

NE Swimming Board of Directors Meeting
Harvard Pilgrim Center Wellesley, Massachusetts
June 13, 2017 minutes
Approved at the September 12, 2017 BOD meeting

Board Members:

Present: Priscilla Davis (UN), Jordan Arnold (SAC), Matt Craven (SAC), Brian Crawford (ESC), Joe Frazier (UN), Sean Geary (CRIM), Chris Sheppard (CS) Rick Osterberg (UN), Betsy Russell (CS), Nadine Johnson-Jesioneck (UN), Beth Weigel (BGNE), Arthur Athanas (YNS), Anne Kaufman (UN), Mary Buckley (KING), Elise Atkinson (CS), Kayla Metivier (PHX), Paul Memont (UN), Sean Geary (CRIM), Bob Menck (UN), Chris Payson (SSC).

Absent: Michelle Mitchell (CRIM), Ray Grant (SSA), Chuck Batchelor (ABF), Harrison Homans (ABF).

Guests: Mary Ellen Tynan (UN), Carol Healey (UN), Alan Sanders (CCSC), Lisa Black-Sholudko (KING), Louis Arruda (UN), Ebru (Abby) Marino (SSA), Jonathan Castaldo (CRA), and Ken Galica (UN).

7:05 pm –BOD Meeting called to order by General Chair, Matt Craven:

1. **Welcome Remarks:** Matt welcomed the new board members; Chris Payson as Senior Coach Representative, Chris Sheppard as Junior Coach Representative, and Bob Menck as Technical Chair.
Has been in contact with all Committee Chairs to offer help and to be more functional in keeping open lines of communication with them. Stated that after being in the job for one year he is going to start becoming more involved in making the committees more accountable, unified and committed to NE Swimming. Encourages the committee Chairs to ask for help from all resources.

Matt stressed the importance of better attendance at board meetings by the BOD, with more severe consequences to those who are absent too many times. Our time is valuable and it is unfair for those who drive 2+ hours to get to meetings and not have a report, or a full quorum.
2. **Secretary's Report:** Motion to approve by Rick Osterberg with general edits provided by Rick Osterberg, seconded by Priscilla Davis. Motion passes.
3. **Treasurer's Report:** (available by request) Motion to accept by Priscilla Davis, seconded by Arthur Athanas.
4. **Appointments to the Board:** Matt announced that he was keeping the At-Large Board members, Rick Osterberg, Arthur Athanas, Beth Weigel and Ray Grant for one more year. Chris Sheppard has moved into the Junior Coach Rep position. No objections, appointments accepted.
5. **Appointment of Committees:** the following committees announced their members:

Technical Committee: Bob Menck (Chair), Rick Osterberg, Carol Healey, Sean Geary, Chuck Batchelor, Paul Memont, Brian Crawford, Aaron Zhu (athlete). One

more athlete needed.

Calendar Committee: Brian Crawford (Chair), Sean Geary, Chuck Batchelor, Carol Healey, Alan Sanders, Bob Menck, Chris Payson, Jordan Arnold (athlete). One more athlete needed.

Senior Committee: Chuck Batchelor (Chair), Mary Ellen Tynan (UN), Ron Zuwallack (CCSC), Joan Beisel (ABF), Dorsi Reynolds (UVAC), Jeff Johnson (PSC), Janet Harty (YNS), Ray Grant (SSA), Harry Homans (ABF, athlete), Drew Carbone (PSC, athlete), Emma Whall (SSA, athlete).

Age Group Committee: Sean Geary (Chair), Nick Rice (ABF), Jen Korbly (PSC), Justin Bohanon (WACK), James Lew, (CRIM), Olivia Mozoki, athlete (KING). One more athlete needed.

Safe Sport Committee: Anne Kaufman, Chair (UN), Bernie Dickman (SSYS), Abby Marino (SSA), Alex Cronin (APEX), Consi Faling, athlete (CS), Connor Fitz Miller, athlete (KING).

Officials Committee: Paul Memont (UN) Chair, Ken Galica (UN), Paul Maker (ABF), Mary Anne Lustgraaf (ORO), Joanie Beisel (ABF). Two athletes are needed.

Diversity & Inclusion Committee: Nadine Johnson-Jesioneck, Chair (UN), Erin Mary Ackerman (CRIM), David Wolf (APEX), Ashley Vieira (JCCS), Nicole Carter (UN), Maritza Martinez (PHX),

Motion to approve committees by Joe Frazier, Seconded by Sean Geary. Committees are approved.

6. Annual Meeting Reports:

Coaches: Chris Payson and Chris Sheppard were elected as Coach Reps. Discussion centered around Qualifier meets, the calendar and improving communications with the coaches.

Officials: Ken Galica reported that three clinics were offered; Meet Ref, Starter and Stroke and Turn. There was a large turn-out at all of them. The officials loved all the three T shirts.

Meet Manager Workshops: Alan Sanders, Competition Manager, ran three clinics. Hytek 101, Meet Manager for Newbies and Meet Manager renewal. Record turn out with mostly positive feedback and a good opportunity to record what works and what doesn't. Scheduling another workshop on Saturday, September 9th.

Safe Sport Meeting: Anne Kaufman reports that twelve people attended and took part in great discussions generating ideas to move forward in creating a positive, safe atmosphere.

7. **Calendar:** Brian Crawford, Calendar Chair reported that the Long Course end of season meets are all posted, and that there were only two complaints about the site assignments for the Qualifiers. He explained that teams would be assigned on a rotating basis to keep it fair. There was discussion from the athletes that were hoping to have warm up times

between events at NE Seniors due to the lack of an ample warm up space. It was suggested that the late posting of the Senior Meet information was a factor in much uncertainty on how the meet would run, thus giving the coaches a disadvantage on choosing a meet to attend or in training their swimmers for a certain end of season meet. It was suggested to the Competition Manager to push for faster responses from Championship meet hosts. Chris Payson asked why Maine was allowed into the NE Champs and it was explained that NE has shared services with Maine under the suggestion of USA Swimming Club Development. Rick Osterberg suggested that discussion on the Senior Meet should take place under the Senior Committee report.

Brian reported that SCY bid forms are posted and are due on July 1st.

8. Eastern Zone Meeting Reports:

Carol Healey, Registration, reported that the registration workshop had to change course and become just a sharing of ideas because USA Swimming is still not ready to launch the new online registration program.

Matt Craven, Chair, reported that he learned a lot from his General Chair meetings about how to keep lines of communication open with committees, and how to help them become more transparent about decisions that are made. Matt suggested to all committees and board members that email responses should be 24-48 hours tops.

Anne Kaufman: Safe Sport, reported that all of her meetings were excellent and filled with information and suggestions on how to get information out to clubs, and how to utilize athletes and other members of NE Swimming. There is a 30% open rate on the safe sport emails with a goal to get a higher "open" rate. Anne felt that sharing ideas with other LSC's was extremely useful.

Nadine Johnson-Jesioneck: Diveristy & Inclusion reported that her meetings provided a lot of sharing of ideas and they learned much about the new transgender policy that seems to be getting re-worked by USA Swimming as more understanding of the issues arise.

Paul Memont/Bob Menck: Officials mentoring and technical meetings were informative. Bob announced that the Zone voted to make the SCY Zone meet a specialty meet that individual teams can enter on their own, as opposed to the past LSC entry only. Teams will be scored, not LSC's. The LCM Zone meet will remain unchanged.

9. Zone Meet Report: Mary Ellen Tynan, Zone Coordinator, announced that the coaching staff has been selected:

Matt Williams (PHX), Head Coach, Tim Thompson (PHX), Nicole Benson (EST), Morgan Cooper (ABF), Todd Bohannon (WACK) , Bill Edwards (WTST), Hannah Mitchell, Diana Borys (MTSC), Alessandro Eramo (YNS).

The goal is to circulate in new coaches each year so that more coaches gain the experience to move up into more established roles for future meets. Chaperones are still needed.

10. Athlete Reps: Three athlete representatives were presented for the 2018-2019 year are:

Jordan Arnold (SAC) one year term, Sasha McNeal (PHX), Jake Eastman (PSC). A motion to approve the selection was made by Joe Frazier and seconded by Rick Osterberg. Motion passes.

11. **Senior Committee Report:** In Chuck Batchelor's absence it was reported that the Senior Meet Information is posted. Many made comments that were stated in the above Calendar section.
12. **Age Group Committee Report:** Sean Geary reported that the 10 & U and 11-14 meet information has been posted since May 1st. The Qualifier Information took way too much time to develop and post for a meet that was to be very straight forward and all about making it "athletes come first" with a chance to compete. We offered six sites, all events and listed the cut protocols. It should be that simple. The SCY bid form is posted and we are hoping to get bids for the Championship meets in the proper progression.
13. **Safe Sport Committee Report:** Anne Kaufman reports that they are working on tabling at some of the end of season meets. There aren't enough members of the committee to staff all the meets, so there will be a few. Anne brought up her concerns about the issue of retaliation being the main reason members are unwilling to report safe sport issues. There was a discussion on this topic and many felt that the more senior peers should step in to help stop this type of behavior and that it takes a lot of courage to make a report and follow through. We need to get members to trust the leaders of NE Swimming more. Looking to advertise on the website in a clearer way on who to call and that your report will truly be anonymous. The MD LSC takes an activist approach that we should learn from.
14. **Diversity & Inclusion Committee Report:** Nadine Johnson-Jesioneck reported that four different sites received donated equipment from the Championship meet sites. It was a very successful drive with donations from swimmers/families and local vendors. Locations in Boston, Worcester and Vermont received many items to pass on to outreach athletes and this successful drive showed NE Swimming in a positive light. Upcoming events are the EZ Diversity Camp in Buffalo with 4 athletes, 1 coach and Nadine, Water Safety Day on June 23rd in Lawrence at the Boys and Girls Club (volunteers needed) and the Cass Family Day on August 19th.
15. **Safety Committee Report:** Priscilla Davis attended a recent Risk Management workshop in Denver and reported a focus on air quality, concussion training and hypoxic black-out. There are over 30 new chemicals that affect the air at a pool and the proper removal protocols must be taught. Priscilla stressed the importance of rest before and after workouts, and of racing start certifications for insurance coverage purposes. Be Kind.
16. **Coach Rep Report:** Chris Payson and Chris Sheppard report that they will continue with creating a coach education and mentoring program. They created a FB page for coaches only so that they could communicate with each other on any issues they wanted to. They would like to solicit speakers for round tables and are working with Steve Kuster to rent Williams College for a Spring Camp next year.
17. **Competition Manager:** Alan Sanders reported that the SCY bid form is posted and is accepting bids with a deadline of July 1st. Is hoping for great end of season meets.
18. **Convention:** Carol Healey asked all 2017 convention delegates to notify her of their intent to attend so reservations can be made. Reminded the board that NE has a policy of

allowing a Board Member not on the delegate list to request attendance to convention and to email their desire to Matt Craven.

19. **Athlete Report:** Kayla and Elise were thanked for their service to NE Swimming and were wished luck in their upcoming years in college.

The athletes discussed a campaign they are proposing for Instagram and Facebook that will hopefully involve all the athletes in New England and will spread to all the other LSC's. It will be launched this summer and is called "NE is Flipping Out" for Safe Sport. #seesomethingsaysomething.

They are looking to use social media in a more productive manner and get more followers. The newsletter will be published more frequently and will make use of input from athletes from other committees. They also want to plan a summer outing to an amusement park and will post information soon on the website.

20. **Office Report:** we are up to 9800 athletes. 2018 registration materials will be posted by July 1st. Use the strategic calendars handed out to plan your year of activities and duties. Add to the calendar anything you feel is pertinent to the board. Matt suggested that at each Board meeting we pull out the next month for review and refinement.

21. **Other:** Chis Sheppard reported that there were issues at the EZ Select Camp with athletes using cell phones in the locker room. He wants to educate coaches on how to education their swimmers on how this is a direct violation of safe sport with serious consequences.

22. **Technical Report:** Bob Menck proposed the Athlete Reimbursement Policy:

**NEW ENGLAND SWIMMING
2017-2018 MEET REIMBURSEMENT POLICY**

A New England Swimming registered swimmer, who meets the eligibility requirements, and who qualifies for and swims in an **individual event** at the following meets will be reimbursed by New England Swimming:

MEET	DATE	LOCATION	AMOUNT
2017 U.S. Paralympic Meets: 2017 Central Oklahoma Para-Swimming Open (PI National Classification Available) 2017 Speedo Can-Am Para-swimming Championships 2017 Cincinnati Para-Swimming Open (PI National Classification Available) 2017 Jimi Flowers Classic (PI National Classification Available) 2017 World Para Swimming World Series 2017 California Classic (PI National Classification Available)	March 4-5 March 31-April 2 May 6-7 June 3-4 June 9-11 September 9-10	Edmond, OK Windsor, ON Cincinnati, OH Colorado Springs, CO Indianapolis, IN Yucaipa, CA	\$5,000 pot \$300.00 per meet Max \$600 per swimmer No maximum number of meets.
2017 SCY Winter Nationals	Nov.29 – Dec. 2	Columbus, OH	\$700
2017 SCY Winter Junior Nationals East	December 6-9	Knoxville, TN	\$500
2018 LCM Arena Pro Series Meets:	January 12-14 March 1-3 April 12-14 May 17-20 June 14-17 July 6-8	Austin, TX Atlanta, GA Mesa, AZ Indianapolis, IN Santa Clara, CA Columbus, OH	\$15,000 pot \$200.00 per meet Max \$400 per swimmer No maximum number of meets in series per swimmer
2018 LCM Phillips 66 National Championships and Pan Pac Championship Trials	July 25-July 29	Irvine, CA	\$875

Outreach Swimmer Support – Team Stipend • 2017 SCY Winter Nationals • 2017 SCY Winter Junior Nationals East • 2018 Eastern Zone Sectional Meets (March TBD LCM or SCY Region 1 and 2018 LCM Eastern Zone Super Sectional • 2018 LCM Futures Championship • 2018 Eastern Zone LCM Senior Zone Championship. • 2018 LCM Phillips 66 National Championships and Pan Pac Championship Trials • 2018 LCM Speedo Junior Nationals	Nov.29- Dec. 2 December 6-9 March 29-31	Columbus, OH Knoxville, TN	\$5,000 pot New England Swimming will reimburse the at team for athlete transportation and lodging expense exceed the stand New England Swimming reimbursement for each meet. Requests will be processed through New England Swimming Offi
	TBD August 1-4	TBD	
	July 25-29	Irvine, CA	
	July 30- August 3	Irvine, CA	

MULTIPLE MEETS, SAME VENUS: Swimmers who compete in both the 2018 LCM Phillips 66 National Championships and Pan Pac Championship Trials in Irvine, CA, and the 2018 LCM Junior National Meet in Irvine, CA may be reimbursed a maximum of \$1,312.50 (the full amount for the Nationals and ½ the amount for Junior Nationals). Relay only swimmers will not be reimbursed.

ELIGIBILITY: To be eligible for reimbursement, an athlete must have been registered in New England Swimming, and have fully participated in a New England Swimming calendar meet six months prior to the meet for which reimbursement has been requested.

POST HIGH SCHOOL ELIGIBILITY: **College athletes** seeking reimbursement must have been previously registered with New England Swimming for one year prior to graduation from High School. Athletes participating in collegiate programs are not considered eligible for reimbursement during the period of September 1, 2016 through April 30, 2017 and from September 1, 2017 through April 30, 2018.

Swimmers must fully participate in a total of five New England Swimming calendar meets during the year immediately preceding the meet for which requesting reimbursement.

“Full participation” means participation in all or at least two days of competition and at least one individual event at each day of participation. In the case of a one day meet, full participation means at least two individual events. This restriction does not apply to a one day distance meet.

The **club** must request the reimbursement within 30 days of the last day of the meet. The request must include receipts (plane ticket, hotel, etc.) to equal or exceed the amount of the requested reimbursement. These receipts must include the name of the athlete. If the required number of meets has not been met at the time that the request is submitted, the updated meet list must be sent to the office as soon as this requirement has been met. Incomplete requests will be returned. One check will be written to the club for reimbursement of each athlete in attendance

WAIVERS: There will be no waivers.

Motion to approve the Reimbursement Policy made by Bob Menck, seconded by Chris Sheppard. Discussion on wording resulted in a friendly amendment by Chris Sheppard and seconded by Sean Geary to strike language regarding maximum meets per swimmer in the

Grand Prix Series, strike “team stipend” and to change the wording in the club reimbursement section. A motion to accept the policy with the stated revisions was made by Rick Osterberg and seconded by Chris Sheppard. Motion on the amended policy accepted.

Amended policy effected September 1, 2017 – August 31, 2018 attached.

Next Meetings: Tuesday, September 5th and Tuesday, November 7th

Meeting adjourned: at 8:55 PM

Respectively submitted by Carol Healey

NEW ENGLAND SWIMMING 2017-2018 MEET REIMBURSEMENT POLICY

*The following policy was adopted by the Board of NE Swimming at its meeting on **June 13, 2017***

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Outreach Swimmer Support • 2017 SCY Winter Nationals • 2017 SCY Winter Junior Nationals East • 2018 Eastern Zone Sectional Meets (March TBD LCM or SCY Region 1 and 2018 LCM Eastern Zone Super Sectional • 2018 LCM Futures Championship • 2018 Eastern Zone LCM Senior Zone Championship. • 2018 LCM Phillips 66 National Championships and Pan Pac Championship Trials • 2018 LCM Speedo Junior Nationals	Nov.29- Dec. 2 December 6-9 March 29-31 TBD August 1-4 July 25-29 July 30- August 3	Columbus, OH Knoxville, TN TBD Irvine, CA Irvine, CA	\$5,000 pot New England Swimming will reimburse the athlete's team for athlete transportation and lodging expenses which exceed the standard New England Swimming reimbursement amount for each meet. Requests will be processed through the New England Swimming Office

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FULL PARTICIPATION: "Full Participation" means participation in all or at least two days of competition and at least one individual event at each day of participation. In the case of a one day meet, full participation means at least two individual events. This restriction does not apply to a one day distance meet.

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REIMBURSEMENT REQUESTS: All requests for reimbursement must be made within 30 days of the last day of the meet. The request must include receipts (plane ticket, hotel, etc.) to equal or exceed the

amount of the requested reimbursement. These receipts must include the name of the athlete. Incomplete requests will be returned.

WAIVERS: *There will be no waivers.*