



ANNUAL HOUSE OF DELEGATES MEETING

OFFICER AND COMMITTEE REPORTS

**SUNDAY, JUNE 28, 2020
9:00AM ET via ZOOM**

TABLE OF CONTENTS

Section One: Reports of Officers

- a. Administrative Vice Chair (including Calendar Committee)
- b. Financial Vice Chair (including Finance Committee)
- c. Program Operations Vice Chair (including Technical Committee)
- d. Development and Performance Vice Chair (including Senior Committee and 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. Administrative Vice Chair Report (including Calendar Committee)

- Thank you to fellow board members, past and present, for easing into and learning the new board structure. I continue to learn in all areas and better myself and my time in the LSC, thanks to the dedicated and experienced current board. We have a motivated group of people and have proved this in the current time we are in.
- SCY Championship meets again stayed consistent with age progression and thank you to all meet hosts. Thank you to Gretchen and Jay, and their committees for organizing these Championship meets. Championship meets will try to also stay consistent with meet information and consistent with awards, etc. to give our swimmers the steppingstones to shine and prepare them for the future. We fortunately got through our Championship meets this season, other than Silvers, and those teams are already awarded as hosts for 2021.
- As we know, current LCM season is on hold, and we will see what position the LSC is in later on this summer to decide what we can give the swimmers of New England Swimming. We were excited with the addition of the new Silver/15-18 meet this summer and the return of 11-14 for LCM. SCY bid dates have been moved to August 1, and we will see if we stick with that date based on facilities for the fall. We want to encourage the meets, but of course be safe!
- Quad Plan is in effect and posted on website through 2024, short and long course. We will do our best to keep the consistency of the progression, and consistency of meets.
- Thank you to our Coach Reps, Meghan Feran and Todd Bohannon, as well as our new board positions Development and Performance Vice Chair (Chris Sheppard) and Program Operations Vice Chair (Bob Menck). Thank you to the Calendar Committee for your time, opinions, and feedback, as well as all of the Athletes.
- As we continue to work through the Covid-19 epidemic, we want to remember our Mission and Vision Statements. We want to work together to give our swimmers the best we can, and to come out on top!

Respectfully submitted,

Brian Crawford
Administrative Vice Chair

Calendar Committee:

Chair: Brian Crawford (ESC)

Members: Jay Craft (KING), Jake Eastman (SOLO - athlete), Meghan Feran (SOLO), Janet Harty (YNS), Carol Healey (Sanction Chair/Office), Bob Menck (UN), Chris Sheppard (CS), Gretchen Turner (USC), Aaron Zhu (SOLO - athlete)

b. Financial Vice Chair Report (including Finance Committee)

- Bill Glass was appointed to the Vice Chair Finance position on December 17, 2019, filling the vacancy left upon the resignation Arthur Athanas. Subsequent to this appointment, and through June 29, 2020, the Finance Committee has met on eight separate occasions in the review of fiscal year 2020-21 budget proposals and other matters. Among the most significant of ‘other matters’ has been discussion around issues associated with the COVID-19 pandemic and its impacts upon our membership. A Town Hall ‘Zoom’ call was hosted for all LSC club owners on April 6, to provide information and potential guidance to our club members in navigating through the various federal, state, and local aid initiatives, following up on a general information packet distributed to all Club owners on April 1. At the request of USA Swimming, a similar webinar/ town hall was hosted for LSC clubs across the country on April 16. Matt Soska participated as a co-host with Bill Glass in both of these events.
- For the LSC, the Finance Committee recommended the COVID-19 Relief Grant Program, which was launched on April 10, 2020. The Program issued 34 grants totaling \$172,803 to eligible clubs, with all funds disbursed on or before April 30, 2020.
- Further, the LSC applied for and received a Paycheck Protection Program (PPP) loan from the federal Small Business Association (SBA) totaling \$20,123 on May 4, 2020.
- The Treasurer’s Report below recaps all of our Cash, Savings and Invested assets; the balances prior to entering into last year’s Long Course season as compared to current positions:

Annual Meeting Treasurer's Report (as of June 24, 2020)			
	1-May-19	24-Jun-20	Difference
Priscilla Fund		\$10,832.00	
Checking acct/PPP account		\$20,123.00	
Business Advantage Checking	\$60,404.18	\$16,500.25	
Business Advantage Savings	\$665,870.42	\$391,331.53	
First Western Investment	\$402,603.51	\$417,636.50	
Total:	\$1,128,878.11	\$856,423.28	\$ (272,454.83)

- 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.

New in the current year is the Checking/PPP account which is essentially restricted in use to certain office-related expenses – and these funds will be used in full prior to the end of this fiscal year.

Looking at the first category only – readily available cash and savings, these funds have declined significantly since the start of last year’s long course season, as follows:

	1-May-19	24-Jun-20	Difference
Checking / Savings subtotal	\$726,274.60	\$427,954.78	(\$298,319.82)

The primary contributors:

- a. The LSC's cash inflow is heavily weighted to the beginning of the fiscal year – where most of our registration fees are realized. Further, from a sanction perspective, there are more meets in the Short Course season vs Long Course season.
 - b. While the majority of net revenues occur in the Short Course season, the majority of net expenses occur in the Long Course season. Using last year as an example, May to August 2019 had net outflows of nearly \$190,000, which is reflected in the above figure. The Club Grants, Zones, National Meets and Clinics are included.
 - c. Then, in April 2020, the COVID-19 Relief Grant Program was disbursed.
- All in, we expect to end the fiscal year with a checking / savings balance closer to \$340,000, and factoring in the \$241,150 net outflow assumed in the September 1, 2020 – August 31, 2021 period (separate Budget agenda item), our ready cash assets are projected to be closer to \$100,000 vs the \$427,055 shown above.
 - The LSC's prior membership growth and solid fiscal management from our former Financial Vice Chair, the New England Swimming Office and the Finance Committee has permitted, and will continue to permit, this period of deficit spending.
 - While the forward path is unknown, the Financial Vice Chair and the Finance Committee will continue to listen to our membership's 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, a commitment to program development with a goal toward a return to growth -- in awareness, in diversification, in membership, in excellence.

Respectfully submitted,

Bill Glass
Financial Vice Chair

Finance Committee:

Chair: Bill Glass

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

c. Program Operations Vice Chair Report (including Technical Committee)

- We are currently working on the return to competition and what the SCY season will look like. A “Return to Competition” Committee was formed, and is comprised of the following individuals: Ray Grant (BGSC), Carol Healey (UN), Ken Galica (UN), Rhi Jeffry (AA), Chris Sheppard (CS), Paul Mueller (SOLO), Lisa Black-Sholudko (UN), Rick Osterberg (UN), Ellie Soska (CRIM - athlete), Aaron Zhu (SOLO - athlete), Samantha Brabeck (SOLO - athlete).
- USA Swimming has allowed LSCs to sanction meets starting July 1st, 2020 if they so choose. The times from these meets may go into SWIMS but may not be used for anything above the LSC level. Decisions about August 2020 and beyond will be determined by USA Swimming in July 2020. Once we can gather all the information, we will reach out to meet hosts to determine what opportunities might be available to our swimmers in New England. There will be many safety protocols to follow and given that our LSC has four states that compete, we will need different “rules” for each state that will follow their state’s public health guidelines.
- The Technical Committee will be meeting to work with the Officials Committee on how we can best serve our athletes in competition during these COVID times.
- The Safe Sport and DEI Committee Chairs are being encouraged to still go ahead with some programming for the SCY season that will fall within our limited budget.
- This seems to be a time to do many administrative projects for your team that you would otherwise not have the time for during the course of a normally paced season.

Respectfully submitted,

Carol Healey (on behalf of Bob Menck)
Office Manager

Technical Committee

Chair: Bob Menck

Members: Scott Ellis (UVAC), Carol Healey (Sanction Chair), Gabriella Hunt (GYT), Patrick Johnstone (WYST), Rick Osterberg (UN – Governance), Abbie Sullivan (Athlete), Aaron Zhu (SOLO – Athlete), Ron Zuwallack (CCSC)

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

- Since taking on the role of Development and Performance Chair in January, we have had one of the most challenging first half of a year in my lifetime. Regardless, the Age Group and Senior Committees have worked diligently to reflect on the structures of our championship and end of season meets and ways to improve the competitive experiences of our athletes.
- Aspects such as ready room and walk outs for finals and award ceremonies for all age groups not only create a fun and exciting environment but they also help to prepare our swimmers for the next step. We revisited the meet information for the Regionals meets to make sure that the meet hosts can run the best possible version of that meet for their location. The Senior Committee continues to review time standards, bonus structure and event order to help make our Senior Championship meets as competitive and engaging as possible.
- There is a great deal of uncertainty regarding what our upcoming seasons will look like. The Age Group, Senior and Coaches committees as well as the newly formed “Return to Competition” subcommittee are prepared to explore all options based on the guidance provided by the federal, state and local governments as well as USA Swimming to ensure we can provide the safest options for our athletes, coaches, teams and families. We hope to take advantage of this forced reimagining to create a broader range of engaging meets for all levels of our athletes.

Respectfully submitted,

Chris Sheppard
Development and Performance Vice Chair

Age Group Committee:

Chair: Gretchen Turner (USC)

Members: Todd Bohannon (PHX), Scott Ellis (UVAC), Alessandro Eramo (YNS), William Fuchs (CS – Athlete), Julie Margolis (SAIL), Genevieve O’Neil (CCSC – Athlete)

Senior Committee:

Chair: Jay Craft (KING)

Members: Jake Eastman (SOLO – Athlete), Meghan Feran (SOLO), Ray Grant (BGSC), Janet Harty (YNS), Erik Linseisen (VAS – Athlete), Nick Rice (ABF), Chris Sheppard (CS), Mike Spring (CRIM), Ron Zuwallack (CCSC)

Section Two: Reports of Committees and Coordinators

a. Officials Committee

- As of June 23, 2020, the total number of registered “Officials” was 466, and of those, 20% are dry side/other non-certified members. Only 371 are certified “wet deck officials”, i.e. Referees, Starters and Stroke & Turn Judges. 30 of those Officials are Unattached, including 43% of our Meet Referees (16 of 37). Appended is a list of NES Clubs with their wet deck Officials statistics.
- Clubs should keep in mind that their Officials’ loyalties and the fruits of all the time and effort they spend as volunteer Officials are to their Clubs, not the Officials Committee. Being respected, valued and encouraged by their child’s coach(es) far outweighs any other incentive for new Officials to join.
- Before the COVID-19 crisis, there had been an obvious issue here in New England with many meets, including Champs, being understaffed by Officials and, consequently, underserving our athletes as well as the volunteer Officials at these meets. Had there not been the interruption in competition, I would still have been here at HOD pleading for you to recruit new officials from your parent ranks. Volunteering at an understaffed meet quickly becomes an unpleasant experience; it makes sense that volunteers do not come back after a session where they may have felt unappreciated, overworked, or taken for granted. This then leaves the Officials at the next session or meet with even less help and more reasons to drop out of the ranks too.
The reason that I have continued to volunteer my time to officiate for so long is that I had been having fun on deck. I can tell you that at several meets last SCY, because of the poor staffing levels, it was not fun, even for me.
- With COVID-19, it will likely be some time before we get back to competition in any form that resembles what we have been used to. In the meantime, we need to be prepared to react and adapt and help our clubs and swimmers when the time comes. ****Any Club that is thinking about hosting meets in the next several months should reach out to any one of us on the Officials Committee as soon as possible to discuss what the competition will/could look like and how it can be officiated.** I would recommend that we look to staffing with minimal numbers of non-athletes on deck but there still are competition rules that need to be followed in addition to the local safety and social distancing requirements that you will need to manage.
- Given that we are all volunteers, it may be challenging to find enough officials that will commit to work meets going forward through the COVID-19 period. We on the Officials Committee are here to help you identify existing Officials who may be willing to work, and to ensure proper training, mentoring and certification of new Officials, especially those parents of the swimmers you plan on having compete. We are ready to provide “Zoom” clinics on demand for any team(s).
- Until an actual return to competition comes closer on the horizon, we are not scheduling any clinics unless requested, but we will gladly do so if requested!

Respectfully submitted,

Betsy Russell
Officials Committee Chair

Officials Committee:

Chair: Betsy Russell (UN)

Members: Soeren Euvrard (CRA - athlete), Ken Galica (UN), Sahar Mumtaz (CS - athlete), Richard Nolan (UN), Matt Soska (UN), Jessica Workman (GMA), Peter Zeiger (CRIM)

"Wet Deck" Officials by highest achieved certification level (as of 06/23/2020)

		Meet Referee	Referee	Starter	Stroke & Turn	Total # of wet deck officials	Official to Athlete Ratio
AA	Anglerfish Aquatics	-	-	-	-	-	0%
ABF	Bluefish Swim Club	3	4	7	12	26	11%
ACES	ACES Aquatics	-	-	-	-	-	0%
ANA	Andover-North Andover YMCA	-	-	1	4	5	3%
ATLA	Atlantis Aquatics	-	-	-	1	1	2%
ATST	Amherst Tritons Swim Team	-	-	1	3	4	4%
BAT	Belmont Aquatic Team	-	-	-	-	-	0%
BAY	Bayside YMCA Stingrays	-	-	-	-	-	0%
BGNE	Boys & Girls Club of NE	-	-	-	-	-	0%
BGSC	Gator Swim Club	2	3	5	8	18	4%
BLUE	Blue Dolphins Swim Team	-	-	-	-	-	0%
BYB	Boston YMCA Bluefins	-	-	4	1	5	4%
BYD	Burlington Y Dynamos	-	-	1	1	2	2%
CCFF	Cape Cod Fire Fish	-	-	1	-	1	1%
CCSC	Cape Cod Swim Club	1	1	6	3	11	5%
CLIP	Yankee Clipper Swim Team	-	-	-	1	1	3%
CONY	Concord YMCA	-	-	-	2	2	3%
CRA	Charles River Aquatics	-	2	3	5	10	3%
CRIM	Crimson Aquatics	4	3	14	15	36	4%
CRVS	Connecticut River Valley Stingrays	-	-	-	-	-	0%
CS	Commonwealth Swimming	-	1	-	5	6	7%
CST	Crush Swim Team	-	-	-	-	-	0%
CTS	Claremont Tiger Sharks	-	-	-	-	-	0%
CVSC	Central Vermont Swim Club	-	-	-	2	2	2%
DHH	Dedham Health Hydra	-	-	-	2	2	3%
DHS	Dorchester House Stingrays	-	-	-	-	-	0%
DOGS	Bulldog Aquatic Club	-	-	1	-	1	2%
EDGE	Edge Swim Club	-	-	1	3	4	4%
ESC	Executive Swim Club	-	-	-	4	4	2%
EVO	Evolution Aquatics	-	-	-	-	-	0%
FLWS	Freetown-Lakeville Warriors Swimm	-	-	-	-	-	0%
GFA	Grenfin Swim Club	-	-	-	-	-	0%
GLYB	Greater Lowell YMCA Barracudas	-	-	-	-	-	0%
GMA	Green Mountain Aquatics	2	-	1	10	13	13%
GS	Greenwood Swimming	-	-	1	-	1	1%
GST	Gunstock Swim Team	-	-	-	-	-	0%
GYT	Granite Y Tiger Sharks	-	-	-	4	4	4%
HARV	Harvard Swimming	-	-	-	-	-	0%
HAY	Hockomock Area YMCA Lightning	1	1	3	3	8	4%
HDSC	Hamilton Dynasty Swim Club	-	-	-	1	1	3%
HRY	Hampshire Regional YMCA	-	-	-	-	-	0%
HYV	Holyoke YMCA Vikings	-	-	1	1	2	3%
ICMY	Inner City Marine YMCA	-	-	-	1	1	2%
INF	Infinity Swim Club	-	-	3	-	3	5%

		Meet Referee	Referee	Starter	Stroke & Turn	Total # of wet deck officials	Official to Athlete Ratio
JCCS	Jcc Sea Serpents	-	-	1	3	4	6%
KAC	Killington Aquatic Club	-	-	-	1	1	2%
KASC	Karishim Swim Club	-	-	-	-	-	0%
KCY	Kent County YMCA	-	-	-	-	-	0%
KING	Kingfish Swimming	-	1	2	6	9	3%
KYD	KYD Swim Team	-	-	-	-	-	0%
LIFE	Life Time New England	-	-	1	-	1	2%
LRW	TWC Wavemakers	-	-	1	-	1	3%
LSSC	Liquid Space Swim Club	-	-	2	2	4	9%
MAL	Malden Crocs	-	-	-	1	1	2%
MGCB	Central YMCA Stingrays	-	-	-	1	1	3%
MIDD	Middlebury Aquatics Club	-	1	1	1	3	3%
MST	Manchester Swim Team	-	-	-	-	-	0%
MTSC	Mei's Typhoons Swimming Club	-	-	-	1	1	4%
MWYS	Metrowest YMCA Stingrays	-	1	5	10	16	14%
NANT	Nantucket Swimming	-	-	-	-	-	0%
NBY	New Bedford YMCA Hurricanes	-	-	-	-	-	0%
NEB	Northeast Kingdom Aquatics	-	-	-	-	-	0%
NPB	North Providence Barracuda Swim	-	-	-	-	-	0%
NSSC	North Shore Swim Club	-	1	4	6	11	2%
NYB	Newman YMCA Barracudas	-	-	-	-	-	0%
ONE	One Aquatics	-	-	-	-	-	0%
ORO	Oyster River Otters	3	3	1	5	12	5%
PC	PC Swimming	-	-	-	-	-	0%
PHX	Phoenix Swimming	-	-	4	4	8	5%
PRDE	Pride Swimming	-	-	-	-	-	0%
PST	Portsmouth Swim Team	-	-	2	3	5	4%
PVA	Purple Valley Aquatics	-	-	-	-	-	0%
PVAA	Pioneer Valley Aquatics Avenge	-	1	2	2	5	4%
PWSC	Peterborough Wave Swim Club	-	-	-	3	3	10%
RAYS	Rockingham Area Youth Swimming	-	-	1	4	5	4%
SAIL	Sailfish Swim Team	1	-	-	3	4	5%
SION	Scorpion Swim Club	-	-	-	-	-	0%
SJSC	St Johnsbury Academy Swim Club	-	-	-	-	-	0%
SNAP	Snapper Swim Club	-	-	-	-	-	0%
SOLO	Solo Aquatics	1	4	5	4	14	6%
SSA	Seacoast Swimming Association	-	1	5	5	11	9%
SSC	Shamrock Swim Club	-	-	1	-	1	1%
SSYS	YMCA of the South Shore	-	-	2	1	3	2%
STRM	YMCA of Greater Nashua STORM	-	1	2	4	7	4%
STS	Stow Swimming	-	-	-	-	-	0%
TBGT	Taunton Tiger Sharks	-	-	-	1	1	3%
UN	Unattached	16	6	4	4	30	13%
USC	United Swim Club	-	1	-	3	4	4%

		Meet Referee	Referee	Starter	Stroke & Turn	Total # of wet deck officials	Official to Athlete Ratio
UVAC	Upper Valley Aquatic Club	-	2	2	7	11	8%
VAS	Vermont Aquatic Swimming	-	-	1	-	1	6%
WCP	Wayland Community Pool	-	-	-	-	-	0%
WEST	Westerly-Pawcatuk YMCA	-	-	-	-	-	0%
WHAL	Woonsocket YMCA Whalers Swim	-	-	-	-	-	0%
WSY	West Suburban YMCA Bluewaves	-	-	-	-	-	0%
WTST	Webbs Tornadoes Swim Team	-	-	-	-	-	0%
WW	Weymouth Waves	-	-	-	2	2	3%
WYST	Westfield YMCA Swim Team	1	-	-	1	2	8%
YMNT	YMCA of Metro North Tritons	-	1	1	2	4	6%
YNS	YMCA of the North Shore	2	-	1	8	11	3%

b. Operational Risk Committee

No report.

c. Safe Sport Committee

- Congratulations to the clubs who have successfully completed the Safe Sport Recognition Program: CLIP, CRIM-ANDOVER, CRIM-WELLESLEY, ESC, HAY, MTSC, MWYS, NANT, NSSC, SAIL, SOLO, YNS.
- Last year at this time, we were preparing to roll out MAAPP. This year, with teams out of the water for a significant period, the focus has been on using the time to complete the Safe Sport Recognition program. This program is a priority for USA Swimming's Board of Directors, and USA Swimming's national office is running weekly Zoom training sessions for athletes, coaches, and parents.

USA Swimming Safe Sport Zoom Trainings

1. Starting April 22, 2020, athletes, parents and coaches can attend a training session conducted by the USA Swimming Safe Sport staff via Zoom.
 - Parents: Every Wednesday 3:00-4:00pm EST
<https://zoom.us/j/93724361466?pwd=OVF4RFINZFpaMHhqSEVVVGwzbmpQUT09>
 - Athletes (age 12-18): Every Thursday 3:00-4:00pm EST
<https://zoom.us/j/97633664936?pwd=YnpXZmljME5PcldacW9ZQ0w5YTFIZz09>
 - Coaches: Every Friday 3:00-4:00pm EST
<https://zoom.us/j/98698656108?pwd=NzQ5TGdjWkRDc0lrck9tWHpJL1hkQT09>
(The coaches training is not a requirement for Safe Sport Club Recognition. However, to obtain the optional points for attending an education event for coaches, list the coaches who attended, along with attendance date, in the club application under the corresponding measure.)
2. Attendance at these sessions is limited to 300 participants. The training session will be secured five minutes after starting.
3. USA Swimming Safe Sport staff will record attendance and manually update the Club Portal.

- All teams should take advantage of this great opportunity. The Safe Sport committee will not be conducting in person workshops for the foreseeable future, and there is no need to reinvent the wheel to develop our own virtual training classes. For members of the NES swimming community who cannot participate in a 3 PM weekday workshop, there are training videos available on the USA Swimming website.

USA Swimming LEARN Platform

Athletes and parents can independently complete the training sessions using the USA Swimming LEARN platform.

For athletes:

1. Visit www.usaswimming.org/learn.
2. Enter your last name, first name and date of birth into the search parameters boxes. Click "Search".
3. Click "Continue" next to your name.
4. Click "Go to Learn".
5. Select "Courses" at the top.
6. For athletes ages 12-18, click on the Safe Sport for Athletes course and complete the course using the prompts.
7. For athletes over the age of 18, click on SafeSport Training for Adult Athletes.

For parents:

1. Visit <https://learn.usaswimming.org/>
2. Click "Register".
3. Click "Create Account" in the Non-Member Access box.
4. Follow the prompts to register an account.
5. Click "Courses."
6. In Parent's Guide to Misconduct in Sport, select "Add to Cart".
7. Click "Checkout".
8. Enter the requested billing address information and click "Order". [Note: the course is free]
9. Click "Dashboard".
10. Select the Parent's Guide to Misconduct in Sport course to start.
11. Complete the course using the prompts.

- Another option is to use the LEARN platform material in a virtual team meeting:

Virtual Team Meeting

USA Swimming member clubs are seeking unique opportunities to remain connected with athletes and parents. One unique way to remain connected and complete the training component of Safe Sport Club Recognition is to host a virtual training.

1. Schedule a virtual meeting for either parents or athletes to attend.
2. Access the USA Swimming LEARN platform via www.usaswimming.org/learn.
 - Enter your last name, first name and date of birth into the search parameters boxes. Click "Search"
 - Click "Continue" next to your name
 - Click "Go to Learn"
 - Select "Courses" at the top
 - For a parent training, select Parent's Guide to Misconduct in Sport
 - For an athlete training, select Safe Sport for Athletes
3. Conduct a virtual meeting with athletes or parents by sharing your screen and viewing the training course together. When you share your screen, ensure that you also share the sound from your device so those watching can hear the training audio.

4. Record attendance. A simple way to do this is to have participants send their name to the training host using a chat function.
5. Send the attendance record to ssrp@usaswimming.org. USA Swimming staff will manually update the Club Portal.

Reminder: A virtual meeting with minor athletes is an electronic communication and the Minor Athlete Abuse Prevention Policy requirements apply:

- If you are meeting with only one athlete, that athlete's guardian/parent must also be included.
- If you are meeting with multiple athletes, another adult must also be included.
- The meeting must be held between the hours of 8:00 a.m. – 8:00 p.m.

[Note: USA Swimming secured Zoom 'Enterprise' licenses for USA Swimming clubs for a 90-day period. Access requests should be sent to Paula D'Amico at pdamico@usaswimming.org. For information on how to secure a Zoom meeting: <https://www.usaswimming.org/news-landing-page/2020/04/07/how-to-secure-your-team's-zoom-meetings>]

- Terrific new resources are available to coaches via the national office, adapted from “Coaching Boys into Men” and “Athletes as Leaders”. These two programs give our members the opportunity to use evidence-based curricula to spark meaningful conversations with their athletes about healthy relationships, strengthening values and open productive communication channels. All the information is available at: www.usaswimming.org/safesportteamtalk. Two introductory videos about these programs are available at:
 - <https://www.youtube.com/watch?v=TT6LXPpV3B8>
 - <https://www.youtube.com/watch?v=YRbIRuClYhM>
- Rollout of Meet 360 materials from the national office. This is an information resource guide produced with the help of LSC Safe Sport chairs, intended to assist meet administrators in creating a healthy and positive environment free from abuse for athletes. This guide includes steps for Meet Directors to take, briefing sheets, and the new artwork for posters, heat sheet ads and meet announcements.
- New art/format for posters (ex: locker room poster, reporting poster)
- What's Coming in 2020 – 2021?
 - Training of Trainers: This resource includes a full training guide and PowerPoint presentations for Athletes 11 and younger, Athletes 12+, Coaches, Parents and Officials. The goal is to make it easy for all who are providing training to teams. This also makes the Safe Sport message consistent. This material will be available in early July 2020.
 - Additional emphasis on Safe Sport Recognition program with the goal of at least 50% completion for New England clubs by December 2020.
 - Workshop for club Safe Sport coordinators (September 2020).
 - Open Safe Sport committee meeting (October 2020).

Respectfully submitted,

Anne Kaufman
Safe Sport Committee Chair

Safe Sport Committee:

Chair: Anne Kaufman (UN)

Members: Lauren Bessette (PHX - athlete), Caitlin Clark (YNS), Issy Hiller (UVAC – athlete), Nadine Johnson-Jesioneck, Abby Marino (SSA), Sahar Mumtaz (CS - athlete), Eleanor Soska (CRIM – athlete), Alden White (CRIM – athlete)

d. Diversity, Equity and Inclusion Committee

- **USA Swimming DEI Mission Statement:** To create a culture of inclusion and opportunity for all. As the National Governing Body of the sport of swimming, we are steadfast in our commitment to identify and lead in reducing barriers, to create opportunities for inclusion, and to increase fairness throughout our sport. **We strive to have the demographics of our country be reflected in our membership.**
- Since the last Board meeting, DE&I completed a swim clinic program during the February 2020 vacation week. The program was quite successful, and participants felt they learned new skills for strengthening their swimming capacity. The program information is provided below as a reminder:
 - ***Clinic Focus:*** Individual Medley
Choosing to train and compete in the Individual Medley has many long-term benefits; the main one being that it develops all four strokes, giving swimmers more options and opportunities. Having one weak stroke can be extremely detrimental, so that's why we dedicate an entire practice to each of the four strokes. The turns are also unique to this special event, especially the turn from back-to-breast. We will teach all IM Turns and conduct swim progressions in all 4 strokes.
 - ***Age of Participants:*** 9-10, 11-12, 13-15
 - ***Number of Participants:*** 19 participants representing five teams
 - ***Clinic Coaches:*** Richard Mojica, LeKeith Harrison
- Positive changes through our LSC board: In June 2020, the Board had an opportunity to have open and transparent communication on the topic of race and equity. These communications were driven by the unfortunate death of George Floyd and the resulting mass protests that occurred in the US and across the globe. Through these productive conversations, a smaller subcommittee then worked to develop a Black Lives Matter statement which will be brought to the Board at their July 7, 2020 meeting for further input and dissemination planning.
- As I transition off the Board, the following are some recommendation of programs to implement in order to continually progress and promote the DE&I effort:
 - **Diversity, Equity, & Inclusion Award**
A DE&I award could be presented to a person, group or organization that have positively heightened the awareness of inclusion efforts through various modes resulting in the increase and successful participation of currently underrepresented groups in the sport of swimming.
In order to progress our inclusion goals, an effort to identify individuals, private teams/groups or organizations prioritizing DE&I can be sought
 - ***Individual Nomination***
This individual would have shown excellence and gone above and beyond their daily role to address the needs and concerns of underrepresented individuals in the sport of swimming. This individual would have made a significant impact in providing individuals with the opportunities to explore issues regarding diversity, identity development, multicultural education, and leadership initiatives in swimming.
 - ***Team/Group or Organization Nomination***
This would recognize a team/group or organization that has demonstrated a consistent pattern of breaking barriers while cultivating and promoting diversity initiatives that establish and foster a more inclusive and equitable environment, thus leading to recruitment, retention and promotion of individuals of underrepresented populations.
 - **Additional Recommended Steps:**
 - Recruit people of color to sit on the Board and serve in roles such as officials, coaches, etc.
 - Conduct meaningful workshops around cultural sensitivity and race; race need not be a difficult subject to discuss
 - For the private swim teams and coaches:

- Having one or two children of color on teams does not make the team inclusive if the children feel rejected by the other swimmers. A solution for this would be to teach all swimmers, parents, caregivers about race and inclusiveness. This will contribute to better retention of swimmers of color.
- Some children of color are very talented swimmers but cannot join the team. Sliding and meritocracy scales sponsored by New England Swimming could be a potential solution. Private University such Harvard University follow this practice.

Respectfully submitted,

Malicia Policard
Diversity, Equity and Inclusion Chair

Diversity, Equity and Inclusion Committee:

Chair: Malicia Policard (CS)

Members: Matt Emmert (KING), Richard Mojica (Grenfin), Paul Mueller (SOLO), Ginadelle Romain (ICMY)

e. Coach Committee

- The Coach Committee was proud to have organized and hosted a Coaches' Town Hall this year. Although this town hall was directly connected to COVID-19 and the ideas on reopening and safely getting athletes back in the water, it was a beneficial tool to connect coaches and allow them to brainstorm and work together. It would be great to keep these town halls going in order to work together as one LSC.
- The Boys' Leadership Summit was in its planning stages prior to getting postponed due to COVID. We plan to continue these camps and summits and the future as soon as it is safe to do so.
- The number one priority of all coaches is the health and safety of our members and families. We hope to continue to assist teams and coaches with ideas on how to get our athletes back into the pool in a safe manner. The coaches committee would like to thank the Board of Directors for all of the effort put forth this past year, especially as we all had to navigate through unprecedented times.

Respectfully submitted,

Meghan Feran
Senior Coach Representative

Coach Committee:

Chair: Meghan Feran (SOLO)

Members: Todd Bohannon (PHX), Jon Castaldo (CRA), Alessandro Eramo (YNS), Beau Garufi (NANT), Rhi Jeffrey (ATLA), Nick Rice (ABF), Chris Sheppard (CS)

f. Athlete Committee

- *All Star Meet:* Last October, we were able to put together NES's first ever All-Star Meet. The meet was a fun, intrasquad type meet where Top 10 swimmers based on the rankings NES puts out for the Banquet were divided into two teams. Although it will most likely be difficult to put together an All Star Meet this year due to COVID-19 restrictions, we hope that the All Star Meet can be a continuing trend in the future in this LSC.
- *Athlete's Hospitality:* In the past year, we have conducted trial runs of Athlete's Hospitality at various NES Championship Meets. While there are definitely certain logistics that still need to be smoothed out, we hope to see this continue down the line at future meets (most likely SC and LC Seniors) to help encourage healthy snacking as well as create excitement for athletes going to these meets.
- *LSC Athlete Leadership Summit:* We applied for a grant from USA Swimming to assist us in holding an LSC Athlete Leadership Summit. We were in the process of finalizing the Summit for the Spring 2020, but unfortunately COVID-19 prevented the Summit from happening. We still have our workbook and other planning materials available, so we are hoping our grant is able to be pushed back to 2021 and possibly hold a Summit in 2021. The Summit would have focused on developing leadership as well as understanding athlete governance in swimming, with resources collected from past USA Swimming National Conventions and Leadership Summits.
- *Athlete Executive Committee:* This past year, we were finally able to implement a new athlete committee, specifically known as the Athlete Executive Committee. This is a group of around 10-15 athletes chosen via application by the Athlete Reps that assist with planning for athlete events and other athlete matters. [Check out your 2020-21 Athlete Executive Committee members.](#)
- *Athlete Webinar Series:* In the Spring 2020, we worked with the Communications Committee to put together a series of Athlete Webinars every week to help keep athletes engaged in the sport throughout the early stages of the pandemic. Huge thank you to our guests (Alex Meyer, Elizabeth Beisel, Scott Colby, Dr. Alan Goldberg, Alex Kostich, David Milligan, Steve Kuster, Cole Kuster) for volunteering their time and knowledge to educate our athletes.
- *Athlete Elections:* We have done a lot of work with Rick to revise the bylaws and adjust the way in which Athlete Elections are conducted. 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 in the Spring. To keep the two-year transition process, we have made it strongly encouraged that only rising high school Juniors are eligible for the Junior Rep position, so that they can transition into the Senior Rep position as a high school senior. We have done a lot of work to help the LSC know which athletes are running and give them a chance to be heard by their peers this year. Congratulations to Issy Hiller (UVAC) who will become the Senior Athlete Rep, as well as Samantha Brabeck (SOLO) who was elected to become the new Junior Athlete Rep. [You can find their athlete bios here.](#)
- *DEI Project:* A project we would like to work on more in the future is working with the DEI Committee and finding ways to help support their mission in getting athletes and teams across the LSC involved in teaching kids to swim. We can rely heavily on resources such as the USA Swimming Foundation to assist us with the planning. Unfortunately, COVID-19 scrapped any plans of us beginning these events this summer, but these events will be a priority for athletes in the near future following the pandemic.

To end our lengthy Athlete Report, as this concludes our terms as serving New England Swimming for four years as athlete reps, we just want to say a huge thank you to the Board of Directors, Carol Healey, and all the athletes and teams for all their support over the years. We truly enjoyed every second of it and we hope that after our years of serving, we have left this LSC and the status of our sport for our teams and athletes better than it was four years ago. While we may no longer officially be athlete reps, we can assure you that we will always

be around to help assist the LSC, the athlete reps/committee, and the BOD in any way we can! The future of our LSC and our athletes looks to be in good hands, especially with our new reps, Issy and Sam, and we hope that we have inspired more and more athletes to get involved.

Respectfully submitted,

Jake Eastman and Aaron Zhu
Athlete Representatives

g. Governance Committee

At the May 4, 2019 Annual Meeting of the House of Delegates, a draft version of updated New England LSC Bylaws, as required by USA Swimming, were presented for discussion. The new Bylaws would make the following significant changes (among others):

- Significantly reduce the size of the Board of Directors (from 25 to 13).
- Create positions of Program Operations Vice-Chair and Development and Performance Vice-Chair.
- Elected members of the Board of Directors would take office on September 1 (instead of immediately).
- Athlete Representatives would be elected by Athletes (instead of by the Board).
- The roles of Secretary and/or Treasurer may be designated as paid staff positions.
- The Nominating Committee would be merged into a re-created Governance Committee.

The House of Delegates broadly endorsed the draft Bylaws. Significant work took place during Summer 2019 to further edit the Bylaws based on input and feedback from both New England LSC members and the USA Swimming Rules and Regulations Committee.

The updated Bylaws were formally approved at a Special Meeting of the House of Delegates on October 6, 2019, with an effective date of January 1, 2020. With the recommendation of the Board of Directors, the House of Delegates immediately amended the new Bylaws to continue the Diversity, Equity, and Inclusion Chair as a voting member of the Board of Directors.

At the January 14, 2020 Board of Directors meeting, General Chair Matt Soska appointed the following individuals to serve on the newly-created Governance Committee, with the advice and consent of the Board of Directors:

- Jonathan Castaldo (CRA) (initial partial term to September 2020)
- Noam Reinhorn (USC) (athlete) (initial partial term to September 2021)
- Laura Matuszak (GMA) (initial partial term to September 2022)
- Rick Osterberg (UN) (initial partial term to September 2023)

Subsequently, the Governance Committee met, and elected Rick Osterberg as the Governance Committee Chair. (Moving forward, the Governance Committee members will elect their Chair in September of each year, after the new member is appointed or re-appointed.)

Though the Bylaws enumerate 11 specific responsibilities of the Governance Committee (see Bylaws 7.4.4.D), a briefer summary of how we view our mission includes:

- Help the Board of Directors as a team to effectively operate in a strategic way, especially given the smaller size of the Board;

- Attract and nominate talented and capable individuals to serve on the Board, and help those individuals be effective members of the Board of Directors when elected.

In furtherance of the mission to promote Board effectiveness, during the May 5, 2019 Board of Directors meeting, the Governance Committee delivered a 40-minute Board of Directors Orientation Session. This session was designed as an education for new and continuing Board of Directors members alike. The session was well-received. Further Board education sessions are expected in the future.

In anticipation of the originally scheduled House of Delegates Annual Meeting on April 25, 2020, the Governance Committee met on February 18, 2020 to begin the process that would result in the generation of a Slate of Nominations for the Annual Meeting. The Committee generated a draft set of Leadership Qualities that are desirable for Board of Directors nominees. This draft was shared with the Board of Directors on March 10, 2020 to solicit feedback, and was subsequently [posted](#) on the NE Swimming web site when nomination interest was solicited. Shortly after the March 10, 2020 Board of Directors meeting, the solicitation for nomination interest was [posted](#) to the NE Swimming web site, with a deadline of March 27, 2020.

By the end of March, it was clear that the COVID public health emergency would prevent the House of Delegates Meeting from taking place on April 25, 2020. Because the Bylaws only permit a House of Delegates meeting to take place in person, work began to determine if or how it would be possible to conduct a House of Delegates meeting remotely. In short, the Bylaws would need to be amended to permit a remote House of Delegates meeting, but a House of Delegates meeting is required to amend the Bylaws.

After extensive work consulting with the USA Swimming Rules and Regulations Committee, Governance committees in other LSCs, local parliamentarians, and external legal counsel, in late May, we were advised by legal counsel that it was permissible for the Board of Directors to pass a narrowly-scoped amendment to the Bylaws to permit a remote House of Delegates meeting if an in-person meeting is prohibited by temporary law or regulation. This Bylaws amendment was unanimously approved by the Board of Directors on June 2, 2020, which permitted the June 28, 2020 House of Delegates meeting to be scheduled with the required 20 days of notice. The Bylaws amendment must be ratified by the House of Delegates by a 2/3 vote at the June 28, 2020 meeting.

With the Bylaws amendment passed by the Board of Directors, and the House of Delegates meeting scheduled, the Governance Committee quickly shifted gears to focus on generating a Slate of Nominations for the 6 positions that are up for election. The Bylaws also require that the Slate of Nominations be posted at least 20 days before the House of Delegates meeting. The very short timeframe was not sufficient for the Governance Committee to re-open a solicitation for interested potential nominees from the LSC membership. The Governance Committee considered interest and recommendations that had been made for elected positions during the initial solicitation period (March 11-27, 2020).

The Governance Committee met in executive session on June 4, 2020 to discuss the Slate of Nominations and make the selection of the nominees. After notifying and re-confirming interest of those who were to be nominated, and notifying those who would not be nominated, the Slate of Nominations was posted on June 8, 2020. Nominations will be accepted from the floor, and each nominee will be permitted to speak to their experience and qualifications before the election takes place. Driven by feedback received at the June 16, 2020 Board of Directors meeting, the House of Delegates Meeting information page on the NE Swimming web site was updated to more openly clarify that nominations would be accepted from the floor, and to also include links to the [job descriptions](#) for the positions subject to election, as well as the [desired leadership qualities](#) sought for Board of Directors members.

As the first remote meeting of the New England Swimming House of Delegates approaches, significant work and experimentation has taken place to explore and understand Zoom features that will be useful during the meeting, how to register and validate Delegates and other attendees, and how to conduct elections that are both easy and secure. We anticipate a productive House of Delegates meeting and appreciate your patience in advance if there are any unexpected technical difficulties.

As we look forward to the remainder of 2020 and into 2021, we recognize that the work of building a Board of Directors that better represents our membership in all ways is not something that happens during a few short weeks before an election, but is rather ongoing work that we must all participate in. We will work with Board members, committee members, coaches, athletes, parents, and others in the LSC to promote a more inclusive LSC leadership organization at all levels, including HOD delegates and participants, club athlete representatives, committee members, committee chairs, appointed Board positions, and elected Board positions. One important aspect of this work will be to intentionally support individuals who may be new to LSC leadership, or may be less familiar with the organizational mechanics of the LSC, so that they can be effective in their roles.

Respectfully submitted,

Rick Osterberg
Governance Committee Chair

Governance Committee:

Chair: Rick Osterberg (UN)

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

h. Office Report

- The 2021 season brings a lot of uncertainty. We have extended the Meet Bid deadline to August 1st and may extend it again if necessary. Most of our programming and meet planning will be based on the restrictions we encounter with Covid-19.
- The (in-person) Awards Banquet, scheduled for October 4th will be canceled and we will be hosting a virtual one in its place. Time TBD
- The Senior Ceremony and the awarding of the four Mary T. Riddell scholarships, which are typically held during the Senior Meet, will also be a virtual meeting as we do want to continue to recognize our Seniors and their achievements.
- We are planning a Town Hall for the membership in July, the details of which will be announced in the Family Newsletter that is published monthly.
- The Priscilla Fund has grown to roughly \$10,800. A committee has been formed work with Priscilla's children to create ways to distribute the money. Members include Rick Osterberg, Anne Kaufman, Kim Whitworth, Lisa Sholudko and Aaron Zhu.
- There are still some teams who have not donated a Club t-shirt to us for the office wall quilt. Those outstanding will be contacted.
- The USA-S convention will be a virtual meeting this year during the week of September 22nd thru September 26th. Watch their website for details and to join in various workshops.

- USA Swimming has a NEW WEBSITE which is much easier to navigate. Check it out: www.usaswimming.org. Stay tuned for the New England website to also use a new platform by September 1st.
- We now have a Communications Committee that will focus on disseminating information in a timely manner during the next year, which is uncharted territory!
- If anyone needs an escape from home, please feel free to use the office! Email or call me and we can work out a plan!

Respectfully submitted,

Carol Healey
New England Swimming Office Manager

i. Registrar Report

- Current Registration Numbers

NE athletes: 8500	<u>2019 Numbers</u>
NE coaches: 650	Athletes: 8497
NE officials: 465	Coaches: 701 (2019 registered)
NE "other": 74	Officials: 514 (2019 registered)
	Other: 93 (2019 registered)
- 2021 Registration
 1. The 2021 registration period opened on June 1. We are only registering NEW athletes, coaches and officials at this time. Updated forms are all posted on our website under FORMS/REGISTRATION
 2. When setting up a batch with new swimmer registrations, make sure to select the 2021 registration year
 3. The 2021 registration fees are \$80 for athletes and non-athletes, \$20 for FLEX, \$5 for an Outreach member. Transfers are \$10 each.
 4. We will begin accepting registration renewals on Sept 1.
- USA Swimming Bylaw Changes
 1. **Effective immediately**, all **club** board members must be registered as a USA Swimming non-athlete. If your club has a Board of Directors please email them the 2021 Non-Athlete registration form from our website. Their registration will be effective from now through 12/31/2021. As required, they will need a background screen and Athlete Protection Training to be valid.
 2. **Effective January 1, 2021**, all clubs must have either (i) at least one member coach, plus a board of directors or other governing body; or (ii) at least two member coaches to ensure that there are at least two adult authorities at each member club for communication and accountability purposes.
- USA Swimming Registration Changes – Spring 2021
Beginning next spring, all athlete and non-athlete registrations and payments will go directly from your Team Manager program (such as Team Unify) to USA Swimming/SWIMS. Your payment will go directly to USA Swimming, who will then send us the appropriate fees. We will still be responsible for confirming and processing the registrations from the SWIMS holding tank. More details to come in the next few months.

- USA Swimming has launched their new website: www.usaswimming.org

Respectfully submitted,

Moriah Tyrrell
New England Swimming Registrar

j. Zones

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