

MINUTES - MESI Board of Directors

April 5, 2020 via Zoom

Mission: Create opportunities and provide resources to promote excellence in Maine swimming.

Vision: Maine Swimming: You CAN get there from here!.

Core Values: Sportsmanship, Excellence, Leadership, Fun

Present: Kristy Barry, Maddie Buck, Marcel Da Ponte, Trevor Edmunds, Keli Gillespie, Holly Hatch, Stacy Kennard, Matt Montgomery, Jay Morissette, Zack Mullin, Brim Peabody, Betsy Perron, Taylor Rogers, Mike Schmidt, John Smith, Jim Willis, TJ Willis, Carrie Wood-Peabody.

Absent: Nicole Viele

Guest: Mary Ellen Tynan

Mission, vision and core values read by Jim Willis.

Approval of February Minutes

Motion by Taylor Rogers, second by Mike Schmidt to approve the February minutes with the above correction.

Motion passes unanimously.

Approval of March Minutes

Correct the comment from the March minutes to reflect that January (not February) minutes needed to be amended.

Motion by Taylor Rogers second by Holly Hatch to accept minutes with the above correction. **Motion passes unanimously.**

House of Delegates

The Executive Committee recommends that the HOD meeting be postponed because so many YMCA coaches are furloughed and they cannot represent their teams. The proposal is to postpone until every head coach of a team in good standing is available to represent the team.

Motion by Taylor Rogers second by Mike Schmidt to accept said proposal.

Motion passes unanimously.

Clinic / Banquet Update

Banquet has been canceled. The clinic will be changed to a webinar with Elizabeth Beisel. Time frame of 60-90 minutes discussed. Keli Gillespie feels that if we go past 60 minutes, we might lose the athletes' interest, though we should book for 90 minutes just in case we run over. John Smith suggested that we offer 30 minutes for 10 & Unders, followed by 60 minutes for 11 & Overs. Taylor and Keli both like the format of Elizabeth's CG Sports Management webinars. The clinic will probably be offered on that same platform with a similar format. Mary Ellen will discuss format and firm up details with Elizabeth Beisel and will post the information.

Matt Montgomery suggested doing a slow release of top 10 times over social media. Mary Ellen agreed that she could put that together.

The Crisis Management Team would like to do some sort of Senior recognition later in the spring. Betsy suggested an Instagram feature similar to what colleges are doing right now. Taylor suggested featuring Seniors by team. Coaches will need to submit a list of their seniors.

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Financial Report

Updated financials are on the website, including a draft of next year's budget. The finance committee is ready to collaborate with other committees on proposed changes. All accounts have been reconciled as of March 31, 2020. MESI currently has \$172,950.10 in its accounts.

If we stay on track we should be earning three times more interest in our accounts than we have in the past. Given the circumstances we are in good shape. Accounts have been reconciled as of 3/31/2020 and with some outstanding checks.

Sectional Reimbursement

The Executive Committee recommends that swimmers who attended sectionals through the Wisconsin sectional meet should be reimbursed even though they did not swim as policy states.

Motion by Taylor Rogers second by TJ Willis to approve the proposal.

Discussion: TJ asked for clarification about reimbursement.

Motion passes unanimously

Safe Sport Certification

The Executive Committee recommends awarding \$250 to teams who complete the Safe Sport certification by August 31, 2020.

Motion by Taylor Rogers, second by Holly Hatch to approve the proposal.

Discussion:

Matt Montgomery feels this is a good incentive for teams to initiate the Safe Sport certification process and a way to give back to teams at this time.

Question by Taylor- if you do not have a website, how do you publish your Safe Sport information? Answer - You can publish Safe Sport information in whatever format you share information about your team whether that's online, a printed brochure, etc.

Information about the process is posted on the Safe Sport Page of the website.

Question by Mary Ellen - One of the requirements is that the teams need certain percentages of parents and athletes to participate in Safe Sport training. Can participants do this through a webinar or zoom meeting? Answer - Yes; take attendance and submit to United States Swimming.

Frequently asked questions and an application process step-by-step will be posted on the website and Mary Ellen will also mail the instructions to the individual teams.

Motion passes unanimously.

Financial Support For MESI Teams

Brim Peabody: Since we have had to cancel a lot of end of season events and competitions, can we use the money left over to provide financial support for the teams in the LSC?

John Smith: can we take the LSC portion of the USA swimming registration income and refund that money back to the USA only clubs?

What are other LSC's doing? Currently, only a few are providing limited financial support to their teams and the teams must prove that there is a need.

Would the money be needed for any other purpose than paying for coaches' salaries?

Comments: there are costs anticipated with restarting the season and loss of income

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due to canceled meets. YMCA teams would not need financial support for coach salaries.

USA swimming would prefer that teams apply for government-sponsored subsidies first before turning to USA swimming or LSC's for financial support.

Brim Peabody and Holly Hatch will explore ideas and work on a proposal to present at an upcoming BOD meeting.

DEI Proposal

Proposal is not quite ready for presentation. Zack Mullin will prepare it for a future meeting.

Athlete Committee

TJ Willis presented a ideas for redesigning the Athlete Committee, below.

Redesign the Athletes Committee to work better than the Previous

The Athletes Committee that consists of the Athlete Reps and the Team Reps. However, this has not worked well in the past. Kristy reported that at Conception they discussed committee be closer to 8-10 total athletes. Athletes Committee would be a more workable format that has clear intentions and meets regularly with driven members.

Suggestion to eliminate current procedure of having the Team Athlete Reps be appointed to the Athletes Committee as the Athlete At-Large HOD members We suggest the Athlete Committee have the four Board Athletes plus with five other athletes who would be selected via an application process and they would each have a one year term starting May 1st of that year and ending with April 30th of the following year, with re-selection allowed. The age limit to participate would be a rising sophomore or a 16-year-old. Altogether this would form a body of 9 athletes.

The Athletes Committee would be in charge of recommending the athletes for various task forces and committees. The Athletes Committee would also help organize various events and things that the Athlete Reps have been doing in recent years, like cleanup days among other things.

Next Steps:

- 1. By-law change*
- 2. Start the application process for the five members who apply*
- 3. Start the regular meetings of the Athletes Committee.*

More questions...

Who is involved in the application process?

How do we get the new Athletes Committee on the existing committees?

Discussion:

To reduce the number on the committee, perhaps it would be better to do so by attrition, rather than changing the by-laws.

There is value in keeping the older athletes involved.

TJ recommends that the majority of athlete members on committees be members of the Athlete Committee.

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Matt Montgomery prefers that the Athlete Committee would *nominate*, rather than appoint, athletes to committees. Jim Willis: Regarding committee appointments, the Athlete Committee should pass athlete member recommendations to the General Chair for approval and submission to the BOD.

Taylor Rogers suggested that TJ that the Governance Committee assist him in creating a proposal to bring back to the BOD.

Motion by Taylor Rogers, second by TJ Willis to table the discussion for a future meeting.

Motion passes unanimously.

Bates College/Swimposium Update

There will be a meeting this week with Bates College to go over the Swimposium and Leadership Summit arrangements.

Crisis Management Policy

The Executive Committee proposes that the Board of Directors accept the new Crisis Management Policy (posted on website) with amendments recommended by USAS.

Motion by Taylor Rogers, second by Marcel Da Ponte to accept the proposed policy update. **Motion passes unanimously.**

Crisis Management Team Report

Taylor Rogers: It is likely that no meets will be sanctioned until June at the earliest and maybe not until July or August. Those meets may need to be smaller, local meets.

Recommendation: Cancel the MESI III International Invitational meet this summer. It will be difficult to travel; people will likely be experiencing economic hardship.

Motion by Taylor Rogers, second by Marcel Da Ponte to cancel the MESI III Invitational in New Brunswick this summer.

Motion passes with five opposed and nine in favor.

Discussion: A virtual meet could be an alternative.

At the Mighty 2500 meeting this week, most other small LSC's discussed the fact that travel will be restricted and most meets will need to be kept on a local level. Most LSCs are changing their schedule to look towards July and August for the summer season, even though August is traditionally vacation season. We anticipate that people will want to be active again and get involved in events.

MESI Athletes Reps were slightly ambivalent about competing in August. Brim shared that he would appreciate a break between the winter season and the summer season. Suggested maybe only going into mid-August.

Crisis Management Team Appointment

The Executive Committee selected a crisis management team consisting of Jim Willis, Taylor Rogers, Holly Hatch, Marcel Da Ponte and Maddie Buck.

Motion by Taylor Rogers, second by TJ Willis accept the selection presented by the Executive Committee.

Motion passes unanimously.

TPC Update

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Marcel Da Ponte presented the TPC proposal for meets (see March minutes) at the coaches meeting. Coaches liked the D1 and D2 proposal, but there was not a lot of support for separating the age group and senior championship meets, citing possible issues with attendance numbers and facility availability. The TPC would like to keep the proposal "as is" and use it as something to work towards.

Marcel is working on contingency plans for returning to the pool in June and/or July. We will likely have to swim into August and move the break to September. It may be a good idea to consider August-only meets.

Question- What if we didn't worry about scheduling any meets for the summer and just focused on getting swimmers back in the water? Answer- It will be important for the kids to have something to look forward to and get excited about. Perhaps the best format would be small local dual/tri meets or virtual meets, something similar to summer league swimming.

We may need to reschedule the D1 meet, since some teams may not be back in the water until October. The TPC will need to look at the MESI calendar as a whole and anticipate the challenges that Maine Swimming will be facing over the next year.

Question - Are there any policies that prevent us from hosting meets on the same day in different geographical regions of the state? Answer - It is not policy, though it is a standing practice. It may be wise at this time to not only allow but encourage multiple meets on the same day.

Challenges to putting together an August meet schedule at this point: A.) Marcel would like to reach out to coaches to see who might be interested in hosting a meet in August, but this will be a challenge, because YMCA coaches cannot represent their teams while on furlough. B.) Some facilities typically do maintenance in August and shut down the pools for the month. We don't know if this will be the case this year. C.) There are still many unknown variables.

Hopefully we will have more clarity by May 1.

Motion by Taylor Rogers second by Matt Montgomery table this discussion until we have more information.

Motion passes unanimously.

Coaches' Committee

Currently, every coach is a member of the Coaches' Committee and every coach has a vote. A committee of this size requires a membership of fourteen athletes. Would it be more efficient and more effective to have a smaller Coaches' Committee, perhaps made up of regional coach representatives? All coaches could still participate in coaches meetings but the regional representatives would vote on their behalf. This would alleviate the need for having so many athletes involved.

Topic tabled for future discussion.

Jay Morissette will organize an informal social coach gathering over zoom in the upcoming weeks.

Upcoming Board of Director Meetings

Beginning April 13 we will have a weekly meeting on Mondays at 2 o'clock.

Motion by Jay Morissette, second by Holly Hatch to adjourn.

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Motion passed unanimously.

Respectfully submitted by Betsy Perron, MESI Secretary on April 11, 2020