



## MAINE SWIMMING, INC. | Board of Directors - Meeting Minutes

Date: November 30, 2020 at 8PM

Location: 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.

✓ Taylor Rogers <i>General Chair</i>	Call to order at 8:03PM.
○ Brian Savage <i>Administrative Vice-Chair</i>	<p><b>1. Reading of Mission, Vision &amp; Core Values</b></p> <p>a. MISSION: Create opportunities and provide resources to promote excellence in Maine swimming.</p> <p>b. VISION: Maine Swimming - You CAN get there from here!</p> <p>c. CORE VALUES: Sportsmanship. Excellence. Leadership. Fun.</p> <p><b>2. Roll Call:</b> Guests: Sheri Bragg</p> <p><b>3. Approve Minutes</b> - Holly Hatch Second by Kyle Bauer Motion passes unanimously.</p> <p><b>4. Unfinished Business -</b> <i>Sports Guidelines</i> - December 7 vs December 14. Dryland or in Water? Skill building drills and conditioning? What does that mean? Taylor noted MESI does not want to dictate the interpretation. Mary Ellen reported that Henry sees no reason drills cannot be done in the water.</p> <p>Marcel - What is the difference between skill building and running a workout? Should not be in water until December 14 - Kyle agrees Some HS are planning to be in the water on Dec 7.</p> <p>Level 1 - perform skill building drills and conditioning. Mary Ellen asks what in this statement prohibits workouts in the water. Taylor said we can leave it up to the teams to interpret or we can try to contact the state.</p> <p>Taylor - Not up to LSC to determine if should be in water but up to club</p> <p>Jim Willis - Basketball and Hockey to start next week. They will be practicing. Jim would rather wait until the 14th but other sports will be full blown.</p> <p>Taylor - Should be up to clubs as liability issues not up to LSC or reach out for clarification.</p> <p>Matt Montgomery - Asked how high schools are interpreting. HS are ready to go December 7. State is not going to say things are allowed, they remove language from the guidelines. Language is continually being changed. For example, in person vs at home, vs in water. What do we do as coaches? Skills and Drills in water?</p> <p>If HS are doing practices on December 7th, should we do this?</p>
✓ Mike Schmidt <i>Senior Vice-Chair</i>	
○ Matt Baxter <i>Age Group Vice-Chair</i>	
✓ Holly Hatch <i>Finance Vice-Chair</i>	
✓ Stacy Kennard <i>Treasurer</i>	
✓ Carrie Wood Peabody <i>Secretary</i>	
○ Henry Clauson <i>Officials Chair</i>	
✓ Puranjot Kaur <i>DE&amp;I Chair</i>	
✓ Matt Montgomery <i>Safe Sport Chair</i>	
✓ Kyle Bauer <i>Operational Risk Chair</i>	
○ Jay Morissette <i>Coach Rep</i>	
✓ Matt Montgomery <i>Safe Sport Chair</i>	
✓ Kristy Barry <i>Senior Athlete Representative</i>	
✓ Ali Bragg <i>Junior Athlete Representative</i>	
✓ Brim Peabody <i>Athlete</i>	




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<i>At-Large</i>	
✓ Emma Farnham <i>Athlete</i> <i>At-Large</i>	Taylor - December 7 and 14th, language of skill and drills are the same. Send out emailing reminding of guidelines and clubs can determine what they are comfortable with. By removing at home language Level 1 and Level 2 are inherently the same for swimming.
✓ Jim Willis (non-voting) <i>Ex-Officio</i>	Marcel - if HS starting on 7th, clubs should not be losing out.  Kyle - could we do a tally of who wants to start on Dec 7 vs Dec 14? Mary Ellen - have HS reached out to Kyle? Kyle - Not in two weeks. He has not received confirmation on when they are actually starting.
✓ Mary Ellen Tynan <i>Office</i> <i>Administrator</i>	<p>Matt Montgomery - MPA is leaving it up to individual school boards to decide when they start and hold practices.</p> <p><i>Committee appointments:</i> Age Group - Matt Baxter absent from meeting DEI - No movement - Puranjot has a few emails out.</p> <p>Motion to table appointments until December 14 - Puranjot, second Matt Motommery Motion approved unanimously.</p> <p><i>YMCA guidelines</i> Motion to table until December 14th when in water - Mike Schmidt Second - Marcel Da Ponte Motion passes unanimously.</p> <p><b>5. New Business -</b></p> <p><i>LEAP</i> needs to be in by December 15th</p> <p>Updated Code of Conduct Taylor Rogers- Screen Share</p> <p>Motion to update Policy 206 as:</p> <p><i>1. Discrimination in violation of the Amateur Sports Act which requires that USA Swimming must provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in the sport of swimming. Athletes must be allowed to participate and compete to the fullest extent allowed by the Rules and Regulations. Discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law, where applicable, is prohibited (USA Swimming 304.3).</i></p>



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Motion - Holly Hatch  
Second - Stacy Kennard

Discussion: Mary Ellen. We are one of four LSC testing - need a clear discrimination policy that we will not discriminate - this was a cut and paste from USA Swimming

Motion: Puranjot Kaur move that we add Social Economic status to Discrimination policy  
Second - Holly Hatch  
Motion Passes unanimously

Taylor - any discussion as amended. None.  
Motion Passes unanimously

Motion to adopt changes immediately - Kyle Bauer  
Second - Matt Montgomery  
Motion approved unanimously

*Transgender athlete policy from USA Swimming:*

*A minor transgender athlete member of a swim club should be allowed to participate in accordance with his/her/their gender identity, irrespective of the sex listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical procedure. This means an athlete who is biologically female but identifies as a boy/man should be allowed to participate in men's events and an athlete who is biologically male but identifies as a girl/woman should be allowed to participate in women's events.*

Mary Ellen - basic policy and guidelines elsewhere and where should it be placed?  
Taylor - can we link to the recommended practice part?

Motion to adopt policy, effective immediately - Puranjot Kaur  
Matt Montgomery - second  
No discussion  
Motion passed unanimously

Jim Willis - what about adult transgender athletes. Do we need our own policy or not since USA Swimming rule.

Mary Ellen - USA Swimming is requesting we include all policy. This seems redundant

Mary Ellen -Policy for DEI infractions?



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Taylor Rogers- Transgender - make separate code 206

*Whistleblower Protection policy (see document)*

Mary Ellen - do we have a chain of command if we have a complaint?

Taylor Rogers- reporting to General Chair is okay but who is compliance officer?

Mike Schmidt -The Whistleblower should not have to go to the person they are blowing the whistle on. Pick two positions so there are options.

Taylor - not sure if Executive Committee is best to be that person(s)

Maybe add USA Swimming contact - other LSC speaks to Board members.

Mike - put mechanism to report any board member

How does it go to HOD, BOD, etc.? Is it an Executive session?

Motion to table and gather additional information for policy - Holly Hatch

Second - Stacy Kennard

Motion passes unanimously.

Mike Schmidt will review after Taylor and Mary Ellen draft

Mary Ellen - more LEAP updates may be coming

Mary Ellen - given the State of COVID, will December 7th or 14th happen?

Taylor - won't know until Thursday.

Brim Peabody - given spikes post-Thanksgiving spikes, I would be surprised if back in water

Gov Mills press conference Friday.

Taylor Rogers- county color reminders, green, yellow and red

Yellow - can't swim Red - all organized sports inadvisable

What happen if live in yellow and swim in green, can't swim

If pool in yellow, no swim

If red, more restrictions

Matt Montgomery: But swimmers can travel out of state to compete even though Maine not allowing competition?

Taylor Rogers- Teams not suppose to travel



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Swimmers must be unattached, records not reported or posted

Marcel - not fair to change now, they are travelling this week

Other LSCs around country- if other LSCs are coming to a meet, need a letter from the state or LSC. WI is doing this.

Taylor - Matt, I don't think you are wrong. They own their times.

We all need to look out for health and safety, could this decision set MESI swimming back? Hockey had a negative incident.

Marcel Da Ponte- thank you to Brim, Emma and others for Instagram - good promotion. It takes effort and time. It's a great way to reach someone to maybe get into swimming

Holly - bank account  
\$133, 596.82

Athletes - Brim/Kristy we need to keep swimmers connected  
We use the check ins that were discussed.

Next meeting: December 14  
Motion to adjourn - Kyle Bauer  
Second - Holly Hatch