

NEW ENGLAND SWIMMING
Minutes of July 21, 2015 Board of Directors Meeting
Approved on September 21, 2015

Members present: Mollie Westrick (KING), Elise Atkinson (CRA), Joe Frazier (UN), Priscilla Davis (UN), Rick Osterberg (UN), Ray Grant (SSA), Tim Mulvihill (SSYS), Kayla Metivier (EST), Marshall Muir (ENVY), Nadine Johnson-Jesionek (UN), Chuck Batchelor (ABF), Kyle Schack (CRIM), Chuck Batchelor (ABF)

Members Absent: Laura Matuszak (GMA), Arthur Athanas (YNS), Judi Lombardi (NSSC), Paul Memont, (UN) Matt Craven (SAC), Joe Bernal (BGSC), Chris Sheppard (CRA), Katherine O'Shea (PSC)

Non-members present: Carol Healey, Betsy Russell, Anne Kaufman, Dan Warner, Mary Riddell, Christie Batchelor, Kathy Oates-Dacey, Lisa Sholduko, Mary Ellen Tynan, Louis Arruda, Chris Woolridge.

7:05 PM: meeting started without a quorum. (10 members of BOD present)

Senior Committee report: (see attached) reported by Mary Ellen Tynan, Senior Committee member. Reported that there were 72 "DFS" at the Senior meet showing that many coaches have a lack of respect for a championship meet. Coach education is needed.

7:12 PM: meeting called to order with a quorum present as Chuck Batchelor arrives.

Secretary Report: Approved with grammatical corrections sited.

Treasurer Report: Approved and available upon request.

- Increased stipend request for 15-18 AG Championships tabled to next meeting

Technical Committee:

- The request to add a \$250 stipend to each Assistant Zone Coach was approved.
- The Inclusion Grant proposal of \$3,000 presented at the June meeting was voted on and approved.
- **CALENDAR PROTECTION MOTION #1**

Technical Committee recommends that this motion be considered.

Background: The Technical Committee seeks to adjust the Calendar Protection policies and procedures based on feedback from coaches and athletes so that the policy reflects the best interests of New England athletes.

Change the following sections of the New England Swimming Rules and Regulations for Competition:
II. SWIM MEET POLICIES AND PROCEDURES

F. Calendar Protection

New England Swimming will ~~continue to~~ protect the dates of the New England Swimming Annual Meeting, ~~or~~ other **House of Delegate** meetings, the New England Swimming Award Banquet, and the "end of season" meets: New England Age Group Qualifier Meets, New England Regional Meets, New England Silver Meets, New England Age Group Championships, New England Open Championships and the New England Senior Championships.

Meets will be sanctioned or approved on these dates only according to the following protocol:

1. No meets will be sanctioned, approved or observed at the same time and date of the New England Swimming Annual Meeting or other HOD Meeting.
2. No meets will be sanctioned, approved or observed at the same time and date of the New England Swimming Award Banquet.
3. Only meets for New England Senior qualifiers **and above** will be sanctioned, approved or observed on the same dates as the New England Age Group Qualifier Meets, the New England Regional Meets, the New England Silver Meets, the New England 12 and Under Championship Meet and the New England 14 and Under Championship Meet
4. Only meets for 12 and younger athletes will be sanctioned, approved or observed on the same dates as the New England 15-18 Championship Meet and the New England Senior Meet.
5. **Any swimming competition affiliated with the National Congress of State Games may be approved on any date at no fee to the organization, with observation forms collected (\$5.00 each splash).**
6. **High School conference, Sectional and State Championship meets may be observed on any date.**
7. **NCAA Collegiate meets may be observed on any date.**

This policy will be printed on the meet bid form.

This policy will take effect on September 1, 2015. *Motion passes 11:1*

- By-law changes: posted at the end of the minutes

Safe Sport Presentation: Ann Kaufman presented a brief workshop on best safe sport practice for coaches and clubs. Reported that the request for a safe sport workshop is included on all club renewal forms as well as on the website. Everyone is encouraged to take advantage of this opportunity. Report attached at the end of the minutes.

Convention: Carol Healey reported that 15 members of NES are attending and that they need to make their flight reservations for Kansas City on Sept. 29th thru October 4th. All who have not given their flight information needs to do so by August 1st if they want NE Swimming reimbursement.

Age Group Committee: Tim Mulvihill reported on strides that his committee has made in working on cut times and the best formats of the upcoming season.

Inclusion Report: Nadine Johnson-Jesioneck

Athlete Report: The athletes are working on a new activity for the Fall that will involve more athletes than the number who attended the Water Country event last year. The next Newsletter edition will be ready in the Fall. Mollie Westrick was chosen to be the official Senior Athlete Representative.

Coach's Report: Kyle Schack reports there has been some interest in the Coach mentoring program and will send out reminders again to the population

Office Report: Carol Healey reports that they held a Registration workshop in July for new club registrars and those who wanted a review. It was well received and well attended. Would like to run another one in the Fall.

Zone Report: Mary Ellen Tynan reports 61 swimmers, 5 of which are select swimmers, have signed up. Zones will take place next year (2016) in Long Island.

Fitter Faster Clinic & Awards Banquet: Carol Healey reports to hold the weekend of September 26 and 27th for the clinic to be held at Brandeis and the banquet on Sunday at the Newton Marriott. Clinician are Clair Donahue and Larsen Jensen.

Fall HOD meeting: Ray Grant reported it would take place at 3 PM on Sunday, Sept. 27th after the Awards Banquet at the Newton Marriott.

Other: Mary Ellen Tynan reported that Maine is hosting a SWIMPOSIUM on Sept 13th that is shared with New England. Information is on the website calendar.

Next meeting will take place in September

Meeting adjourned at 9:15 PM

**Senior Committee Meeting
Providence Marriott
July 19, 2015**

Committee Members: Joe Bernal, Mary Ellen Tynan, Jared Felker, Kyle Schack, Dorsi Raynolds, Tim Mulvihill, Ron Zuwallack, Drew Carbone, Emma Whall, Erin Voss

Members Not Present: Julimar Avila, Ken Galica

Guests: Paul Bennett, Paul Mueller, Meg Feron, Marshall Muir, Chris Morgan

1. Discussion regarding empty lanes at Senior Meets – 72 DFS at this meet. This is a big issue in events 400 & over. Suggestion is to do positive check in the morning of the event for these as long as the event is at the end of the prelim session.
2. Discussion regarding late entries to the meet – more severe penalty?
3. December Senior Meet –
 - a. discussed SCY vs SCM – decided to keep SCY.
 - b. Senior Meet Awards – something more representative of the achievement of winning a Senior meet event. Committee athletes will be working on this.
 - c. Awards – will be done same as this summer meet
 - d. Swim 10 lanes at night.
 - e. College recruiting session between sessions on Saturday.

- f. Wake-up swim and Thursday night swims
- 4. March Senior Meet – first weekend
 - a. Considering a sprint style Senior meet – format TBD if there is interest.
- 5. July LCM Senior Meet
 - a. Suggestions – change prelim warm-up to 1.5 hours and allow three 10 minute breaks and have three lanes open during awards at finals for 5 minutes.
 - b. C final – 18 & under
 - c. Out of LSC teams – not enough room but discussion after meeting about including Maine as we share services with them and they have no long course pools available. Would only be about 25 kids or less.
 - d. Official's National Certification Meet
 - e. Timing of B final – since sessions are short, teams should stay and time the B finals in their timing assignment, especially since SSA/SEEK covered all of the evening assignments.
- 6. 2016. – Thoughts on moving Senior meet earlier vs. perhaps working with a club hosting a meet to create a fast meet in June that would be a National Qualifying Meet with teams from outside the LSC to provide as many opportunities to make trial cuts as possible.

**Safe Sport presentation/talking points
New England Swimming Board Meeting
July 21, 2015**

Safe Sport/ Risk Management

Culture and our own comfort zones govern the way each of us operates in our respective worlds. And change is hard. It's hard to hand over power to a national governing body, or faceless office. At the LSC level, the job of the Safe Sport committee is to communicate good sense risk management, even if it involves change.

Our job is to connect you with resources, provide support, and connect you with others who can advise or stand by you when appropriate. There is so much material available on the Safe Sport section of the USA Swimming website that it may seem daunting, but if you make a timeline for yourself and your club, you can learn from all of it. For example

Are you thinking about hiring for short course? Well, then, now is the time to read the materials about background checks, interview scripts, and calling references. You might learn something new. For example, is it your practice to do a social media search or Google the job candidate? If so, name one potentially problematic issue that might arise from that practice: __[primarily looking for anything you can't ask in a job interview] . How do you handle the unintended consequences of gathering information about your potential hires?

We recommend that you hold parent meetings at the beginning of the season, even if it isn't your usual practice. Ask us to help you devise some scenarios to use for talking points or role plays followed by discussion. Fill out the form that Carol will shortly make available so we can plan how best to help you. Consider having parents watch the parent training video IN THE MEETING. Ask us to provide materials on Safe Sport and risk management to include in your team handouts.

Thinking a little more long-termdoes your team website truly serve your needs? Are you comfortable with the photos thereon being in the public domain, legit for any news organization to use in a report? Are your club policies up to date? If a parent on your club has a Safe Sport concern, will they be able to easily find your club policies and contact information for help? Do you have a tab for Safe Sport links? Look objectively at the access, privacy, and control of each adult associated with your club. If something looks sketchy to you, don't dismiss it.

Changing culture:

Do your swimmers expect a hug after a great swim? Try elbow taps or high fives instead, and tell them why. How about a large swimmer delightedly celebrating a great swim or dive, and picking up a tiny coach?

What do you do when you need to take a swimmer aside for a private conversation? Make sure your office door is

open or that you and the swimmer are visible to others. In this context, private is not private.

Do your swimmers sit on each other's laps at a meet or in a van? Might one of your coaches come along and join a tower of kids sitting on one another? Just say no. Enlist all of your coaches in this effort, so the athletes get consistent messages from everyone.

Did you know:

USA Swimming has a handout called "RECOMMENDED PRACTICES FOR THE INCLUSION OF MINOR TRANSGENDER ATHLETES"?

USA Swimming provides powerpoints and handouts to help you run Safe Sport meetings with your coaches, athletes, and parents?

Scenarios:

A swimmer comes to you and says that one of the assistant coaches plays favorites. In the course of your conversation with her, it turns out that her friend, also a swimmer on your team, and the assistant coach have been texting regularly. What is your next step?

Your swimmer comes to you at the end of a meet session, crying, and says that her ride left without her and she has no way to get home.

You're at an end-of-season meet and observe an adult on deck whom you know is without the proper credentials. To whom should you speak?

Rules and boundaries need to be consistent for coaches, athletes, and parents. We can't have the perception that there's one set of rules for people with "connections" and one set for everyone else. Have a question? Call or email me. If I don't know the answer I will find someone who does. Don't worry alone –and don't ever say to yourself "oh, it's nothing."