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2014 Annual Meeting – House of Delegates
May 3, 2014
New England Swimming
Harvard-Pilgrim Center - Wellesley, Massachusetts

In attendance – Voting Members

Board Members: 14

Present: Christie Batchelor (ABF), Chuck Batchelor (ABF), Joe Bernal (BGSC), Jamie Bloom (WYST), Carl Cederquist (CRIM), Matt Craven (SAC), Priscilla Davis (UN-NE), Joe Frazier (BGSC), Ray Grant (SSA), Nadine Johnson-Jesioneck (BEST), Judi Lombardi (NSSC), Laura Matusak (GMA), Bob Menck (UN), Rick Osterberg (UN),
Absent: Arthur Athanas (YNS), Chris Sheppard (CRA)

HOD at Large Delegates: 9

Present: Joanie Beisel (ABF), Lisa Black Sholudko (AAC), Staci Bowman (NSSC), Brian Cameron (SSA), Kathy Dacey (UN), Ken Galica (UN), Paul Maker (ABF), Rosemary Meissner (UN), Paul Memont (UN)
Absent: Mariella Allard (UN),

Athletes: 16

BOD Representatives - Sarah Bartholomae (SAC), Chris Downing (CRA), Allison Lie (EVO), Tori Weinstock (PSC)

At Large Delegates: 12 Athletes - Harrison Cannon (CRIM), Jacob Gabrilowitz (HAY), Alex Galian (FLWS), Harrison Haines (BGSC), Kaitlyn McManus (HHS), Shahzad Mumtaz (CRA), Keenan Novis (SEEK), Samuel Rice (WW), Shannon Quirk (YNS), Michaela Ryan (ABF), Mara Tynan (PSC), Maeve Wilber (WYST)

Club Delegates: 50 (For Complete List, See End of Minutes)

In attendance – Non-Voting Members

Guests: 29 (For Complete List, See End of Minutes)

Meeting called to order at 3:05 pm by General Chair, Ray Grant

Welcome Remarks from the Chair, Ray Grant: Ray Grant opened the meeting by thanking everyone for coming.

- **Correction and Adoption of minutes of May 4, 2013:** Jamie Bloom asked for the date to be added to the minutes at the top. Joe Frazier asked that the word “audit” on page 2 be changed to “review”. Motion to accept minutes with two typographical errors was made by Laura Matusak (GMA), seconded by Matt Craven (SAC) and unanimously accepted.
- Ray announced that NES has two USA Swimming Maxwell Excellence Award Winners, which honors LSC Officials for outstanding contributions to Local Swimming. Congratulations to Joanie Beisel and Ken Galica who were chosen for the dedication to the sport of swimming.
- Thank you to the Board of Directors who work tirelessly for the benefit of New England Swimming. They are trying to do the best job they can. Special thanks to Rick Osterberg, Carol Healey and Judi Lombardi who have worked hard to change our voting process to make it more transparent. Some changes noted are that voting totals will be announced, ballots will be kept and strict adherence to Robert’s Rules of Order, NES Bylaws and USA Swimming Bylaws.
- Over the last 10 years, we have seen our LSC grow from 4,000 members to over 8,000 members. 25% growth has occurred in the last two years alone. That growth is having a significant impact on our meets, our championships, etc. We need to evolve as an LSC to meet these changes. We need to look out for all swimmers, not just our elite ones, from the very little ones through everyone up the ranks.
- NES is recognized by USA Swimming as one of the most efficient and well-run LSC’s in the country. However, the professionalism at some of meets lately has been lacking. Sometimes teams don’t understand that host teams are all working under some tight rules established by their facilities. We have had issues with deck access, too many swimmers, incomplete relays that should not happen at a championship, unregistered coaches, swims issues and hospitality, where a team will have 3 coaches with only 3 athletes and they eat all day and then complain their isn’t enough food.
- Most issues are reported to the Board of Review. However, the reportee has a right to confidentiality, so BOR cannot make comments or discuss anything. It is working well and we need to get back to coaching our kids.
- Regarding Safe Sport, if you are ignoring it, then it is at your own peril. You are putting yourself at risk. USA Insurance won’t pay for you if you are not following the rules.
- Lastly, Carol Healey is not New England Swimming. She enforces the decisions from our bylaws or put in place by the BOD. We are fortunate to have her available as often as she is. She is not on the clock 24/7. If you have

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issues, then coaches are to see their coaches reps, not call Carol screaming and yelling at her. I always recognize every guest at the BOD. Come to our meetings and have your say. The number of emails littered with profanities has reached a boiling point, especially those sent anonymously. It is unprofessional and we are done with that.

Reports of Officers:

Calendar Committee Chair, Matt Craven: I am happy to announce that we have our quad plan done and now coaches can plan accordingly. I am thankful to have Jamie Bloom and Joe Bernal's help over the past year. We had a tentative plan last July but we needed to make changes to service all our swimmers and rearrange a few meets. My goal is to be more transparent. We don't always agree but we hear every voice. Go to the BOD if you have an opinion. It isn't always a pleasant experience but at least you can be heard. Any Questions?. "*Can you give us a brief idea of the quad plan?*" Matt explained that the goal is to continue with a Regionals meet with cut on and cut off times. Followed by a Silver Meet and then Age Groups. The silver will alleviate the overcrowding across the meets. There is a copy of the plan on the NES website too. The plan works well with the National Calendar but our focus was for NES. We still have some problem solving to do but we are excited.

Senior Committee Chair, Joe Bernal: Our Senior championship will be in the same facility, WPI, for the next two years thanks to Paul Bennett and our summer meet will be at Brown thanks to Ray Grant. We believe our time standards are right on but we may make some adjustments when new swimmers move up into senior swimming. Due to popular demand of the Grand Prix meets, we are looking at senior meets to meet our needs of those swimmers who maybe shut out of these elite meets. Thank you to the entire Senior Committee who have accepted a task and did it with professionalism. Thank you especially to Mary Ellen Tynan and Mariella Allard.

Age Group Chair, Jamie Bloom: First of all, it is great to see all the athletes here. It is the largest group we have had. We have had a challenging and successful year for age group swimming. We continue to feel that single age cuts are a success. WE will continue to use single age cuts and single age competition for athletes 12 & under, single age cuts and combined competition for 13-14 year olds and combined cuts and competition for our 15-18 athletes. Due to our facility issues, we have had to alter and adjust our meet formats but we hope the new quad plan will allow us to continue in this direction. As a committee, we feel that Age Group swimming is a combination of the age of the athlete as well as the times of swims. We continue to strive to provide quality competitive opportunities for our age group level swimmers. Thank you to the meet hosts who are willing to provide championship venues for our athletes. Thank you to Harvard, Crimson Aquatics and Kyle Schack for supporting our LCM championship. Thank you to UVAC and Mary Gentry for supporting our SCY 12 and under championship and thank you to BU, GMSC and Janet Harty for hosting our 13-18 championship meet. We are looking ahead to SSA and Tim Paiva as well as YNS and Chris Morgan to host our unique LCM championships this summer.

Long Course Zone Team, Jamie Bloom: For the 2014 season, the NES Zone Team staff and the NES BOD are looking for a more competitive team from NES and are looking for support from our teams to encourage their athletes to qualify. The new changes will be that we will have only 90 swimmers, ages 11-18. 10 & unders will continue to be unlimited. 12 and under swimmers must have at least 3 LCM qualifying times and 13-18's must achieve a minimum of 4 qualifying times or have achieved a SELECT time. All times must be verified in the SWIMS database. If the number is greater than 90, then swimmers will be selected based on their potential to contribute to the competitiveness. Swimmers who are within 3% of a Winter Junior National time will have their entire trip subsidized by NES to encourage attendance. All details are available on our website. Lastly, thank you to Carol Healy for all her input, guidance and patience. Thank you to Mary Ellen Tynan for all her "behind the scenes" work which has been an incredible help to our committee. Thank you to the BOD. We have many discussions and although we don't always agree, we are much more able to support our goals. Thank you the NES LSC,

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including swimmers, coaches, officials, teams and parents. Finally, thank you to the Age Group committee, Brian Cameron, Chris Sheppard, Christie Batchelor, Matt Williams, Dave Oriani, Tori Weinstock and Betsy Russell. You are a hard working group of individuals who have taken on the challenge for the majority of the New England Swimming athletes. Any Questions? *“How will the scoring work this summer?”*. – We will score individually and we will swim under the lights in Dover. It will be an exciting experience.

Coaches’ Representative, Christie Batchelor: By the end of this meeting, I will be the Senior Coaches’ Rep. At our coaches’ meeting following this one, we will be taking nominations from the floor for the next Junior Coaches’ Rep. We encourage you to join us as we work towards solutions instead of just complaining.

Athlete Representatives, Tori Weinstock: Our main goal is to increase the number of athletes to help in our LSC. Today, we collaborated with the Inclusion Committee on an equipment drive. We are happy to have seen a steady increase in swimmer involvement. Three of us are graduating this year, Chris Downing, Sarah Bartholomae and myself. We will be looking for applicants to join Allison next year continuing the work we have started. Information will be posted on the website and we hope that you will encourage your swimmers to apply.

Reports of Committees and Coordinators

Safety Chair & Disability Chair, Priscilla Davis: First of all, I am looking to all the coaches to provide me with names of disabled swimmers and the meets that they attend. This will allow me to advocate for them. Secondly, Congratulations to Mara Tynan who won the poster contest with her poster, “Don’t P in the Pool”. There is also a disc, which has safety information on it from the contest. I also want to congratulate Joanie and Ken on their awards. Lastly, I am bothered by something. I have always considered swimming a gentlemen’s sport and please stop anyone you know who chooses not to treat it that way such as with the anonymous emails.

Safe Sport Chair, Anne Kaufman: (for Mariella Allard) Safe Sport is one of USA Swimming’s top focus. At a recent workshop, much of the focus was on issues of safe sport to safeguard the well being of all its members. They are looking to clubs to recognize issues, appropriate ways to interacting and communicating with swimmers and responding to the needs of the families of swimmers. Every club needs to have a safe sport chair and materials on your website.

Technical Committee Chair, Laura Matusak: Thank you everyone for the commitment and for striving to improve our LSC. Thank you for letting me be part of this for the last 20 years. Our areas of responsibility under the New England Swimming Technical Planning Division include but are not limited to the following: Technical Planning, Meet Management, Meet Sanctions, Approvals and Observations, and Meet Sponsorship. Generally speaking, we come up with ways to improve or solve issues that come up and then devise a policy and procedure to bring to the BOD, who may reject or approve it. It may take time because it is a process but we are always looking for feedback. Our committee is appointed by general chair and is required to be at least 50% coaches and 20% athletes. Thank you to our awesome committee.

Inclusion Committee, Nadine Johnson-Jesioneck: The Inclusion committee has been working hard. We are continuing our expansion of Outreach membership support. We have seen a growth of more than 50%. We have established a meet fee assistance program for outreach swimmers and continue to support the Multi-Cultural Swim Meet by sending down our New England All Star Team. We have hosted the Eastern Zone diversity Summit and our 1st ever Equipment Drive today in collaboration with the Athlete Reps. The proceeds will go to Boston Center for Youth and Families Community Center and Waltham

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Boys and Girls Club. We are looking for ambassadors for International Water Safety Day on May 15th. We have plans to support 4 Water Safety Day's in the Boston Community. We are looking for athlete volunteers that are lifeguards. It is important because 9 people drown every day nationally of which 5 are minorities. Thank you to our committee and Student Athlete Reps, who are in the house because we can't do it alone. It has been a pleasure and we look forward to making new roads ahead.

Board of Review Chair, Rosemary Meissner: Federal Law requires USA Swimming to have a procedure in place for the fair and efficient resolution of disputes. To comply, USA Swimming created the National and LSC boards of review. The NES Board of Review is independent and impartial. Currently, the BOR at any given time has 2-3 complaints /potential complaints under review and held under the strictest rules of confidentiality. Each complaint is part of a process. First, any person who has an issue can email the BOR. The Chairperson will contact that person and ask for more information. At that point, the person is asked if they would like to file a formal complaint. If he/she chooses not to utilize the BOR, then it ends there. If he/she chooses to, then after a written complaint, a small BOR panel convenes to screen for any conflict of interest by members. If ruled under BOR jurisdiction, then a notice of hearing is sent out to all respondents' names. A formal hearing will be conducted. Respondents may choose legal counsel and an investigation may occur prior to the hearing. The hearing is recorded and the BOR renders its judgment at the conclusion of the hearing based on evidence presented. The Respondent has a right to appeal. Even after the judgment, we still hold the strictest confidentiality. The BOR is not able to prosecute or go ahead if someone chooses not to file a complaint. We can only hear when a complaint is brought before us. We have developed a formal complaint template that will be up on the NES website soon. It will allow any individual to file a complaint and not have to go through the NE Swimming Office. We encourage anyone who believes they were treated unfairly to press forward. It is a process but it makes for a fair and impartial outcome. Our board consists of coaches, athletes, parents, former and current swimmers, who all have jobs in the areas of law, education and business who are highly ethical and dedicated. We bring a worldwide view to the BOR.

National Board of Review Vice Chair, Kathy Dacey: As a former BOR Chair, I am currently serving on the National BOR. There are two veins to this – the National BOR and the Special Panel. We deal with more serious issues such as molestations and more serious appeals from the other BOR. I have seen so much and I am hear to remind you that it is important to cover yourself. In other words, if you have someone working with your team once a year but you advertise it as part of the program, make sure they are registered. If you think having a swimmer share a room with a coach, that \$100 savings may ultimately cost you your livelihood. We take complaints off Swim Swam, Compliant Ink, etc. First of all, we determine if a complaint is valid. We can hire former FBI investigators to help us determine that. Then, we conduct a panel over the phone, which can be 5 minutes or 5 hours, depending on the complaint. There are new changes coming. They are establishing a Regional BOR and they are looking for people who don't have swimmers at the local level. Impartiality is crucial.

Office Report, Carol Healy: Current registration is at 8,600 athletes, up 400 from last year, 598 coaches, 491 officials and 81 others. October 4-5, we will be having a Swimposium with October 5th as the banquet. I want to congratulate the 2013 Phillips Conoco Award Recipient, Joe Frazier. Also, we want to share that under the Club Portal of USA Swimming, there is a link to a ton of cool reports that allow you to see how your team is doing. It is a tool that teams can use to improve upon what they are doing. Lastly, thank you to Ray and the BOD.

Presentation of Annual Budget, Joe Frazier:

For 2013-14 Budget, there are a few explanations. First, in 2013, USA Swimming approved a \$2 increase each year for the next 10 years in registration fees. Our LSC voted to also increase our budget each year by the same \$2. Changes under income are Travel Surcharges, which was passed after our budget was approved last year. Our budget for Zones is smaller reflecting the changes in the zone team

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and a limit of swimmers. Changes on the expense side include the increase of athlete reimbursement by 10%, increase in athletic scholarship by 100% since we will now be giving a male and a female scholarship and an increase in Officials. Joe Frazier made a motion to accept the budget, seconded by Bob Menck. Motion passes unanimously. Then, Joe Frazier proposes an Amendment to the 2014-2015 operating budget due to an oversight. The proposal is to move \$25,000 from Board Designated Fund-Operating Reserve into the “Club & Coach Development” under expenses. Laura Matusak seconded it. *Motion passes unanimously with 2 abstentions.*

Unfinished Business: None

Nominating Chair, Jamie Bloom – Election of Officers:

General Chairman: Ray Grant (SSA). No nominations from the floor. *Elected unanimously with 2 abstentions.*

Administrative Vice Chairman: Matt Craven (SAC). No nominations from the floor. *Elected unanimously with 1 abstention.*

Financial Vice-Chairman: Arthur Athanas(YNS). No nominations from the floor. *Elected unanimously with 1 abstention.*

Secretary: Judi Lombardi (NSSC). No nominations from the floor. *Elected unanimously with 0 abstentions.*

Senior Chair: Joe Bernal (BGSC) and Kyle Schack (MVSC) were both nominated by the Nominating Committee. No nominations from the floor. #5 Ballots collected, counted and verified by Rick Osterberg, Judi Lombardi and Mary Ellen Tynan.

Joe Bernal – 52 votes

Kyle Schack – 34 votes

Invalid Ballots - 1

** Joe Bernal winner - announced by Ray Grant.*

Board of Review. Regular Members (3): Members nominated by the Nominating Committee – Jay Craft (KING), Jack Fabian (GS), Sean Geary (CRIM), Susan Marlenga (UN). No nominations from the floor. #6 Ballots collected, counted and verified by Rick Osterberg, Judi Lombardi and Mary Ellen Tynan.

Jay Craft – 60 votes

Jack Fabian – 77 votes

Sean Geary – 43 votes

Susan Marlenga – 65 votes

** Jay Craft, Jack Fabian and Susan Marlenga announced as winners by Ray Grant*

Board of Review, Alternate Members (3): Alternate Members nominated by Nominating Committee – Jeff Johnson (PSC), Anne Kaufman (PHX), Kevin Sullivan (UN). No nominations from the floor. *Elected unanimously with 0 abstentions.*

Nominating Committee (5): Nomination slate – Mariella Allard (UN), Jamie Bloom (WYST), Laura Matusak (GMA), Lisa Black Sholudko (AAC), Matt Williams (PHX), Keenan Novis (SSA-Athlete). No Nominations from the floor. #8 Ballots collected, counted and verified by Rick Osterberg, Carol Healey and Mary Ellen Tynan.

Mariella Allard – 48 votes

Jamie Bloom – 60 votes

Laura Matusak – 73 votes

Keenan Novis – 72 votes

Lisa Sholudko – 62 votes

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Matt Williams – 48 votes

Invalid Ballots – 2

* Jamie Bloom, Laura Matusak, Keenan Novis and Lisa Sholudko announced as winners by Ray Grant. A revote is declared between tied nominees, Matt Williams and Mariella Allard.

#9 Ballots collected, counted and verified by Rick Osterberg, Carol Healey and Mary Ellen Tynan.

Mariella Allard – 44 votes

Matt Williams – 29 votes

* Mariella Allard declared winner as announced by Ray Grant.

New Business

Bylaws Motion #1: Athlete At-Large Representatives shall be elected at a Board of Director's Meeting after January 1 and no later than 30 days before the House of Delegates annual meeting.

Ray explained that Representatives on Club Registration Renewals would be your athlete voting delegates at the HOD in the new calendar year. Our Bylaws require that we need 20% of our members in attendance by athletes. Although this is more than 20%, it will get us closer to our goal as well as improve our athlete involvement. Motion to accept made by Laura Matusak, 2nd by Bob Menck. *Motion passes unanimously.*

Bylaws Motion #2: 604.5 ANNUAL AND REGULAR MEETINGS- The annual meeting of the House of Delegates of NESI shall be held in the month of April or May. Regular meetings of the House of Delegates shall be held in accordance with a schedule adopted by the House of Delegates or the Board of Directors.

Ray explained that this motion is to allow the BOD to change the HOD meeting if necessary to another date in May or April. He explained that we are looking for flexibility and the date would be set in September by the BOD, which should give ample notice to clubs. Motion to accept by Laura Matusak, 2nd by Bob Menck. *Motion passes 87 – 1 with 1 abstention.*

Adjournment

Announcement that the Coaches Meeting is being held immediately following this meeting. In addition, food and drinks are available in the back and please keep in mind, that we need to vacate the building by 6:00 pm. Thank you all for attending. Motion to adjourn made by Joe Bernal, seconded by Laura Matusak. **Meeting Adjourned at 5:46 pm.**

Respectfully, submitted,
Judi Lombardi, Secretary
New England Swimming

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**NEW ENGLAND SWIMMING
HOUSE OF DELEGATES ANNUAL MEETING
MAY 3, 2014**

ATTENDANCE REPORT

Board of Directors Members Present (18):

Sarah Bartholomae (BGSC), Christie Batchelor (ABF), Chuck Batchelor (ABF), Joe Bernal (BGSC), Jamie Bloom (WYST), Carl Cederquist (CRIM), Matt Craven (SAC), Priscilla Davis (UN), Chris Downing (CRA), Joe Frazier (UN), Ray Grant (SSA), Nadine Johnson-Jesioneck (UN), Alison Lie (EVO), Judi Lombardi (NSSC), Laura Matuszak (GMA), Bob Menck (UN), Rick Osterberg (UN), Tori Weinstock (PSC)

Board of Directors Members Absent (2):

Arthur Athanas (YNS), Chris Sheppard (CRA)

HOD At-Large Delegates Present (9):

Joanie Beisel (ABF), Staci Bowen (NSSC), Brian Cameron (SSA), Ken Galica (NWSC), Paul Maker (ABF), Rosemary Meissner (UN), Paul Memont (UN), Kathy Oates-Dacey (UN), Lisa Sholudko (AAC)

HOD At-Large Delegates Absent (1):

Mariella Allard (UN)

Club Delegates Preset (45):

Kevin Anderson (NWSC), Louis Arruda (CRAN), Thomas Avila (BGSC), Paul Bennett (RAYS), Justin Bohannon (WACK), Kyle Browning (AAC), Skip Bryan (CRIM), Nicole Carter (EVO), Jason Chung (ICMS), Judy Cook (LRW), Jay Craft (KING), Brian Crawford (ESC), Ev Crosscup (BAT), Laura Crossman (SSYS), Richard Cuddihee (PWSC), Bill Edward (WTST), Jared Felker (SSA), Matt Forrest (SOLO), Mei Han (MTSC), Jeff Johnson (PSC), Mark Kiely (LSSC), Chris Klinkow (DHH), Mary Anne Lustgraaf (ORO), Julie Margolis (SAIL), Sean Marshall (WW), Jeff Miksis (ENVY), Mary Mithell (PST), Annie Moore (KST), Chris Morgan (YNS), Brett Pacheco (FLWS), Dan Reilly (ANA), Erik Reynolds (BDAT), Nicholas Rice (HYV), Annette Robertson (MWYS), Susan Roycroft (HAY), James Sabatino (CAN), Kyle Schack (MVSC), Mark Taffe (BYB), Kelly Theroux (CVSC), Tim Thompson (HHS), Steve VanDerBeken (MST), Ashley Vieira (JCCS), Dan Warner (NSSC), Matt Williams (PHX), Chris Woolridge (EST)

Athlete At-Large Delegates Present (12):

Harrison Cannon (CRIM), Jacob Gabrilowitz (HAY), Alex Gallant (FLWS), Harrison Haines (BGSC), Kaitlyn McManus (HHS), Shahzad Mumtaz (CRA), Keenan Novis (SEEK), Shannon Quirk (YNS), Samuel Rice (WW), Michaela Ryan (ABF), Mara Tynan (PSC), Maeve Wilber (WYST)

Guests (22):

Leon Bethum (ICMS), Kenneth Chung (NSSC), Alex Doty (PSC), Matt Emmet (KING), Spencer Franklin (EVO), Kristy Fuzellier (GS), Sean Geary (CRIM), Mary Gentry (UVAC), Carol Healey (UN), Annette Kaufman (PHX), Janet Keyes (SAIL), Susan Marlenga (UN), Michaela Moses (DHH), Tim Paiva (SSA), Norman Reynolds (BDAT), Betsy Russell (CRA), Alan Sanders (CCSC), Bob Seltzer (YNS), Dan Sionkiewicz (YNS), PJ Sullivan (UN), Mary Ellen Tynan (PSC), Paulina Ziolek (ESC)

Clubs with No Delegate (47):

ATST, AYT, BAY, BGNE, BLUE, BUS, BYD, CCSC, CCYM, CLBC, CONY, CRVS, CRYT, CTS, DHS, DSC, EDGE, FINS, GMSC, GS, GYT, HRY, JAC, KAC, KASC, KCY, KYD, LCST, MAC, MAL, MCB, MELY, MIDD, PRDE, PVA, RAMS, SBGC, SCA, SNAP, SSC, SSSC, STRM, STS, UVAC, VAS, WSSC, WSY

TOTAL ATTENDANCE: 106