



NEW
ENGLAND
SWIMMING

Board of Directors Meeting

Tuesday, February 22, 2022 via Zoom at 7 PM

MINUTES

Approved by the Board of Directors on March 30, 2022

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

VISION: *Inspired. United. Fast.*

Board Members Present: Bill Glass (BGSC), Betsy Russell (UN), Anne Kaufman (UN), Rhi Jeffrey (ATLA) Patrick Hunter (UN), Kenzie Driscoll (CS),, Nadine Johnson-Jesionek (UN), Samantha Brabeck (BYB), Chris Sheppard CS), Ellie Soska (CRA), Jesse Ford (WSY)

Ex-Officio: Alessandro Eramo (BYB)

Guests: Gretchen Turner (USC), Patrick Johnstone (WYST), Jess Workman (GMA), Jon Castaldo (CRA), Jeremy Abreu (BGSC), Carol Healey (UN), Moriah Tyrrell, Ken Galica (UN), Jenelle Dolan (ESC), Lisa Black Sholudko (UN), Bill Carline (HAY), Noam Reinhorn (USC), Joel Shinofield (USA), Meg Feran (SOLO).

1. Welcome - Thank you to Joel Shinofield from USA Swimming for joining our Board Meeting.
2. Consent Agenda
 - a. General Chair Report
 - b. Secretary's Report (including meeting minutes)
 - c. Treasurer's Report
 - d. Administrative Vice Chair Report (including Calendar Committee)
 - e. Finance Vice Chair Report (including Finance Committee)
 - f. Program Operations Vice Chair Report (including Technical Committee, Operational Risk Committee, Officials Committee)
 - g. Development and Performance Vice Chair Report (including Senior Committee and Age Group Committee)
 - h. Coach Representative Report (including Coach's Committee)
 - i. Diversity, Equity and Inclusion Chair Report (including DEI Committee) j. Safe Sport Chair Report (including Safe Sport Committee)
 - k. Athlete Representative Report (including Athletes Executive Committee, Athletes Committee)
 - l. Governance Committee Chair Report (including Governance Committee)
 - m. Registration Report

- n. Office Report
- o. Athlete Mental Health Working Group Report
- p. Other Reports

Nadine- pulled Program Ops and Registration reports

1. Betsy- motion to approve all consent agendas except Program Ops and Registrations. Approved unanimously.
2. Program Ops Report re Governance Committee- what areas of the Policy Manual are you planning to update? Clean up of items and language that are no longer relevant or to reflect current practices. All changes regarding Committees will be followed through by the committee. If there are any suggestions please contact Patrick Hunter.

Registration Report:

Nadine questioned if the coach orientation meeting Moriah facilitated was like an onboarding to new coaches? Moriah explained that it was a welcome to the LSC meeting with questions and answers. Rhi commented that coaches from the meeting did join on the next coach meeting and asked to receive our update emails.

Betsy- motion to approve Registrations and Program Ops report. Approved unanimously.

3. Governance - Noam

Open positions on the board:**(elected at the HOD on May 10th, begin term on Sept 1st)**

[General Chair](#)

[Administrative Vice Chair](#)

[Development and Performance Vice Chair](#)

[Secretary](#)

APPOINTED BOARD POSITIONS: (begin term on Sept. 1st)

[Diversity, Equity and Inclusion Vice Chair](#)

[At Large Board Members](#)

[Safe Sport Coordinator](#)

APPOINTED COMMITTEE POSITIONS

[Age Group Chair](#)

[Senior Chair](#)

[Governance Committee Member](#) (need one)

4. New NCAA/USA-S Transgender competition policy - Last month USA Swimming

released the updated transgender policy. Joel explained the process that the panel went through to create the policy and stated that it is an incredible group of people who will adjust and make decisions based on studies and history over time. Much discussion followed.

5. Truclusion Assessment Review – Betsy has invited DEI chair, Chris, Carol, Nadine, Patrick - to talk with TruClusion to go over the assessment from last fall on zoom tomorrow (Wednesday February 23, 2022) . Betsy concerned about the sample size and what we can do to reach out to our members, Patrick Hunter- stated that the biggest thing over the last couple of years DEI needs to be in the forefront of how we act and make our decisions. It is important to remember that lots of us are wearing different hats. Our brand of swimming is primarily at the club level. The individuals sign up for a club so that is what they are looking at to align with themselves. It is not at the LSC or USA Swimming level. I think it is important for us to think of this at a club level. It is the officials and coaches and team owners that have the impact and are keeping it at the level where we are interacting with our customers.

6. Budget - Bill Glass- budget process will be starting up shortly. We will be sending summaries of prior spending to committee chairs to get the process started after the HOD.

7. New Business

Bill- Streaming at meets- Would like to set up a business and business relationship with NE Swimming for streaming champs meets. Jeremy Abreu is on the call. I would propose to the board the creation of a task force to look at this. Is this something the LSC should be involved in or is it at the club level?

Betsy- one of my concerns- we need to consider how we help clubs do this throughout the season and not just for Champs meets. There are a lot of parents of athletes who won't be making champs meets this year or next year- and those parents are the ones we are at risk of losing. This is a way to celebrate them.

Bill Carline- I think Mr. Abreu is willing to make himself available to all meets.

Moriah- I would hope we have discussions about getting families back into the pool. And building relationships face to face.

Rhi- we should be doing both. Like NCAA's- have parents attend and watch on zoom. Maybe we could work with AEC to interview athletes on tv. Interview athletes.

Jeremy- thank you for letting me be on this- I agree with Moriah's point that we need to think about personal relations. We should be doing both. I am a Gator parent and offered my services to our team- we are approaching 85,000 views on our Youtube

page. I would like to include athletes like Rhi said.

Betsy- Bill who should be on your task force? Bill Carline, Jeremy, Rhi, Scott Ellis, a parent. Our goal is to do this quickly. To make a recommendation. 60-90 day shelf life.

Chris- expressed concern over last minute changes on covid policy too close to the meet start date. Can the Meet Announcements be more clear on what will be followed as if affects the teams who have agreed to attend that location based on the stated information in the Meet Announcement.

Carol- We can add more fluid language to our long-course meet information.

Jon Castaldo- How are we deciding what cuts to use? Maybe we can come up with different ideas to develop cuts. How can we provide more opportunities to athletes while keeping them excited?

Chris- both AG and Senior committee decided to make no changes to qualifying times from 2020. They are virtually the same as they would have been for our 2020 season. We did not want to soften our qualifying times. Our LSC trends slower than other LCS' so we did not want to soften that. Looking back on that we maybe would have made a different decision. Our goal had been to encourage more kids to do the 200's. Facilities we want to host meets have restrictions on numbers on pool decks. We did not want to soften qualifying times and then have to tell swimmers they were cut. My theory on lower numbers is that our 8-12 year olds lost a number of competitive opportunities and have lost development. They lost water first so their development is not at the same level as it was in 2020. We have work to do to get back up to speed.

Joel- there are several LSC's have changed to single age time standards to address this gap. Gasps heard from many board members.

Gretchen- a suggestion I got at 10 and Unders was to invite the next level of kids if events are not filled after the entries are in.

Rhi- I recall a couple of conversations within the coach committee about this and inconsistencies in our own LSC - we might have the same numbers of Florida Gold Coast Swimming but they have so many 50 meter pools the opportunities are so different. We have so many less opportunities than other LCS and we need to focus on our LSC and not other LSC's. Maybe we need to make cuts slower for the next year and make sure we are including our other states such as NH and VT and RI- and giving all kids opportunities. Why haven't we created a task force to look at these numbers and cuts? We need to do this now.

Patrick H- I am thankful that we are able to make anything happen this season. There have been so many unknowns. Now we have to look at the future we need to zoom out and look at all meets and Champs season but we need to look at it all to for next short course season and get stake-holders together to look at the whole structure of our champs season.

Jess- how many people would we get if we put meets in the correct order? If we made Silver's another level and chance to qualify?

Chris- we are getting into committee work, not BOD work. But I can explain. There was significant concern that in that order it would be a lot on the athletes to try and climb up the ladder of champs meets. The thinking was Silvers is a separate Champs meet for kids at that level- to feel like a champs meets for kids that don't make AG.

Nadine- I was wondering if we will have representation at the USA workshop in April?

Betsy- that is the plan- targeting who the workshops are for. Carol and I will sit down and look at who should go and if we have to ask for more money from the budget. This will be done this week.

Chris- FYI- those meetings are happening prior to World Champs trial- so coaches might not be able to go.

Carol- it will depend on the budget.

Nadine- are the athletes being included in this? Carol- yes.

Sam- when the first invitation went out I emailed Carol, Rhi and Betsy. I emailed to ask if Kenzie is going. The response I got was that Kenzie was definitely invited. I got an email that National committee members need to be there.

Joel- Committee meetings will be able to be logged in thru Zoom. The sessions might not be online but all committee meetings will be zoom. IN person meetings are very limited. Diya and Sam are on DEI National committee.

8. Other

9. Adjournment 8:40pm- Thank you all for participating - Betsy- motion to adjourn. Nadine seconded. All in favor.