

NEW ENGLAND SWIMMING BOARD OF DIRECTORS MEETING

September 17, 2019 @ 7:00 PM

New England Swimming Office, 1241 Highland Ave. Rear, Needham MA 02492

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

Vision: Inspired. United. Fast.

Board Members:

Present: (21) Brian Crawford (ESC), Anne Shachoy-Clark (BGSC), Bernie Dickman (SSYS), Jake Eastman (UN), Janet Harty (YNS), Aaron Zhu (SOLO), Malicia Policard (CS), Priscilla Davis (UN), Todd Bohannon (PHX), Lisa Black Sholudko (UN), Rick Osterberg (UN), Bob Menck (UN), Ellie Soska (CRIM), Issy Hiller (UVAC), Anne Kaufman (UN), Arthur Athanas (YNS), Jay Craft (KING), Ken Galica (UN), Betsy Russell (UN).

Via Zoom: Megan Feran (SOLO), Erik Linseisen (VAS).

Absent: Caleigh Wukitch (KING).

Guests: (6) Carol Healey (UN), Moriah Tyrrell (USC), Nadine Johnson (UN), Louis Arruda (UN), Jesup Szatkowski (Speedo rep), Chris Sheppard (CS).

1. Welcome: The meeting was called to order by Acting General Chair Brian Crawford at 7:05 PM. He welcomed the two new student athlete representatives Ellie Soska (CRIM) and Isabelle Hellier (UVAC).

2. Consent Agenda: The Secretary, Treasurer, Coach and Safety reports were pulled.

Secretary's Report: The minutes from the June 2019 Board of Directors Meeting were approved with some grammar corrections.

Treasurer's Report: presented by Carol Healey. Reported that \$62,000 was given out this year in grants. One more will be approved with a 25% penalty as it was late. Treasurer's report was accepted with the general consent of the board.

Coaches Report: How will the coaches and athlete reps be selected for the boy's leadership summit? A sub-committee will be established. Jake Eastman expressed interest to be a part of process. The Coach report was accepted.

SAFETY: Concussion Training Discussion- Priscilla Davis led a discussion about using the CDC training vs. the NFHS training. A paper certificate is given with the CDC training, no archive of a person's training is kept otherwise. The NFHS system keeps a certificate of training on line.

3. Governance: Board re-structuring:

Rick Osterberg reviewed the upcoming vote on 06 OCT 19 and the adoption of new bylaws due to changes implemented by USA Swimming. He indicated that NE LSC is moving in the right direction

and has tried to be very thoughtful about the process. The changes introduced at the May 2019 House of Delegates meeting will be voted on by the House of Delegates on October 6, 2019, and will take effect on January 1, 2020.

Transitioning elements: 25-member board will be reduced to a 14-member board by September 2020. There will be 8 months of transition, Jan 2020 to Sep 2020. We are preparing now for these changes. People expressed anxiety and misunderstanding of the process. Rick reviewed the process once again.

In January 2020, Board votes will be reduced from 25 to 20, as the first part of the overall reduction that will occur over 2020. To reduce the member Board votes from 25 down to 14, the following changes will be implemented / voted on:

Treasurer & Secretary – Restructuring: These will become optional board members, a paid staff member of NE Swimming may take over these positions, as opposed to having an elected/voting member serve in these two positions.

Athlete Representation- Restructuring:

Each club may have one athlete on the Athletes Committee that votes for a Junior Athlete Representative. Athletes Executive Committee will be made up of application only athletes selected by the Senior Athlete Representative. The committee will have 12-15 members. There was a discussion about UN athletes and their participation on Athlete committees. Rick indicated we should review this and think more about it. There was a discussion that next spring there will be elected- 1 junior and 1 senior rep as well as 4 at large reps (the 4 current athlete reps).

Diversity and Inclusion- Restructuring:

The convention workshop indicated that board member reduction could be the diversity and inclusion voting member. We heard from our Inclusion Chair Malicia Policard as to why she should continue to be a voting board member. She showed a video discussing the importance of race, equity and inclusion in sports. This is a fight for equity vs. equality. She came into the role not fully appreciating the role and responsibility she had, but now she feels very passionate about it. She wants to ensure that all athletes, regardless, are represented in our LSC.

Rick Osterberg noted that he had already discussed the Diversity Equity and Inclusion Chair remaining as a voting Board member with USA Swimming, and it would be approved if added to our Bylaws. He further explained that it would raise the maximum Board of Directors size to 15, which with the existing three Athlete representatives, complies with the 20% athlete representation requirement. He also noted that because the House of Delegates meeting was sooner than 20 days away, there was insufficient time to include this amendment in the formal meeting notice, so the motion to amend the Bylaws would be made as a motion "from the floor." Rick indicated that he would draft the formal language and make the appropriate motion from the floor at the House of Delegates meeting.

Rick Osterberg moved that the New England Swimming Board of Directors formally endorse an amendment to the new New England Swimming Bylaws to include the Diversity Equity and

Inclusion Chair as a voting member of the New England Swimming Board of Directors. The motion was seconded, and passed unanimously.

4. Nominating Committee: No report.

5. Calendar Committee: No report.

6. Technical: Technical Chair Bob Menck reported that the Technical Committee met on August 19, 2019 and generated several proposals for consideration by the Board of Directors. The narrative and rationale for each proposal is included in the Technical Committee Meeting minutes that are posted on the New England Swimming web site. He then presented each proposal in turn.

Bob Menck moved to adopt **LEGAL SPLIT FORM MOTION #1**. The motion was seconded and discussed. The motion passed unanimously.

LEGAL SPLIT FORM MOTION #1

Amend the New England Swimming Meet Announcement template as follows:

[Strike existing LEGAL SPLITS section.]

LEGAL SPLITS – Individual Events: Legal splits must be requested before the event, by a coach, using a legal split form (available from the Control Table) and the requesting party must supply an additional timer(s) on the lane for the split, if necessary, to meet the USA-S requirement. (1 timer with touchpad timing, 3 timers without touchpad timing). Timers must be positioned over the lane at the end of the racing course.

LEGAL SPLITS – Relays: All lead-off splits for relays are automatically loaded into SWIMS and do not require additional watches for validation unless there are no touchpads present, or the second swimmer starts in the water. If there are no touchpads, or the second swimmer starts in the water, a legal split form with three watches will be required for entry into SWIMS. Timers must be positioned over the lane at the end of the racing course. It is recommended that coaches report lead-off time discrepancies to the Administrative Referee or Administrative Official.

Effective Date: September 1, 2019

Bob Menck moved to adopt **NEW ENGLAND SWIMMING RECORDS MOTION #1**. The motion was seconded and discussed. The motion passed 18-3-0.

NEW ENGLAND SWIMMING RECORDS MOTION #1

Amend the New England Swimming Policies and Procedures as follows:

R. Records (New England Swimming Policies and Procedures)

Any time achieved at a sanctioned meet or at an approved meet where the swimmer's primary representation is their USA Club, and is entered into the USA Swimming SWIMS database, performed by a swimmer who is properly registered with USA Swimming is eligible to set a New England ~~or New England Resident~~ Record.

New England Record requirements:

- ~~The swimmer must represent a USA Swimming club, or be USA Swimming Unattached, at the time of the swim;~~
- ~~The meet must take place within the geographical boundary of the New England LSC New England Resident Record requirements:~~
- The swimmer must represent a New England LSC club, or be Unattached-NE, at the time of the swim;
- The meet may take place in any USA Swimming LSC territory, or any FINA federation territory;
- Swimmers registered with the New England LSC and representing Team USA may establish a New England Resident Record at any USA Swimming meet or at any FINA federation meet.
(approved at June 12, 2012 BOD meeting)

[Strike language referencing New England Resident Records.]

Effective Date: September 1, 2019

Bob Menck moved to adopt **MEET ENTRY POLICY MOTION #1**. The motion was seconded and discussed. The motion passed 20-1-0.

MEET ENTRY POLICY MOTION #1

Amend the New England Swimming Rules and Regulations as follows:

2. Entry Acceptance policies: Host teams may choose one of ~~two~~ **three** methods to limit entries into their meet, which are detailed below. The method to be used must be specified in the meet announcement.

a. 75%/25% Procedure

[unchanged]

b. First-Come-First-served (FCFS) Procedure

[unchanged]

c. 100% Procedure

- i. Host teams may invite any teams at their discretion. New England LSC clubs must have first priority. If the meet is not full 48 hours after entries open, the host may accept entries from teams outside the New England LSC.

Effective Date: April 1, 2020. The policy will be evaluated no later than December 31, 2020. Unless further action is taken before December 31, 2020, the policy will automatically discontinue on March 31, 2021.

Bob Menck moved to adopt **SWIMMER PARTICIPATION FEE MOTION #1**. The motion was seconded and discussed. It was noted that the narrative in the Technical Committee Meeting minutes incorrectly indicated that this applied only to the Senior Championship Meet, where it actually applies to all Championship Meets. The motion passed unanimously.

SWIMMER PARTICIPATION FEE MOTION #1

Amend the New England Swimming Meet Rules and Regulations as follows:

J. Meet Entry Fees, Surcharges, Awards and Subsidy Policy

	Calendar Meets	Reg/Silv	AG Championship	15-18/Senior Champs
[Other Items]	[unchanged]	[unchanged]	[unchanged]	[unchanged]
Participation Fee per	[unchanged]	[unchanged]	\$20.00	\$20.00

Effective Date: September 1, 2019

Bob Menck moved to adopt **LCM SENIORS REIMBURSEMENT POLICY MOTION #1**. The motion was seconded and discussed. The motion passed unanimously.

LCM SENIORS REIMBURSEMENT POLICY MOTION #1

Amend the New England Swimming Reimbursement Policy as follows:

ELIGIBILITY: [...] The SCY **and LCM** Senior meets counts as two meets.

Effective Date: September 1, 2020

7. Office Report: Carol reported that the swim banquet is full.

8. Transgender Rules: Chris Sheppard reviewed a new website within USA swimming resources for Diversity, Equity and Inclusion. It has guidelines on transgender policies and changes in competition categories.

Liberty University is the host for the 2020 Zones meet. This is controversial host site due to socio-political environment. Some members have suggested boycotting this venue. NE LSC will discuss this more in 2020.

9. Other

Aaron Zhu is planning an athlete meeting in Nov/Dec timeframe. 05 OCT 2019 the All-Star swim meet will be held in Haverhill.

Jezup Szatkowski from Speedo presented a plan to support the NE Zone Team in return for a certain level of sales.

10. Next Meeting: 06 OCT 2019 HOD meeting at 3:00pm after NE Banquet at the Marriott Hotel in Newton MA.

Adjournment: Having been moved and seconded, the meeting was adjourned at 9:48 PM.

Respectfully submitted by Anne Shachoy-Clark

(Consent Agenda is included below.)

CONSENT AGENDA for SEPTEMBER 17, 2019 BOARD OF DIRECTORS MEETING

Officials Committee Report: Betsy Russell

- There will be an Officials Committee conference call/meeting on September 11. Agenda and call-in information are posted on NES website to allow and encourage guests to make plans to join call. Among items on agenda are 12 & Under tech suit ban, heads up goggles, mandatory concussion training requirement effective Jan 1, clinic scheduling and updating training materials, focus on recruitment of new officials – reaching out to clubs,
- USAS Referee Workshop in October, have identified Sasha Ivanov of Gator to go and are looking to reach out to another new(ish) Referee to go should there be room for an additional attendee, depending on whether USA Swimming opens up to more than 1 per LSC.
- Officials Newsletter will be emailed to all NE Officials with SCY season welcome and relevant info for the coming months.
- End of LCM season culminated with successful championship meets with next generation officials working in key roles, being mentored by senior colleagues. After NE Champs, multiple NES Officials traveled to National/Zone level meets. Many in assigned positions – Meet Referee, Deck Referee, Admin Referee, Starter, Chief Judge. All are bringing back experience and knowledge from across the country and forming friendships and connections that will benefit NES through the coming years.

SENIOR REPORT: Jay Craft

July LCM Seniors went great. Many thanks to Ray Grant and SSA for running it. Congrats to Bluefish for dominating it. Looking forward to December. As always, suggestions are always welcome.

Age Group Report: Bernie Dickman

Silver, Regionals 10&U Challenge cuts remained the same. Want to encourage much participation. Need to look at the criteria for the 25's at the 10&U Challenge meet.

Age group cuts are finished for 2019-20SCY Season. Have started discussions regarding 2020 LCM meets and cuts.

Survey results from LCM meets were as expected.

Not much going on right now other than that. Also want to talk about protocol for coaches working with officials and timeline of championship meet information being sent out by meet hosts especially in regard to entries and entry deadlines. These were issues that arose(as I know you are aware) around championships this LCM season that need to be addressed.

CALENDAR: Brian Crawford and Janet Harty

Calendar:

Short course calendar 2018-2019:

*HOD meeting, October 6

*New England Seniors: December 19-22

*Regional Championships, February 7-9

-YNS, CRIM-Well, CRIM-A, SSA-Seek, UVAC,
WYST, CS

*10 & Under Challenge, UNH (SSA-Dover), February 21-23

*11-14 Age Groups, WPI (CRIM-A),
February 27- March 1

*15-18 Age Groups, WPI (KING-RI), March 6-8

*Silver Championships, March 13-15
-UVAC, CRIM-A, CRIM-Well

We are currently in discussion about the LCM line up of Championship meets.

Coach Report: Todd Bohannon and Meghan Feran:

This past Summer the traditional Age Group Coach of the Year Award was split into two separate awards. The first award focused on recognizing a coach who developed age group swimmers while the second award recognized a coach for their swimmers performing at the highest levels of the sport. The development award was named after Jeff Johnson while the performance award was named after Dorsey Reynolds. The splitting of the awards was well received amongst New England coaches. We received a total of 18 nominations across both award categories. We saw an uptick in both the nomination process and final voting by NES coaches. However, we are looking for ways to get more people involved in the process going forward.

Liz Curtis was the winner of the Jeff Johnson Development Award while Chris Sheppard was the winner of the Dorsey Reynolds Performance Award. Congratulations to both Liz and Chris!

After a successful NES Girls Leadership Summit in June of 2019, the coaches committee is planning on holding an inaugural NES Boys Leadership Summit in June of 2020. We will be putting together a subcommittee to plan and execute the event. We hope to secure a facility for the event early this Fall. Simmons College was a fantastic host for our Girls Summit, but unfortunately is not able to accommodate a group of boys.

Athlete Report: Jake Eastman

Working on finishing plans for All Star meet. (Details on NES website soon).

Athlete hospitality went well at 13-18s. Swimmers took advantage of the opportunity and hope to see it again soon.

Looking towards winter seniors and bringing the hospitality to that meet as well.

Safe Sport: Anne Kaufman

The summer has seen an uptick in queries from parents about various team practices, mostly related to the implementation of MAAPP. Please note that clubs may only distribute waivers as indicated on the USA Swimming Safe Sport page. No other aspects of MAAPP are eligible.

Sahar Mumtaz, our current Safe Sport Fellow, is planning a fun & educational event to be held at YNS (thank you!) on September 28th - you should have seen the flyer on NESafe Sport's Facebook page or Instagram, or in an email Sahar sent to coach members of the BOD. Please do encourage swimmers 8 and over to consider attending!

Clubs associated with members of the BOD should take the lead in completing the Safe Sport Recognition Program. Please let me know if you need any help with this - or share your thoughts about the process once you have completed it. This certification will become mandatory in the foreseeable future so it makes sense to get ahead of it.

Reminder: I'm actively looking for someone who is interested in training to step into the role of Safe Sport chair. Please let me know if you have suggestions.

Registration Report: Moriah Tyrrell

The 2020 registration period began on September 1, 2019.

The fees for this year are:

- \$80/ athlete and non-athlete
- \$150/ club before December 1, 2019.
- \$200/ club after December 1, 2019
- \$75 / satellite club

Proposed legislation at the 2019 USA-S HOD is for club fees to be increased significantly. \$250 + LSC fee yet to be determined but most likely \$80 for new clubs, \$500 + LSC fee for NEW clubs.

We currently have 9500 athletes registered. This includes 2019 and 2020 athletes. We hosted a registration open house on August 28 and had 4 people attend. It was an effective morning of teaching and talking about the registration process. We have had other coaches and registrars come into the office since then. Our hope is that more people will make appointments to come in to learn the process. This will eliminate questions and mistakes later on.

All Team Unify users need to use the automatic upload tool for their registrations starting now

Zone Summary 2019, Mary Ellen Tynan

NES took 2nd place to a very strong Metro Team

Total: 79 swimmers – 42 girls, 37 boys - consistent

SELECT: 8 total: 7 girls/1 boy - total down 50%

Select swimmers scored 253 individual points

Zone Team scored 942

Swimmers achieved 181 best times:

88% of SELECT swimmers achieved at least one best time (21 best times overall).

<i>Team Scores</i>	<i>2018 Girls</i>	<i>2018 Boys</i>	<i>2019 Girls</i>	<i>2019 Boys</i>
Total	611.5 (1 st)	421.5 (4 th)	617 (1 st)	325 (6 th)
9-10	3.5 (9 th)	40 (7 th)	17 (7 th)	25 (8 th)
11-12	35 (8 th)	58 (4 th)	130 (3 rd)	8 (7 th)
13-14	264 (1 st)	178 (2 nd)	110 (4 th)	158 (3 rd)
15-18	309 (1 st)	145.5 (2 nd)	360(1 st)	134 (3 rd)

Points of note:

1. Meet records were set by:
 - a. Zuri Ferguson (11-12) - 50 back (30.84), 100 back (1:05.61)
 - b. Grace Wenger (15-18) - 100 free (58.73), 200 free (2:06.76)
 - c. Amanda Witkus (13-14) - 100 fly (1:03.38)
 - d. Boys 13-14 200 free relay of Marcel Liu, Matthew Lofstrom, Miles Lim and Nathan Delisle (1:40.80)

2. New England RES records:
Zuri Ferguson (11-12)– 50 back (30.84), 100 free (59.33).

3. High Point
Zuri Ferguson – 1st Place Girls 11-12 High Point
Amanda Witkus – 1st Place Girls 13-14 High Point
Hannah Perkins – 1st Place Girls 15-18 High Point
Grace Wenger – 3rd Place Girls 15-18 High Point
Ava Yablonski – 4th Place Tie Girls 15-18 High Point
Clare Brown – 4th Place Tie Girls 15-18 High Point
Jacob Bishop– 4th Place Boys 15-18 High Point
Nikita Pelletier– 6th Place Girls 15-18 High Point
Will Kainen – 6th Place Boys 15-18 High Point

4. 22 individual event winners

5. Swimmers from:
 - a. ABF (11), BYB (3) CCSC (1), CRA (1), CS (1), CRIM (8), ESC (1), FLWS (1), BGSC (2), GS (3), ICMY (1), JCCS (1), MTSC (2), MWYS (9), PSC (4), PHX (7), PVAA (1), SAIL (1), SSA (6), SOLO (3), SSYS (1), UVAC (7), WACK (1), YNS (3)

6. This year we had a consideration list for kids who might not make the required number of cuts but could score in their events and help on relays. This seemed to work out fairly well.

Thank you for allowing me the privilege of being the Zone Administrator for the past several years. It has been a wonderful experience. Good luck to the NES future zone teams!

Mary Ellen Tynan