



NEW ENGLAND SWIMMING
Board of Director Meeting
October 19th, 2022

Minutes approved on December 14th, 2021 by the NE Swimming Board of Directors

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

VISION: Inspired. United. Fast

In Attendance:

Board Members: Matt Soska (UN), Bill Glass (BGSC) Betsy Russell (UN), Anne Kaufman (UN), Rhi Jeffrey (ATLA), Sam Brabeck (SOLO), Jesse Ford (WSY), Brian Crawford (ESC), Ellie Soska (CRA), Kenzie Driscoll (CS), Nadine Johnson (UN), Scott Ellis (UVAC), Chris Sheppard (CS), Gretchen Turner (USC)

Guests: Carol Healey (UN), Moriah Tyrrell (UN), Alessandro Eramo (BYB), Noam Reinhorn (USC), Jenelle Dolan (ESC), Meg Feran (SOLO), Ken Galica (UN), Marco Greico (USA Swimming),

1. Welcome
2. State of the LSC, General Chair
3. Consent agenda
 - a. Secretary's Report (including meeting minutes from September)
 - b. Treasurer's Report
 - c. Administrative Vice Chair Report (including Calendar Committee)
 - d. Finance Vice Chair Report (including Finance Committee)
 - e. Program Operations Vice Chair Report (including Technical Committee, Operational Risk Committee, Officials Committee)
 - f. Development and Performance Vice Chair Report (including Senior Committee and Age Group Committee)
 - g. Coach Representative Report (including Coach's Committee)
 - h. Diversity, Equity and Inclusion Chair Report (including DEI Committee)
 - i. Safe Sport Chair Report (including Safe Sport Committee)
 - j. Athlete Representative Report (including Athletes Executive Committee, Athletes Committee)
 - k. Governance Committee Chair Report (including Governance Committee)
 - l. Registration Report
 - m. Office Report
 - n. Other Reports

Pulled Reports:

Sam- Athlete report: Do people have newspaper that they can donate to the summit? You can drop it at the office. Carol suggested asking SOLO as it would be easy for Sam to get it. Drop it in office and Matt and/or Ellie will pick it up and deliver to the summit.

Matt- in regards to the athlete report. There is an ask for a donation to Rise for Hunger and we are going to take this up in New Business.

4. Strategic Planning Process Discussion

Matt- What has worked well in the past with strategic planning? What should we do going forward?

Carol- When Laura was GC we brought in someone from USA Swimming and we all met at a hotel and did a strategic planning session. We should revisit the strategic plans every couple of months to see how we are doing with it. Matt- I would like to see the strategic plan integrated into everything we are doing. The Board is here to be strategic and the committees should be tactical and then bring the work and details back to the Board. It will be difficult for us to get together to spend a day together.

Committees- please put together a draft plan (Slide or two) of the strategic items you want to accomplish over the next two years and then present at the December board meeting. At December board meeting committees will present their plans for review and questions and then the following month final plans would be presented.

Patrick H- I like the idea of committee's developing their strategic plans. I am in favor of the committees coming with their plan and goals but we need to keep working on our current strategic plan from two years ago when we developed new board structure, etc.

Nadine J- LCS Development committee discussion said Strategic plan comes from the board to discuss overall goals and committees go off and do the work and come back to access the work and ensure it is staying in line with the goals. Has the on-boarding process been completed? Because that was to be completed by June 2020.

Patrick H- from a Governance perspective we did do the onboarding at the beginning of the summer. Our goal is to have this continue at every board meeting. With points being made every month. We did complete formal on-boarding and now every month we will present informal onboarding.

Nadine- how does that work with a new member of the board or committee chair?

Patrick H- they need to connect with Governance.

Matt- onboarding has happened in the office. There is a lot happening in the background as well. Jesse is new to the board and has some onboarding in the office. We should define what the in-cycle onboarding looks like vs. the out of cycle onboarding.

Jesse- I did meet with Carol and Moriah in the office in the office

Matt- for me- I feel disconnected from the Strategic Plan. So I would like to review in the board meetings and take feedback and adjust as needed. Next board meeting we will go through strategic plan we have and talk about the objectives. And edit and adjust to move forward.

5. Athlete Representative DEI Conference Expense Request

Bill Glass- at our last board meeting Sam presented a request to travel and present at the Diversity in Aquatics convention \$1180. The FC met and approved it subject to coming out of the DEI budget. We had a discussion with Jesse about what was in her budget. For final approval. Jesse gave her full support.

Bill G- this is a great way to bring back things to our LSC and the two participants are dedicated to bringing items back.

Motion carries unanimously.

6. Governance

Carol shared monthly calendar of tasks/events coming up and feels that all board members and committee chairs should access this on the google share drive to stay on task.

Matt- I would like to highlight a couple of things that Noam said. Notice of meetings. We need to give public notice of our meetings at all times. To retain transparency. Board meeting - 7 days notice, Executive Committee meeting- 3 days. The point Noam made is for better practice we need to give a 7 day notice of meetings. This will allow more people to be aware of meetings and it bring more people in. One of the other points is maintaining confidentiality. Please read the section of the bylaws about confidentiality. There is opportunity where meetings can go into closed meetings. But there are guidelines that must be followed for these. Thanks Noam and the Governance Committee for taking the time to develop and present these items.

7. New Business

Carol- Save the dates for Zone meetings in Denver, CO April 21-24. If our budget allows we would like to send participants. I am hopeful that because registrations are up, and meets are going strong that we will have money to cover the costs.

Matt- who would go and for what purpose?

Carol- Official, DEI, Safe Sport, GC, Coach Rep, Senior Rep, AG rep, one or two athletes. Registrar and office staff. For committee meetings. It will be mental health friendly with yoga workshops, etc. If you are interested in going and would be available please email Matt and

Chris S- the very next day or the day after is the start of the national team practices so those coaches might not be able to attend.

Carol- banquet- came in very below budget. Partly because we only had 450 people. It was an excellent vibe- one of the best banquets we have had. The speaker, Dave Abrahams did a fantastic job.. Thank you to Sam, Matt, Patrick Hunter, Rhi and Ray Grant for showing your support by helping us out that day.

Matt- thank you Carol for all of the work you put into making it happen. The people were so happy to be there.

Matt- In the athlete summit at BC the athletes have an activity that supports Rise to Hunger. I did not realize that the agreement was put together included NE swimming make a donation to Rise for Hunger. \$3451.00. The budget can support this, but NE Swimming has never made a donation to an organization like this nor has a committee ever made the decision about organization to donate/support.

Should we have a policy about how to handle this going forward? I did not feel comfortable signing on my own without approval from the Board.

Scott- I was involved with the very first athlete summit with USA Swimming. I believe the function they did was with Rise with Hunger. I was not aware if USA Swimming had a financial agreement with them but the athletes really had a positive experience with the Rise with Hunger and everyone got a lot out of it. Everyone talked about it a lot and it was a highlight of the summit.

Marco Greico- athlete from USA Swimming Athlete Exec committee. In terms of these Leadership Summits- there isn't a set curriculum, but these volunteer opportunities within the Summit are a huge part of the events.

Patrick H- There are two ways of looking at this: One way- this is the cost of business of doing business with this program we are putting on for our athletes. The organization finds valuable. The other way to look at this is we are a non-profit so a charitable organization in ourselves. So for us as a charitable organization should we be spending money on other events that are part of our mission statement. Is this right for our members? We have had to cut budgets and this is not coming from us.

Scott- has a backup plan been discussed or alternative event?

Sam- as of right now there isn't a back-up plan. In reality this summit happens in 18 days so not sure what we can pull off in that time. What can we do with only 18 days left?

Nadine- It sounds like this is covered in the budget. Did we think Rise for Hunger was free?

Matt- I have done Rise for Hunger events and everything was already there and they only needed the volunteers. I thought we were donating our labor.

Nadine- the money needs to be provided to purchase the items.

Matt- the money is not the issue. The issue only is - do we believe it is part of our mission? I can make an argument that is it our mission to develop our athletes and providing this leadership opportunity to our athletes is vital to our mission. So this is part of it. We need to have a process in place so that we are not scrambling for items in the future.

Carol- I would venture to say that if USA Swimming used Rise for Hunger for their athlete summits and they are our parent company that we can support this and it will be ok tax on the tax side. This should go back to the Finance committee to come up with verbiage for future.

Betsy- who was helping with the athlete committee during this process and ensuring that procedures were being followed? Has someone been there to help the athletes work through these issues so we are not facing these issues last minute.

Matt- we have let the athletes down. In next meeting we need to address who will lead and assist athletes.

Two recommendations (Matt)

1. That we approve the money
2. That we ask FC to come up with wording

Passed unanimously.

Sam- feedback I have- I have really struggled with this process specifically with Rise for Hunger because I was getting different answers from different people. Athletes need more guidance on the budget and two - when we are trying to pull off a weekend long budget. We have struggled that we don't have an adult on the board to work with, know who we can go to. No one to bounce ideas off so that we knew what we were doing all along and not getting caught with last minute items like this.

Matt- I am certain this will happen again because when you do unprecedented things unrepresented things come from it. We have to think about spending someone else's money you have to really think about the fact it is other people's money. We need to make sure we are supporting and spending the money as wisely as we can. I don't fault the athletes at all in this process. We need to do a better job of supporting the athletes and we will in the future.

Upcoming Board Meetings:

Dec 14 - next Board Meeting We'll send out a reminder about strategic plan and what committees need to prepare.

January 11

February 15

Nadine- Do you have photos from Water Safety Day? DCR is looking for photos for PR? Matt does.

Nadine- please send the link so we can upload photos to it.

Did we hear back from Technical on social media policy? It was referred to Governance.

Motion to adjourn- so moved - all in favor.

8:01pm meeting ended.