

MESI BOD Minutes December 2, 2018 Via Zoom

Present: Marcel Da Ponte, Holly Hatch, Lia Langeveld, Matt Montgomery, Betsy Perron, Taylor Rogers, Mike Schmidt, John Smith, Marie Weferling, Jim Willis, TJ Willis.

Absent: Maddie Buck, Emily Ecker, Jay Morissette, Zack Mullin, Carrie Peabody Olivia Tighe,

Guests: Mary Ellen Tynan

Mission and vision statements read.

October Minutes

Motion by Mike Schmidt, second Marie Weferling: approve the minutes from the October Board of Directors meeting. Motion passes unanimously.

Finance Report

Taylor Rogers is in the process of transitioning the job of Finance Chair to Holly. Currently we have \$145,246 in the checking account and \$29,498 in the CD account there is \$5,014 in the savings account. Information has been turned into the accountant so that she can fill out the 990 form.

Officials Report

Officials currently number around 120; most new officials are registered or in the process of registering. Dorene Bunnell attended a referee workshop in Texas in October. Please see report, attached.

Banquet Committee

The banquet will be held on April 27 at the Elks Club in Augusta. The committee is waiting for confirmation that Jacob Peibly will be able to attend the banquet. If he is not able to attend, we will schedule him to do a clinic with MESI on a different date. Hall of Fame induction will not be part of the banquet this year; top 10 swimmers will be recognized instead of All-Stars.

All-Star Committee

There is no meet for 11 and Overs, so we will do an LSC camp partnering with the Bluefish and possibly another team in New England Swimming. A clinic will be offered for 10 and under swimmers with some older Maine athletes and Maine swimming alums pitching in to mentor the younger swimmers. Qualifying guidelines are in the process of being determined with Bluefish.

Office

Leap I has been completed; Leap II is in process and should go quickly. Mary Ellen is currently updating records and is having difficulty finding all of the times for 50 breast and fly splits from some record 100 swims. Taylor Rogers suggested using the times that we have annotated with an asterix noting that relay splits were not included. Many records were broken at the Candy Cane Meet on 12/2/18.

All except two teams have registered on time.

Mighty 2500 Conference

Taylor Rogers and Zack Mullin attended the Mighty 2500 Conference in November. Zack's report is attached and Taylor will post her notes soon.

Serving LSCs better by better serving the higher performance athletes was one of the main topics of discussion. Kentucky and Mid Atlantic Swimming raised their cut times and kids rose to the challenge. Also there is a need to get more coaches involved in outreach swimming programs.

Taylor and Zack returned from the clinic with 3 goals:

1. Change the All Star program to better serve the higher level athletes.
2. Form a high-performance task force to make sure that the LSC is serving the high-performance athletes. Members of the task force are Taylor Rogers, Mike Schmidt, J Morrisette, and Matt Baxter. They are looking for an athlete member and John Smith said that he will poll the Seal swimmers to see if any are interested.
3. Formalize board orientation and on-boarding of new members. Taylor will work on updating roles and responsibilities definitions and requests that new board members share feedback about what would make the transition easier.

John pointed out that serving the high performance athletes in Maine is not a new idea. For instance, we have suggested running silver and bronze championship meets but have had met resistance. Taylor agreed and suggested that evidence from other LSCs who have had success in this area would help to convince naysayers that this is a good idea.

Diversity and Inclusion

John Smith attends monthly phone meetings with the Eastern Zone Diversity and Inclusion Committee. They want to host a camp from June 6-9 and each LSC has been asked to budget for athletes and coaches to attend (about \$350 per person) John will reach out to coaches to see if anybody is interested in attending. He also commented that at the recent USAS conference, it was noted that the outreach population has grown most in USA swimming over the past eight years and this is an area where we still need to focus more. One LSC set a goal 4000 outreach memberships and John suggested that we should also set a goal in Maine. We should be looking out for news on upcoming zone multi cultural meet and in all-zone D&I camp in Omaha.

Marie asked John to inquire about out-reach programs for adult USA swimming memberships and volunteers.

Matt Montgomery asked what the criteria would be for the D&I camp selection. Mary Ellen said that in the past, the LSC's chose their athletes. Lindsay asked interested Maine swimmers to submit application essays.

We need a record of ethnicity and need to have all teams participate in the check the box program. John will reach out and encourage teams to participate.

Taylor Rogers pointed out that we do have about \$1000 budgeted for Diversity and Inclusion and this should cover the cost of travel.

John Smith also suggested that the disability cut times which are listed on our website

should be better publicized to the teams. He suggested that we track disabled swimmers and identify them. Mary Ellen said that she will send John Smith the report; we do not have many disabled swimmers in the state.

Jim Willis joined the meeting.

Business

Motion by John Smith, seconded by Taylor Rogers. Approve Marcel Da Ponte and Carrie Peabody for a Clinic Camp Chair and Disability Chair through 2020. Motion passes unanimously.

Colby College

Jim met with Tom Burton, swim coach and pool director at Colby. The pool has been built! Tom Burton, the President of Colby and the Athletic Director are very enthusiastic about having us there. The main stumbling block will be having a professional staff on site to run the pool. Also, the school facilities are not open during vacations at this time. Colby was agreeable to our proposed schedule though they are not sure that they can switch the course to long course in January. Jim believes that Colby will offer competitive rates with Bowdoin. Jim will encourage Colby to continue upper echelon conversations with USA swimming and will continue to offer support from Maine Swimming.

Athlete Meeting

TJ Willis reports that the athletes are working on a plan for a spring or summer volunteer effort for a cleanup day. They are considering running a concurrent a north and south effort. The athletes will have a plan in place and will report back at the January meeting.

Apparel Contract Bid

Motion by Marie Weferling, second by Taylor Rogers. Accept the bid by Northwest Designs for two-year contract, which is similar to the previous contract that they had with Maine Swimming. Motion passes unanimously.

Coach Mentorship

Grant proposals are due to USA swimming by January 2. John Smith offered to help Jay Morissette with the grant process. Mary Ellen Tynan will reach out to NES to see what their proposals looked like in the past. The coach mentorship program offers resources of up to \$4000, which must be matched to a certain amount by the LSC for coaches to travel to visit other teams and be mentored by other coaches.

Leadership Conference 2019

This year's conference will be in Colorado Springs and will likely occur over April vacation.

This year will have an application process for athletes that requires coach endorsement. There will also be a coach application. Coaches and athletes will be required to file a report with the MESI, give a presentation at a board meeting or coach retreat and will be required to serve on a committee if they are chosen to attend the conference..

Eastern Zone General Chairs meeting in Chicago May 15-17

Jim would like to send up to five people from our LSC. Matt Montgomery, John Smith and Zack Mullin would be eligible to attend. Information for an officials' component is sketchy so Mary Ellen will try to find out more details.

Interested parties should reply to Jim Willis and Taylor Rogers by January 15. Mary Ellen, Taylor and Jim will be attending.

High School Observations

Motion by Taylor Roger second by Mike Schmidt. Only observe high school swims at the state competitions. Motion passage unanimously.

Late Sanctioned Policy

Both HSC and the Seals have submitted sanctions late for meets. Currently there's no late policy.

Motion by Taylor Rogers, second by Mike Schmidt. If a sanction application is turned in late, instead of the 15% surcharge, the team surcharge will be increased to 20%. Motion passes unanimously.

New policy will be enacted moving forward

John Smith suggested that MESI get back on track with the monthly topic calendar. Jim Willis pointed out that it needs to be restructured; this will be on the agenda for the meeting with Jane Grosser on February 17.

John Smith will reach out to Westbrook this week to see if the community center or the high school would be available for the February 17 meeting.

Marcel will begin working on the 2020 swimposium.

Motion by Taylor Rogers, second by John Smith. Officials will be required to have concussion training by the first day of winter championships. Motion passes unanimously.

Discussion: State guidelines require that any personnel who come in contact with the swimmers needs concussion training. This would be interpreted to include officials.

Next meeting will be January 27

Motion to adjourn by Taylor Rogers second by Marie Weferling

Respectfully submitted,
Betsy Perron MESI Secretary
12/14/18

ATTACHMENTS:

Dorene Bunnell Referee Workshop Report

I would like to start by thanking you for the opportunity to attend The Referee Workshop held in San Antonio Texas at the Sheraton Gunter Hotel in October 2018.

The workshop offered sessions about

USA-S Rules and Recent Interpretations,

Officiating from Athlete Perspectives, Chief Judge, Deck Referee, Starters and Meet Referee (what each one's responsibilities are) and Mentoring Newer Referees. The insight and years of experience the speakers had for the sessions was impressive, informative and enlightening.

This workshop not only allowed me to connect with veteran officials but I also connected with many other up and coming officials from all over the United States. We all spent a lot of time learning more about each position along with comparing our experiences and sharing how we deal with similar situations.

I feel one of the biggest things I learned from this Workshop is the importance of being observed and receiving national rankings for officiating. Not only do our children (the swimmers) get to perform at a higher level, we as officials with the proper preparation, practice and acquire patience can create over months and years a higher level of officiating. Again Thank You for this amazing opportunity.

I highly recommend that Maine continue to have representation at this workshop. This Workshop is a great opportunity for up and coming referees and individuals who have just become or have been a Deck Ref or Starter for a year.

I would also like the opportunity to talk to other officials at our State meet about some of the information I have learned.

Sincerely, Dorene Bunnell

Mighty 2500 Conference Report November 26, 2018

Zachary Mullin

Here are a few of the things I noted at the conference.

1. Members of the board actively scouting for younger generations seeking to get involved in the board of directors. We took a really cool personality test that showed each other's strengths and weakness" in positions of leadership. Maine Swimming could run a conference with this idea involved, and maybe we could be more productive as a result. More female leadership on the board should be a focus, and we should be engaging our athlete representatives more often.
2. Maine's cut times are currently at the B - BB standard (most of them at least). We aren't giving high competition opportunities to the best swimmers in the state. Perhaps we could run a Bronze Championship (Open Meet), Silver Championship (B Times), and a Gold Championship (A Times). We run the risk of having smaller attendance at the Gold Championships at first, but we would be giving swimmers more goals to achieve. The color coordination also mirrors the Olympic medals, which I think would be inspiring and fun for kids.
3. We just released the Disability Cut Times, but we don't have many programs in the state dedicated to training kids with disabilities. Perhaps the YMCA teams would have more access to these kinds of programs? It's not enough to just have the opportunity if we don't have a path for kids to get there.
4. The facility itself was inspiring, and the idea of travelling because of swimming is great. I think if we focused a little more on out of state competition, we could really show kids the bigger picture. Picking a few of the top swimmers from each team, and putting them together for a travel trip would be great. The All Star Trip to Canada was really fun for kids, but we could also be looking into more urban areas in America.
5. A lot of the best conversation and ideas came from simply talking with other coaches. The social at the end of the conference was really fun, and I think we could take a page out of that book. We don't always need to have strictly formatted discussions, and maybe we could have a few socials a year. All the coaches in Maine are passionate about the sport, but we don't get much chance to communicate with each other outside of the pool deck and meetings.

TO DO:

Initiate application process for D&I Camp, Leadership Conference, Eastern Zone General Chair meeting

Respond to Taylor with ideas for making on-boarding process easier, more effective.

Banquet/Camp Finalize Jacob Pebley

John Smith Look into renting Westbrook for 2/17 meeting.
Recruit Seal athlete to be a member of the High Performance taskforce.
Inquire about adult outreach support.
Remind teams to participate in the Check the Box initiative.
Assist Jay Morrisette in completing the Coach Mentorship grant application (due 1/2).

Jay Morrisette Coach Mentorship grant application (due 1/2)

Athlete Committee Submit plan for spring volunteer project at the 2/17 meeting.

Jim Willis Add monthly topic calendar review to February meeting agenda.

Mary Ellen List of disability athletes to John Smith