

NJS General Chair Report  
NJS HOD – May 10<sup>th</sup>, 2023  
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## **NJ SWIMMING DIVISIONS**

NJ Swimming has moved to a consent agenda format for meetings. Division reports will be submitted prior to the meeting by each of the NJ Swimming Division Chairs: Administrative, Age Group, Finance, Senior, Athletes and Coaches. These will be passed as a block unless “*pulled*” for discussion. Should any member of the HOD have questions regarding any of the reports, indicate by stating “PULL” when indicated to do so.

## **NJ SWIMMING BUDGET**

The NJS Finance Committee Chair will be seeking Budget requests for the 2023-24 Budget Year.

## **USA SWIMMING WORKSHOP**

A delegation representing NJ Swimming attended the USA Swimming Workshop in Denver in April. On behalf of the LSC I would like to thank **Nicole Cicalo-DeCaro, Marlene Curtis, Stephanie Crofton, Erik Harse, Han-Yang Lo, Alessandra Abeijon, Derek Chang, TJ Walsh** and **Gavin Formon** for taking time away from their families, work and studies for the betterment of NJS. Notes from the event were compiled by the NJ Swim Office into one document.

## **EASTERN ZONE SPRING MEETING**

The 2023 Spring Meeting will be held on May 7<sup>th</sup> and this portion of the GC report will be updated by Monday May 8<sup>th</sup> at 8pm.

## **ATHLETE LEADERSHIP**

Thank you to our outgoing athlete representatives, **Alessandra Abeijon, Logan Driver and Will Wong**. We encourage all NJS Athletes would like to become involved to reach out to the NJS Athlete Committee for more information. As a LSC we continue to emphasize the necessity for the athlete voice and request that all athletes interested in serving on a committee apply via the NJS office.

## **COMITTEES**

Thank you to our many committee members for your service on behalf of the athletes, non-athlete and club members of NJ Swimming this past year. Division and Committee Chairs will be assisting in committee appointments for the upcoming 2023-24 following the 2023 NJS Spring HOD. Interested NJ Swimming members should reach out to committee chairs for consideration.

## **TRI-STATE TASKFORCE & TYR TRI-STATE CUP**

On behalf of the LSC I would like to thank **Nicole Cicalo-DeCaro, David White and Stephanie Crofton** for your ongoing commitment and participation in the Tri-State Taskforce. 2023 marked the 2<sup>nd</sup> annual AMS, MA and NJS held the TYR Tri State Cup and the inaugural Tri State Training Trip to the U.S. Olympic & Paralympic Training Center. Please look at a separate report re: the trip.

## **EASTERN ZONE MEETS**

Standards: EZ Winter AG Zones, EZ Sectional, EZ Snr Zone Championship Standards will be posted for the 23-24 season in the coming weeks.

2024 Speedo Sectionals - Spring Short Course March 2024, Christiansburg, VA  
2024 Speedo Sectionals - Region 1 (North) March 2022, Buffalo, NY  
2024 Short Course Age Group Championship 2024, Webster, NY  
2024 Speedo Sectionals Long Course "Super Sectional" May 2024, Richmond, VA  
2024 Zone Open Water Championship June 2024, North Marmora NJ  
2024 Long Course Senior Championship, August 2024, Buffalo, NY  
2024 Long Course Age Group Zone Championship, August 2024, Hampton, VA

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## **USADA**

All athlete members of USA Swimming are subject to Anti-Doping rules and testing.

To ensure that they are in line with the rules all athletes should do the following:

- Check the prohibited status of every medication that they put in their body via eyes, ears, nose, mouth, or skin (over the counter and prescription) at [www.globaldro.com](http://www.globaldro.com).
  - If the status is conditional and the athlete has a medical need to use the substance or method, they should contact USADA with any questions regarding if they are within the guidelines of the medication.
    - USADA may be reached via phone at 719-785-2000 option 2. Leave a voicemail and they will call back.
  - If the status is prohibited in-competition, or prohibited at all times, and the athlete has a medical need to use it, the athlete should complete a TUE pre-check form.
    - [Determine if a TUE is Needed | U.S. Anti-Doping Agency \(usada.org\)](https://www.usada.org/athletes/doping/tue)
    - Any questions about the results of the pre-check form should be clarified with USADA at the number listed above.
    - If the athlete/parents prefer to speak to someone to check the status/inquire about a TUE they can call that number as well.
  - Particular brand names may not be in the database. They should try searching for the active ingredients found on the Drug Facts panel. If they can't find the ingredients or they are not sure about the results, they can CLICK on the Ask a Question link on the Global DRO search results page or email [DrugReference@USADA.org](mailto:DrugReference@USADA.org)
  - Please note, Global DRO does not contain information on, or that applies to, any dietary supplement or similar over-the-counter products such as homeopathic products, traditional medicines, herbals, and probiotics.
  - The WADA Prohibited List changes every year on January 1. Athletes should re-check the status of all substances and methods yearly.
- Visit [Supplement Connect](https://www.usada.org/athletes/doping/supplement-connect) to ensure they are familiar with the impact the supplement industry has on anti-doping.
  - REALIZE there are safety issues with dietary supplements.
  - RECOGNIZE risk when they see it.
  - REDUCE their risk of testing positive and experiencing health problems
  - Athletes should review the High-Risk List to make sure their products are not included or made by a company that is listed.
  - Athletes should become familiar with the NSF Certified for Sport program.
- Familiarize themselves with the information on the 2023 USADA Resource Card.

## **2023 USA SWIMMING WORKSHOP REPORT**

Respectfully submitted by Tristan Formon, General Chair

## **SAFE SPORT LEADERSHIP CONFERENCE**

Liz Hahn welcomed everyone to the USA Swimming Safe Sport Conference. Joel Shinofield' spoke about opportunities in sport, creation of safe/positive frameworks to provide opportunities for positive outcomes.

### **Dr Jessica Kirby**

We all have a crucial role to play.

Whether you are a teammate, coach, parent, or safe sport leader, we all have an incredibly vital role to play in championing athlete well-being.

Every adult in sport holds a position of power and privilege that comes with responsibility and exciting opportunity for lasting positive impact.

When we center athlete well-being everyone succeeds, and the foundation is built to prevent abuse and ill-being.

- Safe Sport seeks to prevent abuse in sport.
- A sport culture that prevents abuse values and champions physical, emotional, and psychological safety.
- Safe spaces develop healthy humans.



What are the biggest challenges you are seeing that are hindering athlete wellness?

- Competitive Outcomes
- Social Media

#### Challenges: Athlete mental health

- Rates of **mental health challenges in adolescents including depression, anxiety, and suicidal thoughts have increased 40% from 2009 to 2019**, and worsened over the pandemic.
- **30-40% of adolescents experience feelings of sadness and hopelessness.**
- Suicide is the #1 cause of death among kids and young adults aged 10-19 in Colorado.
- **Rates of depression and anxiety among college student-athletes nationally are 1.5 to 2 times higher than before the pandemic.**
- Female college athletes were nearly twice as likely as male athletes to report feelings of overwhelm, anxiety, and sadness. However, the number of deaths by suicide in males aged 15-44 are 4 times greater than in females.
- **35% of elite athletes suffer from disordered eating, burnout, depression and/or anxiety.**

**Athletes have a high likelihood of not asking for help for fear of being perceived as weak by their team or coach.**

#### Challenges: Less kids participating in sport

- 27% of parents reported that their children have lost interest in playing sport.
- (Project Play, 2022)
- Sport has to compete with the lure of technology and with long school days with high academic demand.
- Sport clubs that do not center athlete autonomy and well-being are more likely to have kids drop out to do something that does.

#### Challenge: Old School Sport Myths are a Problem

**"Sport is all about being tough...**

**... tough athletes don't ask for help or admit they struggle."**

- Looking and acting tough for appearances sake is not a sign of strength, but rather mental weakness.
- This misconception of toughness perpetuates an unsafe sport culture where athletes are less likely to report feeling unsafe or if they or their peers have experienced abuse.
- Mental strength lies in self-awareness, a keen sense of opportunities for growth, and seeking help and resources early and often to optimize potential.
- Athletes with good mental wellness know when they are reaching their max and need to take a step back and reset.

#### Challenge: Old School Sport Myths are a Problem

**"What the coach says goes."**

- Silence breeds stigma and complacency
- Autocratic coaching styles and club cultures hinder healthy athlete development and decrease the likelihood of reporting abuse.
- Trusted adults in an athlete's life need to be just as likely to question a coach as we would a teacher at school
- **Athletes can learn hard work and resilience while still having access to autonomy and agency.**
- **Trust and respect are always earned and reciprocal. Every age of athlete has the right to free choice over their mind and body.**

#### Challenge: Old School Sport Myths are a Problem

**"Winning at all costs mentality wins championships."**

- Often leads to **cutting corners** and sometimes **cheating**, attempting to injure opponents, or playing through injuries, and losing focus of perspective and the process.
-



- All-consuming pressure to perform to win encourages a do whatever it takes to get there mentality. Athletes lose sight of perspective and trade short term performance for health and longevity.
- This type of sport culture can also put athletes at high risk for developing perfectionism, fear of failure, and low self-esteem which contribute to athletes being less likely to advocate their needs when it matters most.
- **Athletes and coaches with good mental and spiritual wellness show up each day with integrity, and align their goals with their core values, even when there is considerable pressure to win.**

### Healthy Motivational Climate

- The motivational climate is the psychological and social environment of a team or club based on feedback given, the types of goals that are focused on, and how teammates and coaches interact with one another.
- The goal is to create a task-oriented, not ego-oriented, sport climate for every club.
- **Task-oriented teams perform better, have better team cohesion, and athletes with task-oriented team climates performed better academically and had less perceived stress.**
- While ego-oriented teams have less cohesion, perform inconsistently, and have greater stress, and experience more physical and mental exhaustion.
- **Team climates that were highly controlling were directly linked to greater anger and dysfunctional anxiety among athletes.**

### A healthy motivational climate supports basic psychological needs

Self-Determination Theory (Deci & Ryan)

#### Autonomy

- Competence
- **Relatedness**

In 4 studies in youth athletes, **controlling coaching behavior** thwarted these needs and were associated with the **development of disordered eating behaviors, depression, and burnout symptoms, and negative affect.**

Athletes were more likely to show enhanced physiological stress (i.e., elevated levels of secretion of immunoglobulin A) immediately prior to training. (Bartholomew et al., 2011)

### Our three basic psychological needs must be supported in order to:

1. Have access to thriving and flourishing
2. Reach true performance potential
3. Enjoy the journey
  - An exceptional amount of evidence & research to support
  - Think about your most impactful and memorable sport experiences.
  - One that brought joy and one that brought sadness or frustration.
  - Who were the main characters?
  - How were autonomy, competence, and relatedness operating?

### Task-oriented climate: What is included?

- Focuses on the process and effort over outcome.
- Teaches life skills and mental skills alongside sport.
- Centers integrity and character.
- Fosters enjoyment through development of social and physical competence.
- Quality feedback that focuses on positive reinforcement with skill specific technical instruction (not punishment, shame or blame).
- Rewards "almost there" effort.
- Strong social support through quality peer relationships.
- Keeps perspective on life and health.



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### **Teach athlete autonomy from the very beginning**

- Give kids their **choice** of sports to try.
- Incorporate **choice** and **collaboration** into **team and practice structure** whenever possible - share the **whys**.
- Teach the **differences between soreness and pain** that needs to be addressed and could lead to injury.
- Teach athletes that they are **ALWAYS the CEO of their body and mind** and to listen to it, and advocate for and communicate their needs.
- Teach athletes how to **respectfully ask questions of those in authority**.

### **Foster expectations for positive peer relationships**

- Zero tolerance for criticizing, degrading, or humiliating one another.
- Help athletes learn how to recognize and reframe negative self-talk.
- Encourage and incentivize positive support of teammates on good and bad days.
- Positive communication and respect are role modeled by all coaches, managers, staff, and parents.
- Build-in team building and fun time that is non-sport focused.
- Provide ways for athletes to get to know each other in a non-sport setting.

### **What is the impact you wish to leave on your sport, club, team, or community?**

Creating young adults with an understanding of being intentional in their supportive, inclusive behavior. Understanding the importance of their role for collective success as a part of a team.

### **What are 2-3 action steps or goals you can commit to today to move the needle on normalizing athlete autonomy & wellbeing in sport?**

- Increased connection in and away from pool, connection leads to a stronger team bond and increased collective success.
- When athlete autonomy and athlete well-being are centered, prioritized and normalized we all win in sport.

### **Athletes with voices. Athletes with choices.**

Let us set the bar high for the positive and lasting outcomes that athletes leave sport with that go far beyond medals, points, trophies, and records.

### **AN OLYMPIAN'S SURVIVAL STORY OF ATHLETE ON ATHLETE ABUSE.**

#### **Peer to Peer Sexual Violence**

##### **Learning Objectives**

- Peer-to-peer sexual assault statistics.
- Elements of peer-to-peer sexual violence.
- Elements of Victimization.
- Roles of supporters/ coaches/staff.
- Ways to work together.

##### **Let's define terms before we work through the stats**

Sexual harassment.

- stared at in a sexual way
- sexual jokes
- sexual/obscene messages.

Sexual assault.

- unwanted touch
- oral assault
- rape



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## LSC LEADERS

[WWW.USASWIMMINGMONEYEDU.ORG](http://WWW.USASWIMMINGMONEYEDU.ORG)

## BOARD OF DIRECTORS PANEL

Kathy Fish, Kenneth Chung, Natalie Hall, Kathleen Prindle

- Joel promoted the “new” structure of the BOD and HOD, how it is so much better for all of us.

Panel outlined

- The strategic perspective that exists versus the former operational governance structure.
- Ongoing and expanded stakeholder engagement, with the goal of being increasing intentional. The digital transformation pyramid: SWIMS 3.0 > OME > USA Swimming Network. OMR rollout was little “bumpy”.
- Various questions were posed by the audience to the panel.

## EASTERN ZONE MEETING

Tim acknowledged the athletes in the room for their presence. Tim introduced Beth Winkowski and Nate Chessey. Together with the other 6 members covering the other 3 zones, they make up the Team Services Division of USA Swimming.

<https://cdn.me-qr.com/pdf/14168618.pdf>

## EZ SPRING MEETING - MAY 7th

- 9am Technical - agenda item added: the body will be asked to reconsider the reestablishment of the EZ Winter All Star Meet format for AG Zones versus the current AG *Sectional Style* Club entered invitational. There will be some additional proposals revolving around sectionals / Sr zones etc.
- 12pm General

## COACHES TECHNICAL COMMITTEES OVERVIEW

Brendan Hansen introduced the panel: AGDC SRDC CDC CAC

The coach voice needs to be heard at the HOD level. 30% of coaches who were eligible to vote at the ABM voted. CAC are eager to hear about challenges and potential solutions. AGDC are seeking coach input, challenges etc. CDC need to better understand the current needs of the clubs. Lots of division around in person, versus virtual for coaches and how that could positively impact discussions.

## ZONE DIRECTOR COUNCIL

A panel of ZDC members conducted a Q&A session during lunch. NJS Athlete and Zone Director Gavin Formon featured on the panel.

## LEGISLATION

Note: NJS could utilize the fall business meetings to review proposed policies for the subsequent spring HOD.

<https://www.usaswimming.org/docs/default-source/rules-regulations/2022-proposed-legislation.pdf>

- Mary Plant outlined some of the process that the third iteration of the HOD Working Group has been tasked with, options available to us as the custodians of the sport. Mary then explained the amendments that will be presented for consideration at the USA Swimming ABM.
- Bill Schalz addressed some of the BOD proposed legislation. Items such as items flowing down from the USOPC / FINA. Compliance mandated adjustments re: the arbitration processes.
- Liz Kershaw spoke to the AGDC proposal around the removal of the three 10 week sessions within the DCC.
- Jim Peterfish spoke to the DEI proposal related to interpretation, implementation of accommodations to benefit the athlete up to the moment they move under the control of the starter. Once under the control of the starter the process moves to modifications.
- LSC Development proposing, LSC HOD meetings will be set at the time, place and may include a hybrid / virtual component when permissible by state law.
- The WZ Directors are proposing that there be two SR Zone meets per year to permit a SCY and LCM iteration. This would then be in line with AG Zones.
- Derek Paul reviewed the ability to re-submerge rule for backstroke.

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- Mary Plant reviewed the existing second iteration of the composition of the USA Swimming HOD.

### **LSC CONNECTING**

Leland Brown III, Wade Atkins and Noah Wilson

Leland Brown III

### **DEI IN ACTION**

- CONNECTION allows for understanding the diverse needs of athletes, parents, coaches, officials.
- ACCEPTING others creates an inclusive environment.
- Practicing equity means people **UNIQUELY** need, **PROVIDING** what people uniquely need.

### **CAP - LSC Community**

Connecting with your community.

- Accepting your communities' diverse needs.

Providing for communities - Water Safety Programming.

### **Identifying Your Community**

Identify the types of community you represent:

#### **Internal**

- Clubs
- LSC Admin/Boards

#### **External**

- Club Communities
- Regional Community

### **Accepting Your External Communities' Diverse Needs**

Where are your external community members?

- Schools?
- Rec Centers?

After connecting with your external community what is it that they expressed their need?

Create programming to address their needs.

### **Providing Community Programming**

- Nudge Theory
- Start with one program/goal!
- You are not doing this alone.

Wade Atkins

### **CAP - LSC Board**

"KNOW" each other.

"EMBRACE" differences

"SEEK" solutions.

### **Connect Power in getting to know each other.**

- Team building exercises to identify differences both internally and externally to swimming.
- Actively identify and acknowledge these differences as strengths and not barriers.
- Inform all that our differences will inform better policies, procedures and practices (PPP)
- Pathway to sustained success.



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### **Embrace and Empower: Accept**

- Identity the introverts and extroverts and understand how they work in group dynamics.
- Adopt meeting practices that actively seek discussion from all members. What do you think?
- Incorporate differences into final legislation or PPP

Trust Empower Acknowledge

### **Listen, Learn and Leverage: Providing**

Practice active listening.

Learn new perspectives and points of views.

Meet the needs of all board members:

- The need to be heard.
- The need to be respected.
- The need to feel valued.
- Incorporate these Points of View in the PPP.

Noah Wilson

### **CAP - LSC Athletes**

- Why are athletes important to your cause?
- Creating Buy-in.
- Ways to effectively engage athletes.

### **Why are athletes important to your cause?**

- Strength in numbers.
- We serve the athletes.
- They will outlast most of us.

### **Creating Buy-in**

- Give them autonomy (within reason).
- Be flexible.
- Be encouraging.

### **Ways to effectively engage**

- Ask what they would like to see.
- Make space for their opinions.
- Welcome their mistakes.