

## NES BOARD OF DIRECTORS MEETING MINUTES

*Tuesday, July 13, 2021 7:00 pm via ZOOM*

*Approved by the New England Swimming Board of Directors on Sept 13, 2021*

**Board Members Present (15):** Chris Sheppard (CS), Brian Crawford (ESC), Matt Soska (UN), Anne Kaufman (UN), Bill Glass (BGSC), Scott Ellis (UVAC\_), Samantha Brabreck (SOLO), Alessandro Eramo (BYB), Kenzie Driscoll (CS), Gretchen Turner (USC), Rhi Jeffrey (ATLA), Ray Grant (BGSC) Isabelle Hiller (UVAC-Athlete), Nadine Johnson (UN), Betsy Russell (UN)

**Non-Board Members Present (14):** Lisa Black-Sholuko (UN), Carol Healey (UN), Jenelle Dolan (UN), Moriah Tyrrell (UN), Patrick Johnston (UN), Sophia Dmytruk (SOLO-Athlete), Patrick Hunter (UN), Diya Ackerman-Vallala (CRIM-Athlete), Jonathan Castaldo (CRA), Eva Frazier (EDGE), Anyo Rao (CS-Athlete), Lauren Reidel (PHX), Noam Reinhorn (USC-Athlete), Meg Feran (SOLO),

### 1.) Welcome 7:02pm

Matt Soska- two important things that have happened to us in the last two months;

1. Due to the nearly heroic efforts of Phoenix Swimming, Seacoast Swimming and Greenwood Swimming volunteers, parents, coaches, athletes, etc we have just held four very successful championship meets. Thank you to everyone that participated in executing the meets. We are incredibly grateful.
2. I think there is a lot of good will on this board. NE Swimming, USA Swimming organization just don't work without volunteers and on good will. I am daily impressed with everyone's willingness to work together and I know we can get a lot done together.

**Minutes-** Minutes from the June 8<sup>th</sup> Board of Director Meeting are approved by acclamation.

### 2.) Consent Agendas/Committee Reports

#### General Chair

- Since our last Board Meeting we have provided dozens of opportunities for our swimmers to compete, including our 11-12 and 13-14 Long Course Championship Meets. It has been energizing to be on deck with our athletes, coaches, officials and other volunteers. I am incredibly grateful for the hard work of the hundreds of people responsible for planning, organizing and executing meets during this long course season. I am looking forward to the remainder of our long course season, culminating in a few weeks with our 10 & Under Challenge and our 15 & Over Championship Meets.
- Athlete Mental Health Working Group - The working group has organized a Zoom college swimming panel discussion with three current college coaches to discuss college swimming, the recruitment process, and how Covid-19 has affected us all. The event is scheduled for Sunday, July 18th at 7:00 PM. The event is open to all. Pre-registration is required.

#### Treasurer's report

### Treasurer Report July 13, 2021

Business Advantage Sav -	\$301,502.80	\$ 301,515.19	\$ 12.39
First Western Investment -	451,014.65	\$ 462,044.04	\$ 11,029.39
Priscilla Fund	\$13,721.77	\$ 13,721.88	\$ 0.11
Bob Menck Fund	\$7,960.00	\$ 7,960.00	\$ -
<b>Total:</b>	\$ 874,950.03	\$ 852,470.18	\$ (22,479.85)

	6/8/2021	7/12/2021	Difference
Checking acct/PPP account	\$ 20,122.00	\$ 14,477.00	\$ (5,645.00)
Business Op Account	\$80,628.81	\$ 52,752.07	\$ (27,876.74)

#### Performance and Development

- We are in the middle of our 11-12 & 13-14 meets, and despite inclement weather at the start we have had good reports. Once we do a meet evaluation we will have more information.
- Informal discussion leads me to think the 15-18 meet may be lightly attended due to the number of teams traveling on either side of it.
- Facilities Update-MIT has decided to not move forward with outside rental groups for the time being, which means they will not be available for training or competitions for at least the first half of the Short Course Season.

Senior Chair

Age Group Chair

Officials Chair

#### Safe Sport Chair

Verbal report given:

*Anne Kaufman requested to speak about Safe Sport*

*I was recently appointed Eastern Zone safe sport coordinator and it has given me a broader perspective of the SSRP. I am disappointed in how we are behind in our percentage of teams who have completed SSRP compared to other LSC's. Anne has reached out to clubs that have not started the process. No movement has been made. This protects coaches and athletes. I feel like we are stuck and I don't know how to move forward. We are missing out on the money that would go to our athletes.*

*Matt S- do you have any idea when this will become required by USA Swimming? A timeline?*

*Anne K- We don't have a timeline yet but it is imminent.*

*Matt S- where do we stack against other LSC's with our percentage.*

*Anne K- We are holding steady at around 40 % which is pushing us off the top 10 list. We were at the top at the beginning of this but now other LSC's have moved ahead. Anne shared her screen of SSRP data.*

*Matt S- we have lost ground against the other larger LSC's. I think we have done alright so far but we need to move forward.*

*Anne- The point process system is based on percentages and it varies based on the club organization.*

*Matt- When I looked at the data and we have about 5 clubs who have started the process. Let's set up a separate meeting to announce to the broader LSC to come up with recommendations of actions to take to move this forward.*

*Ray- have we done any surveys to see why clubs are not starting the process? Can we determine what is holding them back? Does USA Swimming have the ability to prevent clubs from registering without it? (NO)*

*Anne- we have not done any survey but we have personal reached out by phone to talk with clubs and I have reached out to all clubs that have not started*

*Carol- how many LSC's are giving their clubs money to complete it?*

*Betsy- my experience is most people won't do it unless it is required. Bribe might be the way to go.*

*Ray- I am opposed to this idea.*

*Matt S- You would have to reward teams the same way. We could do it has a whole.*

*Chris S- Have we tried to utilize the Athlete Reps on each team to reach out to their coaches and leadership?*

*Anne - that happened last Fall.*

*Chris S- we should do it again.*

**Operational Risk Chair: no report**

**Diversity & Inclusion Chair: no report**

**Coach's Report: no report**

**Calendar Report:** *Brian Crawford, Calendar Report*

Many thanks to SSA and PHX for hosting both the 11-12 and 13-14 Age Group meets this past weekend! It was AMAZING to see the LSC together for the first time since March of 2020! I was able to attend both meets, and it was very satisfying to see coaches and swimmers on deck. Athletes were swimming fast and having fun. Both teams did a FANTASTIC JOB putting together the 3.5 day meets. Although we battled some weather conditions, everyone was extremely positive and happy to be competing.

Next up is 15 & Over (July 22-25, RACO pool Manchester), and also 10 & Under (July 24-25, Gardner, MA) Championships.

Thank you for all bids that have come in for SCY meets (due July 15, extended date). We know facilities are opening back up, and submitting bids for assuming an opening is okay. Championship meet bids are due September 1, and will be finalized October 1. We do have at least one bid for December 2021 Senior meet.

Thank you to our Age Group and Senior Chairs, Development and Performance Chair, Calendar Committee, and all office staff for their time and work.

### **Athlete Report**

1. UVAC Starts and Turns Clinic
  - a. July 11th, 2021 from 12:00-2:30
  - b. 28 kids for session 1, 16 for session 2 (as of 7/9/21)
2. Athlete Leadership Summit

- a. Coordinating Servant Leadership portion of summit with local organization
    - i. Hope to package food boxes
  - b. Preliminary Schedule (subject to change)
    - i. 8:00-8:30am-- Registration
    - ii. 8:30am-- Welcome/Introduction
    - iii. 8:45am-- Bridge Building
    - iv. 9:05am-- Leadership Types/Personal Values
    - v. 9:45am-- Diversity, Equity and Inclusion Workshop
    - vi. 10:30am-- Presentation/Q&A with Elizabeth Beisel
    - vii. 11:30am-- Lunch
    - viii. 12:10pm-- LSC Governance Structure
    - ix. 12:40pm-- Evaluating Your LSC
    - x. 12:55pm-- Safe Sport and Clean Sport
    - xi. 1:05pm-- Survival Course
    - xii. 1:55pm-- Snack Break
    - xiii. 2:05pm-- College Swimming Discussion
    - xiv. 2:45pm-4:00pm-- Servant Leadership (Community Service)
    - xv. 4:00-4:15pm-- Conclusion
    - xvi. 4:15pm-- Closing Ceremonies
    - xvii. 4:30pm-- End of Day
  - c. **Question for the Board: we would like to include under the “LSC Governance Structure” segment a meet & greet with the BoD. Would you rather this be over Zoom or in person?**
3. Though not officially split into groups, each AEC member was asked to “sign up” for two sub-groups, that way the Athlete Reps can send out a text with mini projects asking for help in an organized way
- a. Subgroups:
    - i. Leadership Summit
    - ii. Social Media
    - iii. Starts and Turns Clinics
    - iv. Newsletter

Hoping to have our first one be released in August after champ meets

Verbal Report Given:

*Athlete Reps request for Board participation in their November session. Whether in zoom or in person. Board members will be there in person to support the Athlete Leadership summit.*

### **Zones Report**

- Athletes selected and notified last week based on SCY times
- Review and event selection to be made over the next few days and sent out by this weekend

- Coaches selected

Verbal Report to be given:

*Scott Ellis: requested to speak about Zones:*

*We were on a tight deadline. This year is unlike any other. There are no cut time, we had to set up our own requirements, deadlines, etc. Lots of kids have not seen a LCM pool or swam in one in the last year. This year cuts are in yards. We had to make a selection so we did the best we could and brought in Gretchen as AG Chair. 11-14's we wanted to wait until after Champs weekend to pick athlete events. We will get events decided this week. The office is getting the details and information out.*

**Office/Registration Report**

2021 Total Athletes as of Friday July 9, 2021: 6717

2020 Total Athletes (approximately): 8,419

2020 Total Number of Clubs: 99

Percentage of NE Swim athlete registrations to date: 80%

	<b>Athletes</b>	<b>Coaches</b>	<b>Officials</b>	<b>Clubs</b>
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
June 4, 2021	6487	463	425	83
July 9, 2021	6717	488	437	84

We  
have

added another new team this month in Rhode Island. The South County YMCA has started a new club team, SCY.

The 2022 registration period will begin on September 1. As soon as we receive the updated 2022 forms from USA Swimming we will post them to our website. The 2022 fees are currently listed on our website as a resource to teams that are starting to set up their fall registration information.

On Tuesday August 31 we will host a registration workshop at the office that will also be available for people to zoom into. We encourage anyone that does team registrations to attend.

*Respectfully,*

*Moriah Tyrrell, Registrar*

### **3.) Governance On-Boarding**

#### **Governance slide show**

Anne K- We are to follow Robert's Rules of Order but do we get a copy of the book as a member of the board? Or something to reference so we all understand the process.

Patrick H- we will discuss as a governance committee to come up with a strategy for this.

Matt S -Roberts Rules is 100 pages long. Patrick- if there is a cliff's notes version it would be helpful.

Jon C - I am tasked with that and we plan to have something ready for the next board meeting.

Nadine: At what point do we do strategic planning so that we are all working together in the same way. 2 year plan? 4 year plan?

Matt- At the beginning of my tenure we spent a lot of time on strategic planning and then covid happend. We will make this a priority in the fall.

### **4.) Banquet: Change in policy - Carol**

Points policy for Outstanding swimmers- change from top 5 to top 3. This aligns with USA Swimming for recognizing top 3. This also eliminates concentration and doubling up. Chris, Meg and Gretchen met and all voted on this but the board needs to vote on this.

Chris S- I move to adopt this change in our award policy

Ray- Second

Matt S- floor opened for brief discussion. Any comments?

Sam- Change makes sense.

Izzy- agree- good to keep in line with USA Swimming

Lisa - I am wondering how it will impact the swimmers that thought they might be in that group and then will not be. Is the goal to make it more prestigious?

Carol- With so many outstanding swimmers it has not seen as prestigious. It has been watered down. I feel like we could do more with top 3.

Chris S- In my experience swimmers did not know how this is tabulated. This raises the bar in our LSC which is my objective for the next few year.

Carol - this timing seems perfect for making this change with the gap year due to COVID

Matt- Motion to close debate

Chris S- second

Opposed -0

Back to original recommendation- motion carries unanimously.

### **5.) Social Media Policy**

The rationale behind this is that was a recent post on one of our instagram sites that was political and caused some of our members to get upset. The point is that we need a social media policy. We need to protect the NE Swimming brand. Everything we post needs to protect the New England Swimming name/brand. Matt S- I would like to refer to the Technical Committee to create a social media polity before our next board meeting. To include how to monitor the accounts. This is not pointed at any specific committee- this is for all our properties and all would be handled the same way. Does this align with Technical Committee? No comments. They will present at next board meeting.

**6.) Office Report-** No new information that hasn't already been discussed.

## **7.) Other Business:**

Sam- A reminder College Webinar this Sunday July 18 at 7pm. Coaches please send out info to your teams. 90 minutes long. Hosted by Sam and Issy. College swimming vs. club swimming. Transition to college swimming. Recruiting process. Covid and transiting out of Covid into college. Short Q&A. Head coaches at Georgetown, BU and Brandeis. Email Carol or Sam for link to register for the meeting. Matt- thanks to the working group and Nadine for pulling this together. It is finally happening.

Nadine- Last board meeting we talked about water safety. To see if there was something we as NE swimming could do. I think there is a call to action with approximately 28 drownings in MA this summer. The governor has asked that we do free lessons in DCR pools. We are short of being able to offer the lessons. We are short the staff who are WSI certified to teach the lessons. How can we, as NE swimming, support children all over- especially that don't have access to swimming lessons.

Matt S- I wanted to bring up the same thing. I think that what Nadine has suggested is an amazing thing that we could do. This is a remarkable opportunity for us to step up as an LSC with the DCR need. We have people that don't know how to swim and we have pools and bodies of water that are not lifeguarded. Could we have a challenge- the 100 lifeguard challenge? The 500 swim lesson challenge? Matt S- my suggestion is for this project to be owned by DEI committee and for all of us to take on and work on it together.

Jon- Could you create us a roadmap of what the needs are / pools that might be in areas of need. Where you need specific support for us to use to put out the call to help? What kind of certifications are required?

Nadine- if you are lifeguard and an assistant in water is the model we have been using. You do not have to be WSI certified. Our leader will meet with you to give you details. This is all time sensitive as pools close on August 21. Maybe a couple of Saturdays after championships.

Sam: 1. Nadine- I can definitely figure out how to get in touch with athletes to get info out. We struggled with hearing back from people to reserve pools. So if you can give us a time and place we can get the athletes there. I am not sure the DEI committee has the ability to lead this right now. Nadine - I can step up as necessary and we can make this happen. I think we can get it done and keep the board involved.

Chris S: This is a great idea for this summer- but can we start conversations to collaborate with DCR for a long-term goal of on-going collaboration. Is this an October project for DCR for? Nadine - says January is better to get it started.

Ray- Thanks Chris- we are on the same page. I am all in. But I do not want NE Swimming to make the same mistake of talking and not doing anything. Two things we need to isolate. 1. The challenge -long term. DEI committee and DCR collaboration. 2. Urgent issue of this summer: the athletes we would need to help for this summer. Can we pick a weekend like July 31/Aug 1 could we flood the zone- and all show up on this weekend for a concentrated effort so that we make a presence and get our foot in the door. And stick to the one goal and actually make it happen. Would that even help?

Nadine- that is a great idea. I like to push for more. I would like July 31/1 and August 7 and 8th. If we could add it to DCR site for registration. If we could have these two weekends be the dates - we have pools all over. And waterfront. We could coordinate that.

Carol- High School kids could get community service hours. We can write it off for them.

The board all agreed to initiate the Water Safety Days as stated.

**8.) Next Board Meeting** Matt: Not in August. I propose we meet next on Sept 14. Second Tuesday of September. Hybrid meeting- in office and on zoom. 7:00pm.

In the event that something comes up that is urgent we can call and executive committee meeting with at least 3 days notice.

Matt Motion to adjourn. All in favor 0 opposed.

Ended 8:48pm