Margolis (SAIL), G.Nadine Johnson-Jesioneck (UN), Daly Hamilton (HDSC), Lauren Gale (KASC), Eva Frazier (EDGE – Athlete) Erica Clark (CVSC), Sam Brabeck (SOLO – Athlete), Diya Ackerman-Vallala (CRIM – Athlete)

e. Coach Committee

This year our LSC navigated waters we never expected to be in. While I would have loved to spend more time on deck talking to more coaches and bringing more voices into our coach committee, life had other plans. However, making the move to zoom has made it possible for us to have more participation in committee and board meetings than ever before. Moving forward, we would love to see that momentum continue and grow!

Since September, the coach committee's focus has been to:

- bring some regularity to meeting schedules and agendas
- create a place for open communication and collaboration between coaches
- keep coaches well informed of what is happening at the board level
- share coach feedback with the board
- build a committee with coaches from all corners of the LSC
- construct a vision for the committee moving forward (check out LEAP!)

For the rest of 2021 and beyond, we want to work on having more voices involved to enrich the board of the LSC.

Getting involved with the coach committee is super easy! Here are a few ways you can start:

- Run for Junior Coach Rep! It's mostly a supportive/learning role.
- Join our email list! These have meeting times, important updates for coaches, plus agendas and recaps of committee meetings for those that can't make them all. Addresses are copied in BCC so there's no threat of the dreaded reply-all.
- (If you have a Facebook) Join the Coach Facebook page! Meeting times and important updates are posted there but are sometimes not as in depth as email. Be prepared to send a screen shot of your Deck Pass credentials to the admin.
- Look up who your committee members are and seek them out on deck, via phone, etc. They can share things with the committee on your behalf!

We look forward to seeing you all on deck again soon!!

Rhi Jeffrey

Senior Coach Representative

Coach Committee:

Chair: Rhi Jeffrey (ATLA)

Members: Diya Ackerman-Vallala (CRIM – Athlete), Nicola Anderson (GMA), Brian Cameron (BGSC), Samantha Brabeck (SOLO – Athlete), Jonathan Castaldo (CRA), Alessandro Eramo (BYB), Ashley Vieira (JCCS), Beau Garufi (NANT), Caitlin Grant (BGSC), Daly Hamilton (HDSC), Jim Hennessey (SNAP), Mark Kiely (LSSC), Julie Margolis (SAIL), Chris Morgan (BGSC), Alexandra Nichols (ATLA – Athlete), Nick Rice (ABF), Katie Rocha (ATLA – Athlete), Chris Sheppard (CS), Margaret Spuler (ATLA – Athlete), Tim Thompson (PHX), Meg Feran (SOLO)

f. Athlete Committee

- **All Star Meet:** We were not able to hold an All Star Meet in the fall due to the pandemic. We will be looking to implement one in the coming year, but no plans have been solidified yet because of the uncertainty of the LSC.
- **Athlete's Hospitality:** Similarly, due to COVID-19, we were unable to hold Athlete's Hospitality at any championship meet this year. The Senior and Junior Athlete Reps will look to reimplement this in the coming year, making sure to follow all guidelines and safety measures.
- **LSC Athlete Leadership Summit:** We applied for a grant from USA Swimming to assist us in holding an LSC Athlete Leadership Summit. We received a grant of \$1000, with the expectation that the LSC matches at least 50%. Just this past month, NES has signed a contract with Boston College to hold our leadership summit the weekend of November 6th and 7th, 2021. We are going to be using the workbook and planning materials that past Athlete Reps Aaron Zhu and Jake Eastman created (who had a Leadership Summit planned for last spring before it was cancelled due to COVID-19). The Summit will be focused on developing leadership as well as understanding athlete governance in swimming, with resources collected from past USA Swimming National Conventions and Leadership Summits. The Summit will be co-ed, and it will be open to all high school aged athletes. There will be an application process; information regarding next steps for athletes will be communicated as soon as it is available.
- **Athlete Elections:** Current Junior Athlete Rep Samantha Brabeck (SOLO) will transition to the role of Senior Athlete Rep starting September 1st, 2021. Over the month of April, the process to elect a new Junior Athlete Rep was conducted. The six applicants filled out an application form, created individual bios, and participated in interviews on Instagram Live. The Athlete Meeting to elect the new Athlete Rep was held on May 1, 2021. The Athlete Committee (one athlete per team, similar to at-large athlete team delegates to the HOD), the Athlete Executive Committee, and current Athlete Reps are eligible to vote at the Athlete Meeting. Congratulations to Kenzie Driscoll (CS) who was elected to become the new Junior Athlete Rep. [Check out your 2021-2022 Athlete Reps!](#)
- **Starts and Turns Clinics:** The NES Athletes Executive Committee has worked with the NES Diversity, Equity, and Inclusion Athlete Sub-Committee to create Starts and Turns Clinics for our younger athletes across the LSC. We have run a total of 3 clinics since January 2021, and all athletes and volunteers have had a lot of fun. Sam Brabeck has worked with coaches to fit facility accommodations, time constraints, and COVID-19 procedures. Athletes may sign up for a clinic through a SignUpGenius that is distributed to the coaches of surrounding teams, as well as posted to our NES Instagram account (@neswim) and the website. Our hope is to provide these clinics in each of the four states of the LSC at least twice a year, if not more. Please reach out to Sam Brabeck at neathletereps@gmail.com if you would like to host a clinic!
- **Athletes Executive Committee:** The Athlete Reps continue to work diligently with the Athletes Executive Committee. The Committee is a group of around 10-15 athletes chosen via application by the Athlete Reps that assist in planning for athlete events and other athlete matters. [Check out your Athletes Executive Committee Members here.](#)
- **Water Safety Day-- Summer 2021:** The Athlete Reps, along with the NES AEC and NES DEI Athlete Sub-Committee are looking to create a Water Safety Day in New England this summer. More information can be found in the DEI Report. Much like the Starts and Turns Clinics, our older athletes are looking to give back to our surrounding communities. We are looking forward to taking on this project with the DEI Committee!

Samantha Brabeck
Athlete Representative

g. Governance Committee

1. The primary focus on the Governance Committee in 2020 involved supporting the New England Swimming Board of Directors in their daily operations, LSC communications and governance procedures throughout the Covid-19 pandemic shut-downs.

- a. Supported the BOD in shifting to Zoom and online meetings.
- b. Developed new policies and practices, including the Zoom HOD Meeting, for remote meetings and governance processes consistent with the NES By Laws and USA Swimming Rules and Regulations.
- c. Created new systems for remote and online board and committee work.
2. The Governance Committee assisted the New England Swimming Board of Directors in adopting the required By-Laws from USA Swimming.
 - a. Worked with the New England Swimming office and BOD to rewrite the new By-Laws.
 - b. Prepared and presented the By-Laws to the HOD for approval at the HOD Meeting.
3. The Governance Committee implemented the Nomination of Officers consistent with the newly adopted By-Laws.
 - a. Discussed the need to actively recruit and foster leaders from diverse backgrounds and experiences in the sport and in the community.
 - b. Developed Slate of Officers for the NES HOD Meeting utilizing current leaders willing and interested in serving again and new leaders interested in being involved on the BOD.
4. The Governance Committee began oversight of the NES BOD Strategic Planning Process.
 - a. Discussed ideas and concepts for development of Strategic Planning Process with the HOD.
 - b. Discussed current NES BOD Strategic Planning committee goals and objectives.
 - c. Developing a BOD Calendar to incorporate Strategic Planning goals with specific dates of achievement.

Submitted by: Laura Matuszak

Governance Committee:

Chair: Rick Osterberg (UN)

Members: Jon Castaldo (CRA), Noam Reinhorn (USC - athlete), Laura Matuszak (GMA)

h. Office Reports

REGISTRATION REPORT: *submitted by Moriah Tyrrell*

2021 Total Athletes as of Thursday 5/13/2021: 6299

2020 Total Athletes (approximately): 8,419

2020 Total Number of Clubs: 99

Percentage of NE Swim athlete registrations to date compared to 2020: 74%, which aligns with the USA Swimming percentage.

	Athletes	Coaches	Officials	Clubs
January 4, 2021	4709	344	342	76
February 5, 2021	5610	409	374	80
March 5, 2021	5917	426	392	82
April 8, 2021	6074	434	401	83
May 13, 2021	6299	454	414	83

There has been an approximate 25% decline in athlete registrations this year due to COVID.

We have 16 less clubs registered in 2021 than we did in 2020, which attributes to the drop in total athletes. There are still clubs in our LSC that have not been allowed back into their facilities due to COVID restrictions and have not been in the water for more than a year.

We are looking ahead to the 2021-2022 registration period which will begin on September 1st. Our hope is that the increase of access to vaccinations for all and the excitement of the Olympic Games in August will result in more pools opening and an overall increase in membership.

Looking ahead to 2021-2022

- Host “Registration How-To Workshops” in the NES Office as we have done in the past. Inviting Club Registrars to join in person or via zoom to learn about the registration process and to ask questions.
- Work with the Coach Committee to offer Coach Connection Coffees or lunches in the NES Office to talk, share ideas and discuss various topics.

OFFICE REPORT: *submitted by Carol Healey*

SUCCESSION PLAN: Despite the reduced registration numbers and meets to process, the Office is busier than ever! To start the succession plan we hired a part-time Competition Manager in January, **Jenelle Dolan**, to learn sanctioning and meet processing. She has hit the ground running and has received a lot of experience processing the many Intra-Squad and Dual meets on the Calendar.

All three staff members are keeping a monthly log of activity and processes which will assist us with being able to compartmentalize the different rolls needed to run the LSC effectively and efficiently.

LEADERBOARD: Sixty teams participated in the end of season SCY Leaderboard series. Swimmers qualified for three different levels; Gold, Silver and Bronze and were ranked each week after merging all of the meet results. The top 10 event swimmers in each level meet received a bag tag and the top 2 swimmers received a special swim cap. All awards were sent to the head coach of the team to distribute.

WEBSITE: The New England Swimming website (www.neswim.com) was upgraded in the fall to the new platform and has all the information you ever need to know about anything in New England Swimming! All current news and events are posted on the front page. Take the time to explore each tab and make it a habit to check for current information!

PRISCILLA PROJECT: The office has become a bit of a warehouse to store all the donated swimwear and gear! Both Speedo and TYR have noticed this project and have donated clothing and equipment for us to distribute. We have sent out over 70 packages to swimmers in need and have plenty more items to go around. We hope that coaches will notice if a swimmer is in need and will contact us to help! Many items have also been put aside to donate to swimmers attending the Water Safety Days we host. The generosity of people in and out of our LSC has been very rewarding to witness!

AWARDS BANQUET: We plan to push the Awards Banquet for the Top Ten Swimmers to April of 2022 in order to host a larger event. We typically host around 550 people, which will be impossible to host this year given the Covid related restrictions on indoor events.

OTHER PROJECTS:

- We are currently digitalizing all the Board of Director Meeting Minutes dating from 1981 to 2000 (some even hand-written!). These minutes will be added to the “Historic NES” section of the website under “ADMIN”.

- Work has started on the T-shirt quilt wall-hanging of all NE Clubs! It is not too late to send in a T shirt to add!

Competition Manager Report: *submitted by Jenelle Dolan*

The LSC has hosted 205 meets Since September 1, 2020, ranking 5th in the country for number of meets in SWIMS.

Out of the 205 meets hosted, 85 of them were intra-squad meets. This LSC has done a wonderful job of creating and giving opportunities to swimmers and teams to compete. We have added many more qualified Meet Directors and Admin Officials to our list, which is a very good thing!

As of today, we have 67 scheduled meets for the 2021 Long Course Season with more being added every day!

Since I started this job in January we have been processing meet sanctions as they are submitted, but starting in September all meet host policies will revert to pre-covid rules which will help towards an organized and timely process.

- Calendar Meet for the 2021-2022 are due **July 15th**.
- End of seasons bids will be due **Sept 1st** and finalized by **October 1st**.

j. Zones

Zones Meet was cancelled for Summer 2020 due to COVID-19.

2021 Zones Meet has been set for August 4-7, 2021, Collegiate School Aquatic Center, Richmond, VA.

- The meet will not be a Team Travel Meet this year as in the past, rather the board supports sending a team that travels down on their own and plans to send a coach to attend.

Submitted by:

Carol Healy and Scott Ellis