

April 2020 – Spring HoD Meeting - Zoom

04/26/2020

1pm-3pm



Call to order by Shane Peterson – 9am

Roll Call

- a. In attendance: Stacy Olson, Liv Olson, Janna Schill, Dan Heckaman, Brian Toay, Shane Peterson, Madison Yonke, Bret Haglund, Demi Peterson, Thomas Wheeling, Anne McDonagh, Lisa Montplaisir, Angie Heckaman, Amanda Finck
- b. Not in attendance: Kim Kuntz, JoDell Bourgois

Teams:

- AQST – Jeff Steele
- BWST – Jeanne and Shawn
- CBSC
- DDST - Jenna
- FMY – Paul Sjurseth
- JAWS – Jill Schlenker
- MMSC – Thomas Jackson
- MSC – Lisa Kramer
- NLSA – Pat Anderson / Anneliese Bruns
- RRV – Bryan Walls / Megan Schill / Stephanie Musselman
- VCST
- WCST
- WFF – Vaughn Raimo / Jay Hettinger
- WSL – Christina Luthy / Samantha Roberts / Rachel Carter / Karen Guglich

Mission and Vision

- Mission: Providing opportunities for athletes to achieve lifelong success through swimming
- Vision: Swim Now – Lead Forever

Review/Approval of Meeting minutes

Motion to approve meeting minutes for fall HoD meeting from Bret Haglund with a second from Thomas Jackson.
Motion approved with an additional discussion.

Chair Report

General Chair – Shane Peterson

- No report

NDLSC Administrative Vice – Bret Haglund

- Submission for change to Policy of the North Dakota Swimming Policies and Procedures
 - Review, modification, and adoption of entire new Policies and Procedures (website)
 - **Addition of Policy 0.2 (Introduction to NDSI Policies and Procedures)**
 - **Introduction to policies and format utilized for current document**
 - Change to Policy 1.2 (Finance Vice Chair Job Responsibilities)
 - **Change to Policy 1.2N(3)b. and 1.2N(4)b. and 1.2N(5)b.**
 - **Be sixteen (16) OR a sophomore in high school**



- **This makes wording in policy consistent with by-laws**
- Change to Policy 1.2N(5)
 - At the time of elected, the Senior Athlete Representative must:
- Senior Athlete Training and Leadership Trip
 - COVID-19
 - Reschedule of trip
 - Refunds submitted for disbursement

Secretary - Stacy Olson

- Secretary manual has been updated for hand-off
- Communications have been completed and tracked for Sr. Athlete trip
 - 2021 Status form created and implemented
 - Access database for athlete information and payments
 - Refund submission and tracking
- Meet Schedule form completed
 - Bag tag distribution for SCS complete 04/25
 - Thank You to Janna Schill for stepping up and providing list of SCSQ athletes for bag tag distribution

Treasurer – Angie Heckaman

- Statements have been provided to the secretary as of the time of the meeting – reports will be posted with meeting minutes

Finance Vice Chair – Amanda Finck

- No report – pending clarification on duties

Registration Chair – JoDell Bourgois

- No report for current time frame
- Report standardly made in the fall

Technical Chair – Lisa Montplaisir

- Continuing to report expired status to teams
- Report standardly made in the fall
- These folks have unmatched background checks meaning they have a USAS background check but no team affiliation. If they are from your team, let me know. Janet Polley, Stephanie Hanson, Sabrina Sims, Lucas Schaefer

Safety Chair – Janna Schill

- Working on a document for resources to be sent to safety chairs following call
- Minority athlete protection plan has been rolled out – suggesting parents / athletes / coaches attend free ZOOM starting end of April
- Pending return to sport recommendations

Officials Chair – Dan Heckaman

- Radios have been purchased in prep for state SC

Sr. Vice Chair – Anne McDonagh

- No Report

Age Group Chair – Brian Toay



- No Report

Inclusion & Diversity Chair – Kim Kuntz

- CZ Diversity Camp/Summit moved to a virtual format
 - I will share the camp/summit information as I receive it

Coaches' Rep – Thomas Wheeling

- No Report

Sr. Athlete Rep – Demi Peterson

- No Report

Jr Athlete Rep – Liv Olson

- Waiting for athlete responses on their participation in the 2021 Leadership/Training trip
- Preparing bag tags to be sent out dated for this trip
- Been in contact with athlete representatives on upcoming elections/bringing in new reps for teams that are switching reps

At Large Athlete Rep – Madison Yonke

- Inquiring whether she will remain on the committee for the athlete trip – confirmed she will still be on the committee since she has been part of planning from the start

Elections

Administrative Vice-Chair (2 year term)

Finance Vice-Chair (2 year term) - interim held by Amanda Finck

Treasurer (one year term, to align North Dakota Swimming Bylaws) - interim held by Angie Heckaman

Secretary (2 year term)

Registration Coordinator (2 year term)

Senior Vice-Chair (2 year term)

Disability and Diversity Chair (2 year term)

Unopposed positions:

Motion made by Dan Heckaman to approve the following positions by vote of affirmation, with a second by Janna Schill.
Motion carried.

- **Admin Vice Chair:** Bret Haglund - WFF
- **Treasurer:** Angie Heckaman – NLSA
- **Registration Coordinator:** Wallace Twist – DDST
- **Senior Vice Chair:** Anne McDonagh – WFF
- **Disability and Diversity Chair:** Kristin Sharbono – FMY
- **Finance Vice Chair:** Amanda Finck – JAWS

Motion made by Dan Heckaman to approve Finck Amanda as vice chair via vote of affirmation, with a second by Thomas Jackson. Motion carried.

Secretary positions – candidates for the position are Stacy Olson – RRV, and Angie Fogel – FMY

- Per vote as verified by Dan Heckaman, Stacy Olson has been reelected as secretary.

Old Business



- 2020 State SC Meet
 - RRV Wahoos will be reimbursed for bag tag expense tied to SC meet that was canceled
- 2020 Athlete Leadership Training Trip
 - Current planning team members will be allowed to be part of planning for 2021 trip
 - Trip to be moved to coincide with 2021 trials – tickets are for the 13th & 14th
 - SD is working to reschedule the leadership portion to tie with same schedule
 - Estimating approx. 11 open positions for the trip for 2021
 - THANK YOU TO OUR ATHLETE REPS FOR ALL OF THE WORK THEY HAVE PUT INTO THE TRIP!
- 2020 LC Season
 - USA Swimming has pulled all current sanctions, and have suspended issuing through at least May 31, 2020
 - Unlikely there will be any sanctions issued prior to August
 - Not expecting high level competition until December
 - Pool access will be determined at a club level
 - USA Swimming will direction to the teams requiring their process documentation for re-open security
 - **USA Swimming working on a back to the pool schedule for meet launches across the country to open the sport back up – Hulbert is on the list as one of the locations**
 - Minimum official – starter, deck ref, two stroke/turn – if events are held at team level will be a great opportunity to teams to build official staff
 - **NDLSC will need to make formal recommendation on State LC Meet and LC events**
 - **Motion made by Brian Toay to cancel the 2020 LC Championship meet. Second by Bret Haglund, with no additional comment. Motion carries.**

What we know:

- USAS is currently making month-to-month decisions on sanctions with two-week notice for the upcoming decision. (notice on June will come mid-May)
- Each pool in LSC may have different expectations for return to water.
- Championship level meets above LSC for LC have been cancelled.
- USAS will be providing a 90-day Zoom license for each club. (email was sent to Club Presidents and is also attached at the end of this document)

What clubs can do:

- Plan for best (normal) through worst (2 kids per lane, opposite ends) case scenarios.
 - What will be the financial implications for those scenarios?
 - How does coaching work in these scenarios?
 - How are you going to do registration in these modified scenarios?
- Meet with pool directors on what their re-opening thoughts are. What will be different?
- Be a solution for helping see how to re-open in a controlled fashion with pre-determined sizes of attendance.
- Reach out to parents.
 - What are their expectations?
 - Are they comfortable traveling if season were to resume?



- Or are they looking local only?
- How is each team planning to celebrate the return to water? It's not about times anymore, it's about getting back to a sport we all love.

What LSC can do:

- Consider waiving sanction fees for the short-term. Or reducing as meet sizes will need to be smaller, and thus more frequent.
- Consider waiving or reducing splash fees for the short-term.
- Work toward waiving some ST requirements to get more folks available given increase in meets. (such as # pools, # mentors)
- Remove 60 min warmup requirement. Especially if lane loads are a concern. May only get 10 min per group and have to do other creative things.
- What if all pools do not open? School or park considerations. How do we help them know a controlled v uncontrolled use?
- Establish minimum expectations for returning to competition.
 - 2 weeks of practices for the team (does that mean individual? ie HS 9 practice rules?)

Lots of things we can't control or see into future to know....but need some forms of "deadlines".

- When is it "too late" to run LC and go right into SC? Given no LC championship meets being held above LSC level, maybe right away is SC?
- Do we run an extended LC season if we start in July? That rules out HS girls
- Do we run a short SC season regardless of when we start?
- Do we run a long SC season with mid-season championship events. A 10U session can be held same weekend of HS girls and a 11+ weekend after HS girls.

All of the above require different planning. What is our decision timeline?

Potential Meet Scenarios:

- Any end of summer champ meet would consider
 - If we have a championship meet, we waive qualifying times.
 - Why, we're going to have reductions in numbers, some won't have a chance to swim new times, and we should be celebrating being back in the water.
 - If we have a championship meet, we run it as SC rather than LC
 - More kids have times, all teams could run an at-home meet in prep, allows more site options if need to split. Could even be split in same town between multiple pools in Fargo/WF or Bis/Man.
 - If we have a championship meet we push it back to Aug 15 – 16 rather than end of July.
- Run a split SC season with 2 champ meets. Aug - Nov with champ meet and Nov to March with 2nd champ meet.
- Smaller meets are necessary, including champ meet. Run meets same weekends in multiple locations and combine the file for overall results for state meet.
- Summer competitions can be held locally on weeknights or over several nights broken by age-group.
- SC will not be return to normal with size restrictions.
 - How are we going to handle meets?
 - What is our split state meet format?
 - Is co-hosting events at regular season meets the norm for now?
 - A meet may be over a series of evenings/day split by age groups to meet size quotas. Is the sanction then for the "series" that week?

- What if a club doesn't have an AO? Who will work with them to verify? Does this become a hired position regulated by LSC?
- Meets can be run with 3 watches if no timing system. Again, hire AO?
- What is our proposal for min officials? Waivers can be requested via USAS. If 50 kids, can it be starter, ref, and timing room like HS meets?



Communication from USA Swimming on 17 April 2020.

To: Zone Directors, LSC General Chairs, Committee Chairs, Club Presidents and Coaches

Five New Resources From USA Swimming

ZOOM

Zoom (<https://www.zoom.us/>), an enterprise video conferencing with real-time messaging and content, has become one of the most prominent virtual tools during the Coronavirus crisis. For many members, the program has helped facilitate continued athlete engagement, virtual training and business continuity.

Beginning today, we have secured 'Enterprise' licenses, which provide the greatest number of features, for USA Swimming clubs for a 90-day period. Access requests should be sent to Paula D'Amico at pdamico@usaswimming.org.

In addition to the one Enterprise license per club, we also encourage you to register for free Basic accounts as needed.

USA Swimming Employee Assistance Program (EAP) mental health services for Coaches

During the COVID-19 pandemic coaches can now utilize the online/phone USA Swimming Employee Assistance Program (EAP) mental health services. The program provides health and wellness information as well as online resources and assistance for concerns such as: coping with Stress and Anxiety, Financial Fitness, Managing Work and Career, Parenting Resources, Older Adult Resources, Mental Health Conditions, Overcoming Depression and Grief, Relationship Resources and more.

Further information can be accessed here: <https://www.usaswimming.org/news-landing-page/2020/04/08/usa-swimming-employee-assistance-program>

THE LAST GOLD MOVIE

Members can now watch The Last Gold free of charge. This documentary film was produced by USA Swimming in 2016.

Narrated by Emmy-winner Julianna Margulies, The Last Gold is a feature-length documentary film that reveals one of the greatest untold stories in Olympic swimming history. Forty years ago, at the 1976 Montreal Games, a team of doped East German athletes thrashed their rivals from the United States, until a remarkable final race.

The central player was a transcendent American athlete denied her due and since lost in time: Shirley Babashoff. Babashoff and her teammates were surrogates in a Cold War struggle, who battled a tragic conspiracy with a blazing honesty and a ferocious, endless tenacity. In 1976, the U.S. Olympic swim team entered the Games in Montreal looking forward to its usual dominance. The men did not disappoint, delivering the most dominant performance in Olympic swimming history. They won every race but one, and in that race won the silver and bronze medals.

For the women, it was a completely different story. They were overwhelmed by an East German machine that had emerged on the world stage leading up to the Games with frighteningly fast performances. In a competition where 15



American records were set, the U.S. women had only four silver medals and one bronze medal to show for it. After an entire competition of disappointing results, winning no races and facing a critical media that heaped on additional pressure, the U.S. women finally came together to do as a team what they could not do individually. It was the final race when four women stepped to the blocks in an attempt to do what nobody thought possible... win The Last Gold.

The movie can be viewed by visiting: <https://vimeo.com/155310924>
password: lastgold2016

VIRTUAL SWIMBIZ PROGRAM

Traditionally, #Swimbiz is an annual marketing conference that emphasizes social media, advertising, branding, communications, sponsorship and local promotions for teams.

Subject matter experts are now being scheduled to deliver virtual seminars for club leaders and coaches. Beginning May 4, these presentations will be made available via the Swimming Community Coronavirus Resources page on [usaswimming.org](https://www.usaswimming.org/utility/swimming-community-coronavirus-resources): <https://www.usaswimming.org/utility/swimming-community-coronavirus-resources>.

ONE AMERICA INFORMATIONAL SESSIONS

We have worked with OneAmerica, one of USA Swimming's financial services providers, to offer education and resources to help you navigate the days ahead. Whether you are looking for more information on budgeting, dealing with market volatility, or if you would be interested in connecting with a financial advisor, please visit: <https://www.usaswimming.org/news-landing-page/2020/04/17/oneamerica-financial-resources>

Back in the Water

NDLSC will look at options for virtual meets – there are multiple definitions of a virtual meet – this will be clarified and communicated as things become clearer

- Events may be sanctioned or non-sanctioned
- Non-sanctioned do not require a full deck of officials
- Sanctioned meets are the only events where times count – must have full deck of officials
 - Minimum requirements – starter/ref/admin/two stroke and turn

NDLSC Officials Certification

- Will review requirements for becoming a certified official – may consider version of process to utilized non-sanctioned meets

Sanctions

- Because we will have short notice when sanctions come available again, we will not be requiring the standard sanction timeline
- Can sanction a SC event during “long course season” without issue

Outlook for LSC / NDLSC – accommodating needs as we come back into the pool

- Look at sanctioning guidelines to potentially be modified



- Host "town halls"
 - Coaches
 - Officials
 - Boards
 - Parents & Athletes
- Decisions on returning to the pool will have to be made at facility level

New Business

- 2020 Central Zone Championship Meet
 - Has been canceled
 - As well as sectionals, futures, juniors
- Dakota Swim Coaches Clinic May 1 & 2, 2020 in Fargo
 - Has been canceled
- We will plan to meet monthly for the foreseeable future to review status and changes/extensions
 - 3rd Sunday of every month at 7pm
 - Dan will establish zoom link – Stacy will place on the calendar
- Fall BoD & HoD
 - Sunday 18th
 - 9-12noon BoD
 - 1-3pm HoD

Motion to adjourn – Thomas Jackson, with a second by Brian Toay. Motion carried.