



**NEW
ENGLAND
SWIMMING**

BOARD OF DIRECTORS MEETING

Tuesday, July 28 – 7:00pm Remote Meeting via Zoom
Tentative Minutes

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

VISION: Inspired. United. Fast.

Attendance

Board Members Present: Matt Soska (UN), Malicia Policard (UN), Anne Kaufman (UN), Betsy Russell (UN), Chris Shepard (CS), Brian Crawford (ESC), Ellie Soska (CRIM), Issy Hiller (UVAC), Aaron Zhu (SOLO), Bill Glass (BGSC), Lisa Black-Sholudko (UN), Rhi Jeffrey (ATLA), Paul Mueller (SOLO), Ken Galica (UN), Erik Linseisen (UN), Meghan Feran (SOLO), Anne Kaufman (UN), Malicia Policard (CS)

Board Members Absent: Rick Osterberg (UN), Jake Eastman (SOLO), Isabelle Hiller (UVAC)

Guests: Carol Healey (UN), Moriah Tyrrell (UN), Jonathan Castaldo (CRA), Samantha Brabeck (SOLO), Gretchen Turner (USC), Daly Hamilton (HDSC), Patrick Hunter (UN), Nadine Jesione (UN), Patrick Johnstone (UN), Tony Padviaskas (NSSC), Ray Grant (BGSC),

Agenda/Minutes

Welcome

- The meeting was called to order by the General Chair, Matt Soska (UN), at 7:03 PM.

Consent Agenda

- Matt pulled the registration Consent Report to review the numbers
- The Consent Agenda is included below and accepted by acclamation.

Memorial for Bob Menck

- Carol Healey played a slideshow memorial of Bob.
- Matt opened the floor for commentary.

State of the LSC/ Town Hall report

- Carol summarized the Town Hall: 146 attendees, Brendan Hansen, approximately one-hour in length.
- Matt asked Carol for August sanctions request update: 5 virtual, 1 potential

USA Swimming (USAS) Leadership Call Update

- Carol addressed the USAS meet program: virtual, sanctioned vs. non-sanctioned, requirements
- Moriah Tyrrell added that the USAS Grant program approved of 600 grants
- Matt added the National Coalition “safe nature of swimming” is producing a video to assist with clubs renting space, and it should be available in approximately three weeks

Back to Competition Report

- Ken Galica noted that all of the documentation is available online and further discussion is being tabled until after experimentation with upcoming meets.

Black Lives Matter Statement

- Matt summarizes the steps taken with the statement to this point.

- Chris Sheppard moderates discussion starting from the statement as modified by Rick Osterberg looking at goals and actions that should be included in the statement, as well as the Diversity and Inclusion Committee's role.

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- Discussion led to an amending process of several aspects of the opening paragraph of the statement.
- Matt calls for a vote for accepting the statement as presented on screen; motion passes unanimously.

NEW ENGLAND SWIMMING BELIEVES BLACK LIVES MATTER

New England Swimming believes that Black lives matter. We are committed to taking action to address the ways racism and privilege have created barriers within our organization and within our sport. We commit to recruiting members of the Board of Directors, Committee Chairs, Coordinators, and other volunteers, including people of color, who are committed to addressing these barriers.

We acknowledge that there are significant gaps in our understanding of how systemic oppression and institutionalized racism permeate our own actions, and the entire New England Swimming organization. We commit to exploring and enacting new ways to expand our connection to and support of the athletes, families, teams, and communities that we impact. We commit to make ongoing space for formalized education and facilitated discussions for our LSC leadership and membership to not only acknowledge that our sport is disproportionately white, but to create and implement strategies to make New England Swimming fully inclusive and equitable to all.

For additional information, resources, and educational material, please see the [Diversity, Equity, and Inclusion resources](#) page on the New England Swimming web site.

This statement was adopted and endorsed by the New England Swimming Board of Directors on July 28, 2020. In doing so, we acknowledge that for too long, we have failed to address issues of race, ethnicity, equity, and inclusion within the New England Swimming LSC, and have failed to give our full individual and collective support to the Diversity, Equity, and Inclusion Committee.

Guest speakers for HOD members

- Carol addressed the inclusion of two guest speakers at an LSC-wide meeting. The date for these speakers is decided upon on as October 4, 2020.

Other Business

- Matt nominated/appointed Patrick Johnstone to fill the vacancy of Technical Committee Chair.
- Matt nominated/appointed Ray Grant Program Operations Vice-Chair.
- Next board meeting is scheduled for August 25, 2020.

Adjournment

- Meeting is adjourned at 8:50 PM

CONSENT REPORTS FOR JULY 28, 2020 BOARD OF DIRECTORS MEETING

Secretary's Report (submitted by Paul Mueller)

- The Draft/Tentative Minutes from both the June 28, 2020 House of Delegates Meeting as well as the July 7, 2020 Board of Directors Meeting have been provided as attachments in an email to the BOD dated July 27, 2020 with Agenda and remote connectivity details for the July 28, 2020 meeting.

Treasurer's Report (submitted by Carol Healey)

	<i>2-Mar-20</i>	<i>29-Apr-20</i>	<i>19-May-20</i>	<i>28-May-20</i>	<i>12-Jun-20</i>	<i>7-Jul-20</i>	<i>28-Jul-20</i>	<i>Change</i>
Checking Acct #1:	\$49,662.22	\$5,028.96	\$20,123.00	\$20,123.00	\$20,123.00	\$20,123.00	\$20,123.00	\$-
Checking Acct #2:	\$62,414.77	\$40,782.84	\$33,301.24	\$32,801.24	\$45,847.05	\$18,154.91	\$16,230.77*	\$(1,924.14)
Priscilla Fund:	\$8,060.00	\$10,332.95	\$10,332.95	\$10,832.95	\$10,832.95	\$10,832.95	\$10,832.95	\$-

Savings:	\$516,238.37	\$391,273.35	\$391,305.02	\$391,305.02	\$391,331.53	\$391,356.98	\$391,356.98	\$-
F.W Invests:	\$421,280.75	\$404,992.55	\$407,210.82	\$412,012.35	\$413,179.30	\$419,341.96	\$422,177.61	\$2,835.65
TOTAL:	\$1,057,656.11	\$852,410.65	\$862,273.03	\$867,074.56	\$881,313.83	\$859,809.80	\$860,721.31	\$911.51

*\$820 Bob's scholarship fund

Registrar Report (submitted by Moriah Tyrrell)

Registration Transactions Comparison

	2019	2020
March	80	76
April	216	6
May	336	3
June	202	34
July	114 (total)	67 (to date)

#Transfers processed in June: 36

Transfers processed in July to date: 57

USA Swimming Coach Requirement Extensions: This was sent in an email to coaches on Monday July 27, 2020

Due to COVID- 19, coaches may find it difficult to renew some certifications. USA Swimming's Risk Management Committee met, and the following steps are being taken to assist with this issue for coaches whose Lifeguard Training, In-Water Safety Training or CPR/AED certifications expire between July 31, 2020 and December 30, 2020:

For agencies that are granting certification extensions

Submit the following to me at registranes@gmail.com:

- Any correspondence from the agency that provides specific information about the extension, including the new expiration date(s). Examples of correspondence include provisional/temporary certificates, email notifications from the agency, etc.
- A copy of your Lifeguard Training, In-Water Safety Training or CPR/AED certifications showing an expiration date within the dates stated above.

For certifications from any agency that does not grant an extension - USA Swimming is granting an extension until December 31, 2020, for coaches whose Lifeguard Training, In-Water Safety Training or CPR/AED certifications expire between July 31 and December 30, 2020.

Please note the following:

- **For CPR/AED and In-Water Safety Training certifications that expire during the above stated timeframe, SWIMS and Deck Pass will be updated to reflect the new expiration date of 12/31/2020.**
- Programming changes are necessary and will be done as soon as possible. In the meantime, coaches may receive reminders about expiring certifications until the current expiration dates are rolled forward to 12/31/2020.
- Any coaches who can renew the certifications listed above should send their updated certificates to their LSC registrar as usual.

• Those with expirations prior to the first extension of March 1, 2020 or who have not completed a CPR course WILL NOT receive an extension and/or exemption as they should have completed a class prior to the virus.

It is also important to note that other certifications and membership requirements must be updated on or before their current expiration date for courses that are completed online. These courses include Athlete Protection Training, background checks, Coaches Advantage Training, and online Safety Training for Swim Coaches. We recommend that if you have a certification that is expiring between now and 12/31/2020 that you take the opportunity to renew it now. Classes are being offered in New England and you can find a list of resources here: [List of NES Certified Instructors for Coach certifications](#). In the event of a surge in COVID-19 cases, it may be harder to find a class at the end of the year.

Governance Committee Report (submitted by Rick Osterberg)

<u>New Board Structure</u>	<u>As of 07/25/2020 (18)</u>	<u>As 09/1/2020 (15)</u>
HOD Elect General Chair HOD Elect Administrative VC HOD Elect Financial Vice Chair HOD Elect/Staff Treasurer HOD Elect/Staff Secretary HOD Elect Program Operations VC HOD Elect Development & Performance VC	Matt Soska (UN) Brian Crawford (ESC) Bill Glass (BGSC) Betsy Russell (UN) Paul Mueller (SOLO) Vacant Chris Sheppard (CS)	Matt Soska (UN) Brian Crawford (ESC) Bill Glass (BGSC) Betsy Russell (UN) Paul Mueller (SOLO) TBA Chris Sheppard (CS)
Coaches Elect Senior Coach Representative GC Appoints Safe Sport Chair GC Appoints Diversity Equity & Inclusion Chair	Meghan Feran (SOLO) Anne Kaufman (UN) Malicia Policard (CS)	Rhi Jeffrey (ATLA) GC Appoints GC Appoints
Athletes Elect Senior Athlete Rep Athletes Elect Junior Athlete Rep GC Appoints Athlete At-Large Rep	Jake Eastman (SOLO) Aaron Zhu (SOLO) Isabelle Hiller (UVAC) (Carry-over AAL) Erik Linseisen (UN) (Carry-over AAL) Ellie Soska (CRIM)	Isabelle Hiller (UVAC) Samantha Brabeck (SOLO) GC Appoints
GC Appoints At-Large Rep #1 GC Appoints At-Large Rep #2	Lisa Black Sholudko (UN) Ken Galica (UN) (Carry-over AL) Janet Harty (YNS) (Carry-over AL) Rick Osterberg (UN)	GC Appoints GC Appoints
Coaches Elect Junior Coach Rep (ex-officio) GC Appoints Senior Committee Chair GC Appoints Age Group Committee Chair GC Appoints Technical Committee Chair GC Appoints Officials Committee Chair GC Appoints Operational Risk Committee Chair GC Appoints Governance Committee #1 (to 09/23) GC Appoints Governance Committee #2 (to 09/22) GC Appoints Governance Committee #3 (to 09/21) GC Appoints Governance Committee #4 (to 09/20)	Rhi Jeffrey (ATLA) Jay Craft (KING) Gretchen Turner (USC) Vacant Betsy Russell (UN) Lisa Black Sholudko (UN) Rick Osterberg (UN) Laura Matuszak (GMA) Noam Reinhorn (USC – Athlete) Jonathan Castaldo (CRA)	Daly Hamilton (HDST) GC Appoints GC Appoints GC Appoints GC Appoint GC Appoints Rick Osterberg (UN) Laura Matuszak (GMA) Noam Reinhorn (USC - Athlete) GC Appoints

Safe Sport Committee Report (submitted by Anne Kaufman)

In addition to the online training provided by USA Swimming, NE Safe Sport recently hosted two workshops for Bluefish athletes. Caitlin Clark (YNS) ran the Zoom enrichment session for senior group athletes, which was very well-received. Athlete members Ellie Soska (CRIM) and Alden White (CRIM) ran the Zoom session for junior group athletes, and were informative, poised, and professional. This session was well-received by swimmers and their parents & ABF hopes our presenters will be willing to “return” in November. We have provided Safe Sport logo prizes for the kahoot winners in the junior group session. We also provided Safe Sport logo items for a couple of teams to use as incentives for athletes to complete Safe Sport training.

Processing of completed SSRP applications is currently taking about 10 days. I’ll have our stats from July at our next meeting. Congratulations to Gators, the most recent NES team to achieve SSRP.

Athletes Committee Report

- No report.

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Calendar Committee Report (submitted by Brian Crawford)

Meet deadline is now August 15 (changed from August 1) for SCY meets 2020-2021. We will allow late bids and no penalties, both Calendar and Technical Committees will be flexible. Meet hosts are encouraged to write “tentative” if they are unsure about facilities, and be aware of the new guidelines and waivers that need to be followed. Information is on the website under “Back to Competition” tab.

LSC PROCEDURES:

Meet hosts must submit a bid for any meet to be sanctioned. Non Sanctioned meets do not need to be bid on, but you may want to inform the office you are running a competition. All the requirements are listed in the bid form: [2020-2021 Meet Bid Form](#) (due Aug 15th).

Once the bid is accepted, a request for sanction must be submitted with all the appropriate documents, including the Meet Announcement and the Hy-tek file: [2020-2021 Meet Sanction & Approval Application](#). Use the current Meet Announcement Template that has all the required language for COVID-19: [2020 LCM Meet Announcement Template](#).

Host teams must secure a Meet Ref that will guide you through all the ever-changing new requirements of hosting the meet. If you need a Meet Ref, email Betsy at betsv@bvrussell.com

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.