



**NEW
ENGLAND
SWIMMING**

BOARD OF DIRECTORS MEETING

Tuesday, June 16, 2020, 7:00pm

Remote Meeting via Zoom

MINUTES *approved at the July 7, 2020 Board of Director's Meeting*

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

VISION: Inspired. United. Fast.

ATTENDANCE:

Board Members Present: (17) Matt Soska (UN), Brian Crawford (ESC), Bill Glass (BGSC), Chris Sheppard (CS), Keltly White (CRIM), Betsy Russell (UN), Anne Kaufman (UN), Ken Galica (UN), Lisa Black Sholudko (UN), Rick Osterberg (UN), Malicia Policard (CS), Meghan Feran (SOLO), Janet Harty (YNS), Jake Eastman (SOLO), Isabelle Hiller (UVAC), Ellie Soska (CRIM), Aaron Zhu (SOLO)

Board Members Absent: (3) Bob Menck (UN); Todd Bohannon (ex-officio, PHX), Erik Linseisen (UN)

Guests: (11) Carol Healey (UN), Moriah Tyrrell (UN), Gretchen Turner (USC), Patrick Hunter (UN), Jon Castaldo (CRA), Samantha Brabeck (SOLO), Alessandro Eramo (YNS), Scott Ellis (UVAC), Nadine Jesionek-Johnson (UN), Paul Mueller (SOLO), Rhi Jeffrey (AA)

MINUTES

1. Welcome

The meeting was called to order by General Chair Matt Soska at 7:04pm.

2. Consent Agenda

The Consent Agenda is included below and was accepted by general consent.

3. State of the LSC

The state of New Hampshire has clarified the regulations regarding meets and practices. Meets held in Maine, New Hampshire and Vermont are not open to any other states until further notice.

Teams in Massachusetts are being creative to get pool practice times in places other than schools and colleges. Many are required to travel farther than usual and schedule for all day practices to accommodate all their swimmers under the restriction protocols.

Coaches in facilities that have opened for practice have reported that the biggest challenge is in following

all the health protocols and getting the swimmers to understand the social distancing rules. Meg Feran reported that the Coach Re-Opening Town Hall had about 65 participants where many shared their frustrations and received ideas from each other on how to find a way to practice. Betsy Russell reported that on June 24th there will be a Meet Referee webinar on back to competition feedback.

Action Plan: Matt asked for help in creating an Advocacy Group to assist in reviewing materials for our clubs which are trying to convince facility operators to open. Chris Sheppard, Rick Osterberg, Ken Galica, Moriah Tyrrell and Jonathan Costaldo agreed to put materials together.

4. **USA Swimming Leadership Call Update:** Matt and Moriah reported that on the USA Swimming Leadership meeting call it was stated that round two of the USA club relief grants will open at the end of June with a target end date of July 31st. A survey will be sent to LSC's collecting data on re-opening and back to competition before phase two of the grant will begin.
5. **House of Delegates Meeting:** Rick Osterberg: The HOD planning is focused right now on setting up the election process and how we will handle the voting and elections from the floor. We will use Zoom to pre-register for the meeting and will send out a "test" registration this week. Written reports from each Committee Chair will be collected and sent out the week before. Recruiting nominees of color for the open positions was discussed with different ways to achieve that. Hosting a Family Town Hall was suggested again to be a means to communicate about our LSC and what volunteering positions are available. The Communications Committee will follow up. Meg inquired about the Coach Meeting and voting for new Coach Rep and it was agreed it should directly follow the HOD meeting.
6. **Policy and Procedures:** Carol sent the rewritten Policy and Procedures to Bob Menck, Technical Chair and the Governance Committee to review. Bob and Governance have not reviewed them yet but will before the next board meeting to present for approval.
7. **Black Lives Matter Discussion:** The Board received an email from the DEI Chair, Malicia Policard stating discontent about a lack of a public statement from the NE Board of Directors about recent anti-racial events. Malicia thanked those that responded to her email with notes of support and hopes that a statement can be published soon. She feels that the DEI Committee should not be responsible for this publication and that she has already voiced her concerns to the board over the last two years. Chris Sheppard suggested that we should examine how best the DEI committee can help us navigate during this unsettled time.

Action Plan: Matt asked the following people to create a statement to present to the board: Chris Sheppard, Malicia Policard, Aaron Zhu, Carol Healey, Ellie Soska, Issy Hiller, Jake Eastman, Samantha Brabeck, Gretchen Turner, Paul Mueller and Nadine Johnson-Jesionek.

Action Plan: Matt asked Carol to look into rescheduling the keynote speakers we were to have at the HOD meeting and to report back at the next Board Meeting.

8. **Board Diversity:** Matt Soska presented a chart of the ratios and percentages of race within the four states

of New England compared to our LSC (attached). He then compared the percentages to the numbers of our board representation. Volunteer recruitment ideas were discussed with the general feeling that we need to build a base of volunteers that can work their way up to levels of board commitment.

Action Plan: Rick Osterberg tasked the board to self reflect and to come up with at least one suggestion on how New England Swimming can make a difference.

Other Business: Matt put together a “Return to Competition” committee to create some guidelines for New England so we will be prepared if competition should start. Bob Menck will chair the committee of Paul Mueller, Chris Sheppard, Ray Grant, Paul Bennett, Bill Glass, Samantha Brabeck, Aaron Zhu, Eleanor Soska, Ken Galica, Rhi Jeffrey and Lisa Sholudko.

The next Board of Directors meeting will be July 7th at 7 PM via Zoom.

Respectfully submitted by Carol Healey



CONSENT AGENDA FOR JUNE 16, 2020 BOARD OF DIRECTORS MEETING

Secretary’s Report (submitted by Kelty White)

- The draft minutes from the June 2, 2020 Board of Directors meeting have been provided as an attachment in an email to the BOD dated June 15, 2020 with the agenda and meeting call-in details for the June 16, 2020 meeting.

Treasurer’s Report (submitted by Carol Healey)

	<i>March 2, 2020</i>	<i>April 29, 2020</i>	<i>May 19, 2020</i>	<i>May 28, 2020</i>	<i>June 12, 2020</i>	<i>Change</i>
<i>Checking Account #1:</i>	\$49,662.22	\$5,028.96	\$20,123.00	\$20,123.00	\$20,123.00	\$ -
<i>Checking Account #2:</i>	\$62,414.77	\$40,782.84	\$33,301.24	\$32,801.24	\$45,847.05	\$13,045.81
<i>Priscilla Fund:</i>	\$8,060.00	\$10,332.95	\$10,332.95	\$10,832.95	\$10,832.95	\$ -
<i>Savings:</i>	\$516,238.37	\$391,273.35	\$391,305.02	\$391,305.02	\$391,331.53	\$26.51
<i>First Western Invest.:</i>	\$421,280.75	\$404,992.55	\$407,210.82	\$412,012.35	\$413,179.30	\$1,166.95
<i>TOTAL:</i>	\$1,057,656.11	\$852,410.65	\$862,273.03	\$867,074.56	\$881,313.83	\$14,239.27

Registrar Report (submitted by Moriah Tyrrell)

- YOY Registration Comparison:

	2019	2020
March	80	76
April	216	6
May	336	3
June	202	7

- Six club transfers were processed in June.
- 2021 Registration for NEW Non-Athletes Opened on June 1st:
 - We have started registering NEW coaches and officials for 2021. The new 2021 forms for transfers, coaches and officials/others can be found on our website.
- Coach Certifications:
 - On June 12th, an email was sent to teams who have coaches with alerts on their deck pass. Now that teams are starting to get back into the water it is important for everyone to be up to date.

Governance Committee Report (submitted by Rick Osterberg)

- As was discussed at the June 2, 2020 New England Swimming Board of Directors meeting, the Annual Meeting of the House of Delegates has been scheduled for Sunday, June 28, 2020 at 9:00am ET. This was posted to the New England Swimming website on Monday, June 8, 2020, satisfying the 20 days’ notice requirement. The Governance Committee met on Thursday, June 4, 2020 to discuss the Slate of Nominations for elections at the HOD meeting. Nominations were considered from the pool of solicited and expressed interest gathered in March and April, before the original HOD meeting date. The Slate of Nominations was posted to the New England Swimming website on Monday, June 8, 2020, also satisfying the 20 days’ notice requirement. Nominations will also be accepted from the floor.
- We continue to work on the logistical details around a remote House of Delegates meeting conducted over Zoom. Further details will be shared at a later date.



Safe Sport Committee Report (submitted by Anne Kaufman)

- Congratulations to the newest Safe Sport recognized team, SOLO. We're now at 10/99.
- 39 teams received COVID Relief grants - only 4 are currently Safe Sport Recognized. Bluefish declined to take advantage of USA Swimming online training, requesting that an NES Safe Sport committee member run sessions instead. There is no volunteer staffing capacity to accommodate this request until the end of June.
- Could there please be an announcement at HOD about SSRP?

Athletes Committee Report

- No report.

Calendar Committee Report

- No report.

Coaches' Committee Report

- No report.

Communications Committee Report

- No report.

Development and Performance Report

- No report.

Finance Committee Report

- No report.

Office Report

- No report.

Officials Committee Report

- No report.

Technical Committee Report

- No report.

Inclusion Committee Report

- No report.

Safety Committee Report

- No report.