

New England Swimming Board of Directors Meeting Minutes

September 5, 2017

Approved at the Nov 7, 2017 BOD meeting
Harvard Pilgrim Center - Wellesley, Massachusetts

Board Members:

Present: Matt Craven (CRIM), Brian Crawford (ESC), Michelle Mitchell (CRIM), Rick Osterberg (UN), Joe Frazier (UN), Nadine Johnson-Jesioneck (UN), Priscilla Davis (UN), Anne Kaufman (UN), Chris Sheppard (CS), Sean Geary (CRIM), Sasha McNeal (PHX), Jordan Arnold (SAC), Mary Buckley (KING), Jake Eastman (PSC), Paul Memont (UN), Bob Menck (UN), Chris Payson (SSC), Betsy Russell (CS).

Absent: Ray Grant (SSA), Chuck Batchelor (ABF), Harrison Homans (ABF), Beth Weigel (BGNE), Arthur Athanas (YNS).

Guests: Carol Healey (UN), Mary Ellen Tynan (UN), Louis Arruda (UN), Ken Galica (UN), Lisa Black Sholudko (KING), Aaron Zhu (SOLO), Lavinia Albu (MWYS), Annette Robertson (MWYS), Jeff Allen (USA Swimming via Teleconference).

7:00 pm – BOD Meeting called to order by General Chair, Matt Craven

1. **Welcome, Matt Craven:** Matt referred to the upcoming Convention with excitement and enthusiasm.
2. **Secretary's Report/Approval of June minutes:** Minutes for the June 13, 2017 meeting reviewed. Discussion of Rick Osterberg's finding of typos having been shared with Carol Healey ahead of the meeting. Motion to approve Secretary's report for 6/13/17 made by Rick Osterberg, seconded by Chris Sheppard. *Motion passes with acclamation of the Board.*

3. Treasurer's Report, Joe Frazier: available on request

Carol Healey noted that these are current balances after the payment of club grants. Joe Frazier commented that financial reserves are maintained for operations and an office contingency for the time when the NES Office is not operated out of a home office.

4. **USA Swimming Convention** – Carol Healey commented that there will be about 11 people attending in Dallas, TX. Emails sent to NES Office will have a delayed response while the staff is away.
5. **Awards Banquet/Clinic update** – The awards banquet will be held on Sunday, October 1, 2017 at the Marriott in Newton. 'Top 10' swimmers will be honored. Connor Jaeger will be the guest speaker. Connor Jaeger is scheduled to give a clinic at Brandeis University on Saturday, September 30, 2017. Board members interested in attending are ask to let Carol Healey know.
6. **Calendar Committee:** Brian Crawford commented that the LCM season wrapped up well and that the SCY season was all scheduled and posted to the neswim.com website. The numbers for 10&Us are generally low and there is a desire to improve that.

- a. **LCM Season Wrap Up**
- b. **SCY Season**

7. Technical

Bob Menck, Technical Chair, provided copies of the minutes of the August 16, 2017 Technical Committee Meeting (see below – attached). Several proposals from that meeting were presented to the Board of Directors (see below – attached).

- **Club Grant** – Carol Healey reported that \$56K in club grants were recently awarded. Carol solicited ideas to add to the new year's Grant. Anne Kaufman and Carol Healey will coordinate adding the Safe Sport club assessment tool to be included in the Club Grant policy..

8. Committee Reports

- a. **Senior Committee** – No report.
- b. **Age Group Committee** – Sean Geary commented that SCY cuts were posted to the neswim.com website today. Cuts for 10&U were loosened. The Meet Format template will be posted soon. Details about clinics and camps are posted.
- c. **Coaches' Report**- Chris Payson commented that there are about 65 or more coaches on the Facebook page. Also, Lori Paszko (PHX) was named the Age Group 'Coach of the Year'. Lori will receive a lifetime membership to US Swimming. An 'Official of the Year' will be named at a future date. Chris Sheppard discussed grants programs such as mentorships and matching grants. Notice of approval is sent in January by USA Swimming.
- d. **Officials' Report** – Paul Memont commented on the many opportunities that are coming up for officials which are all listed on the neswim.com website including OQM training, Referee clinic and Athlete Protection training.
- e. **Athletes' Report** – Jake Eastman (PSC) and Sasha McNeal (PHX) reported out on how the athletes are posting videos to Instagram, starting club-to-club challenges and writing monthly newsletters.
- f. **Inclusion Report** – Nadine Johnson-Jesioneck distributed the meeting minutes from the Diversity & Inclusion Committee meeting which took place on July 17, 2017 (see below). Committee members have been active attending different meets, camps, summits and water safety days. Nadine commented that there was a shortfall in swimsuits available to kids at the water safety day. Next year perhaps some swimsuits from the annual Equipment Drive will be set aside in anticipation of this need. **Swimwear In Motion** stepped up upon hearing of this need and donated 50 swimsuits.
- g. **Safe Sport** – Anne Kaufman commented that she is exploring 'Google Hangout' as an outreach mechanism. **Anne plans to have tables with materials at meets during the SCY season.**
- h. **Safety Report** – Priscilla Davis shared flashlights with a number of board members as a reminder of the importance of basic tools for safety when traveling.
- i. **Office Report**
 - **Swimposium** – Carol Healey mentioned that this will be scheduled for a date in April, 2018.
 - **Governance Workshop** – Carol Healey commented that Board members need to attend – it will be scheduled on a day during the timeframe of April 6-8, 2018.

9. **Zones Report** – New England Swimming came in first place! This was the first win since NE started attending in the 1980's! Congratulations to all the swimmers and the coaches.! Mary Ellen Tynan reported on the statistics and it is felt that the 10&U group could have had a stronger performance.

10. **Other** – Paul Memont mentioned that 'Coaches College' may be included in the Swimposium. Bob Menck mentioned that the Technical Committee includes its agenda on the neswim.com website and that the biannual meetings are open to all who would like to attend. Matt Craven reported that Alan Sanders is no longer serving as Competition Manager as the role is being reviewed. A job posting with a redefined role is expected to be posted to the neswim.com website at a future date

11. **Next Meeting date** – November 7, 2017 location to be determined.

Motion to adjourn made by Matt Craven, seconded by Rick Osterberg and Bob Menck. Meeting adjourned at 8:43pm.

Respectfully submitted,

Michelle R. Mitchell,

Secretary

New England Swimming

NEW ENGLAND SWIMMING TECHNICAL PROPOSALS TO THE BOARD OF DIRECTORS

Tuesday, September 5, 2017

Rick Osterberg moved to amend Technical Proposal #1 for the changes below (in blue). Bob Menck seconded. The amendment carries after acclamation of the Board. There was discussion about defining Short Course Yards Season/Meets. Rick Osterberg moved to pass Technical Proposal #1 with Short Course Yards season defined as September 1 – April 30. The sense of the Board was that there were several additional considerations to be made, and that the best plan was for the Technical Committee to address those considerations, and bring forth an updated proposal at a later date. The motion failed unanimously.

TECHNICAL #1: Add to Policy and Procedures/ Rules & Regulations for Competition Manual

Effective September 1, 2018 for Short Course Season only

Entry Acceptance policies: Host teams may choose one of three methods to limit entries into their meet, which are detailed below. The method to be used must be specified in the meet announcement.

2. **75%/25% Procedure**
3. **First-Come-First-Served (FCFS) Procedure**
3. **100% Procedure/0% Procedure**

All 100% meets must be approved by the Calendar Committee.

The meet bid form must indicate which type of entry policy will be used for each meet. No club may use the 100% entry policy for more than 50% of the seasons meets.

The host team may select 100% of the entries (“splashes”) from their own team and any other New England LSC team that has submitted entries.

If the meet is not full 48 hours after entries open, the host may accept entries from teams outside of the New England Swimming LSC.

Teams accepted must submit their entry and payment to the host team no later than 7 calendar days before the first date of entries, or the host team may remove them from the meet.

If the host team under-estimates the number of entries, the host team must then follow the entries cut procedure in the meet announcement.

Rick Osterberg moved that the Board accept Technical Proposal #2. Bob Menck seconded. The motion passed unanimously with the acclamation of the Board.

TECHNICAL #2: Add Coach Reimbursement Policy to Procedures Manual (detailed document follows)

Effective September 1, 2018

Bob Menck moved that the Board accept Technical Proposal #3. Rick Osterberg seconded. The motion passed unanimously to be tabled until the next meeting, with the acclamation of the Board.

TECHNICAL #3: All Meet Announcements must include the following under relays

Effective September 1, 2017

Use of Electronic Relay Judging Pads: Dual Human Confirmation of relay take off violations will be required at all New England Swimming meets. If Electronic Relay Judging pads are to be used at a meet, they will serve in the following capacity. Once a Dual Confirmation of a relay take off has been confirmed (Dual Human Confirmation), the Meet Referee or his/her designee shall request the RJP data. This data can only be used to support the disqualification or overturn the disqualification. In the event the RJP data is either missing or deemed invalid, the disqualification will stand.

Rick Osterberg moved to amend Technical Proposal #4 for the date (in blue). Bob Menck seconded. The amendment carries after acclamation of the Board. Bob Menck moved that the Board accept Technical Proposal #4 as amended. Rick Osterberg seconded. The motion passed unanimously with the acclamation of the Board with the exception of one opposing vote.

TECHNICAL #4: Amend the Policy and Procedures/ Rules & Regulations for Competition Manual

Effective May 1, 2018

D. Calendar Protection

New England Swimming will protect the dates of the New England Swimming Annual ~~~
~~New England Age Group Qualifier Meets, New England Regional Meets, New England Silver Meets,~~ New England Age Group Championships, New England Open Championships, New England Senior Championships, and the New England Swimming Annual Meeting. If the New England Calendar Committee chooses to protect and end of season meet, meets may be sanctioned or approved on these dates using the following protocol:

1. ~~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.~~
2. ~~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.~~
- 1.No additional meets will be sanctioned or approved on the dates of the above championship meets.

This policy will be printed on the meet bid form.

Bob Menck moved that the Board accept Technical Proposal #5. Rick Osterberg seconded. The motion passed: 15 in favor, 1 objection, 1 abstained.

TECHNICAL #5: Amend the Policy and Procedures/ Rules & Regulations for Competition Manual to include NES Technical Suit Policy (detailed document follows) Effective September 1, 2017

Bob Menck moved that the Board accept Technical Proposal #8. Rick Osterberg seconded. The motion passed unanimously with the acclamation of the Board.

TECHNICAL #8: Add the following to the Club Grant Application Requirements: Effective September 1, 2017

Any Club wishing to apply for the Club Grant must attend the New England Swimming Annual Meeting.

Bob Menck moved that the Board accept Technical Proposal #9. Rick Osterberg seconded. The motion passed unanimously with the acclamation of the Board.

TECHNICAL #9: Amend the Policy and Procedures Manual/Rules and Regulations of Competition to include: Effective September 1, 2018

The Meet Director may not serve as the Administrative Official at any New England Swimming Meet.

Bob Menck moved that the Board accept Technical Proposal #10. Rick Osterberg seconded. The motion passed unanimously with the acclamation of the Board.

TECHNICAL #10: Amend the Policy and Procedures Manual/Rules and Regulations of Competition to include: Effective September 1, 2017

Any session that exceeds four hours (events that include 12 & Unders (except "Open" events) or five hours (ages 13 & over) is subject to the following fines or penalties unless the session is ~~actually~~ conducted in less than four or five hours as certified on the Post- meet report submitted to NES:

1. Loss of Meet Deposit
2. \$1,000.00 fine per session.
3. Loss of Sanction by the Club for a subsequent meet, or loss of the right to bid on subsequent meets.
4. Loss of distance subsidy if infraction was during the distance session.

The above fines and penalties will be imposed at the discretion of the Administrative Vice Chair subject to review by the Admin Review Board or the NES Board of Directors.

Coach_

The following policy was adopted by the Board of New England Swimming at its meeting on:
September 5, 2017

A New England Swimming registered coach, who meets the eligibility requirements, and who coaches at the following meets will be reimbursed by New England Swimming:

(one Coach per USA Registered Club will be reimbursed per meet)

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 \$200.00 per meet Max \$400 per team
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	\$5,000 pot \$200.00 per meet Max \$400 per team
2018 LCM Phillips 66 National Championships and Pan Pac Championship Trials	July 25-July 29	Irvine, CA	\$875
2018 LCM Speedo Junior Nationals	July 30-August 3	Irvine, CA	\$875
2018 LCM Futures Championships	TBD	TBD	\$5,000 pot \$200.00 per meet

MULTIPLE MEETS, SAME VENUES: Coaches who apply for 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).

ELIGIBILITY: Only one coach per USA Swimming Registered Club, regardless of team branch, will be reimbursed for each meet.

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.

2017-2018 New England Swimming Technical Suit Policy

Effective September 1, 2017

1. Swimmers 10 years old and younger may not compete in a “Technical Suit” in a New England Swimming, Inc. sanctioned or approved competition.
2. The swimmer’s age for the meet will be his/her age as of the first day of the meet.
3. There is no “Technical Suit” restriction for swimmers age 11 & over.
4. A list of the restricted suits (see below) will be posted on the NES website and given to Meet Directors, Meet Referees and Coaches. The restricted suit list will be revised as needed.
5. The following statements shall be added to all meet information for all meets after September 1, 2017.

SWIMWEAR: Swimmers 10 years old and younger are not permitted to wear “Technical” suits at this meet. Age is determined on the first date of the meet.

6. Meet officials, coaches, swimmers and parents are responsible for knowledge of the policy.

Meet Referees will remind coaches at their coaches’ meeting and ensure that all suits comply with this policy. Coaches should meet with, explain to, and educate their swimmers and parents.

TECH SUIT RESTRICTED LIST as of 6/19/17

BLUE SEVENTY: NERO

JAKED: J12 WATER ZERO, LIMITED EDITION J11 STEEL, J11 WATER ZERO, JKATANA, JKEEL, JRUSH

SPEEDO: LZR X, LZR ELITE, LZR ELITE 2

TYR: TRACER SERIES, AVICTOR, AVICTOR PRELUDE, AP12

NIKE: COMPRESSION NIKE SWIM NG

ARENA: POWERSKIN OPEN BACK, ALL ARENA CARBON SERIES (AIR, PRO, ETC)

DOLPHIN: TITANIUM

FINIS: VAPOR

HUUB: FINA TECHNICAL

****if a suit has these items, it is not allowed, even if it is not on the Restricted Suit List****

1. ***Bonded Seams***
2. ***Kinetic Tape***
3. ***Meshed Seams***

COMPETITION SUITS NOT RESTRICTED (classic hip cut or knee-skin)

SPEEDO: AQUABLADE (male & female), POWER PLUS (female), FASTSKIN 2/FSII (male & female), LZR PRO

ARENA: POWERSKIN ST (male & female), POWERSKIN

TYR: FUSION 2, THRESHER

DOLPHIN: GRAPHLITE SERIES, LTF PRO SERIES, PLATINUM 2PRO

Diversity & Inclusion Committee Board Report

Tuesday, Sept. 5, 2017 - 7:00p.m.

N. E. Swimming's Mission

To promote and support personal excellence through competitive swimming.

Inclusion Committee Purpose: “To Promote, inform and expand competitive swimming to underrepresented groups throughout New England Swimming’s territory”.

The NES D & I Committee met on Monday, Monday, July 17, 2017.

Erin Mary attended the National black Heritage meet in NC:

The officials were very supportive of other officials and the kids as always

Her daughter & son swam with the Aquablazers, swims were fast, and the coaches and atmosphere on the deck and among athletes was phenomenal. The committee unanimously agreed to do more to send athletes to the meet.

EZ Diversity Camp at the U of Buffalo:

4 of the 6 approved NES athletes were able to attend. Athletes attending received large backpacks, t- shirts, water bottles from USA Swimming. There were 5 intense Swim Work outs. One attendee was injured and the other was constrained by her school schedule which prevented them being able to participate.

The Summit included, learning techniques and scenario-based brief sessions that help participants understand different Diversity & Inclusion situations that they may come across and the best practices to handle each situation.

S.A.R.A.

S- Setting (Scene, time place and location)

A- Action (No judgement call on action)

R- Response (first person statement and how it made you feel)

A- Alternative Response (Tell them what you want instead)

C.E.R.

C- Communication

E- Education

R- Relationship

I.C.E.

I- Interrupt (Introduce a distract from the situation)

C- Compliment (Use to keep participants distracted)

E- Escape (Find a way to leave the situation)

The group reviewed “Best Practices” for inclusion of minor transgender athletes

Summary (with regards to changing registration go directly to USA Swimming D & I National Staff):

1. Athletes can compete in the gender of their choice
2. Request to change gender in SWIMS
3. Suit exemption to chair of rules and regs (contact Jay, issue letter and present to head ref before meet)
4. Confidentiality (the less that know the better)
5. State and local laws through communication with the facility (must default to law)
6. Athletes can use lockers rooms consist with their gender identity

18+ Athletes National Team Selection Default

to IOC Guidelines:

1. No reassignment surgery required
2. Female to male- no restrictions

3. Male to female- Testosterone below certain levels for at least 1 year before completion

A workshop on Diversity and Inclusion Research (D&IR) was conducted to identify and show history: 2008

Study

Quantitative Research Study:

Houston TX
Philly PA
Oakland CA
Miami FL
Chicago IL
Memphis TN

2010 Study

Mixed Method Research:

Further examined phase 1
Fear factor, swim ability, role model, etc.

Results

Key Variables:

Fear factor
Parental influence/encouragement
Swim ability
Role model Recognition/influence
Physical appearance
Facility access issues

Results

Key variables:

Facility access
Transportation!!
Time
Monetary commitment
Hair Issues

Ties to LEAP Program

18 total criteria affection D&I for this LEAP Cycle

- 7 are new
- 4 have new changes from previous cycle
- 7 unchanged from previous cycle
- Level 1 has 2 criteria
- Level 2 and 3 have 8 criteria
- 9 are business and organizational structure
- 7 are athlete development
- 2 are volunteer
- 9 are required
- 9 are point scoring options

Athlete Development (Level 1 Required)

The USA swimming rules and regs (Article 302.2.2) require that LSCs offers an outreach membership with specially reduced fees

Business and organizational Success

Each LSC must provide a coordinator/chair for interaction between the LSC and the USA swimming diversity and inclusion committee. Active committees are an important part of effective LSC governance. Provide a list of committees on your LSC website. In addition to a diverse liaison or diversity chair the LSC should encourage the development of diversity committee

In order for committees to contribute to the mission of the LSC it is important for the committees to have their own mission statement which connect with the greater mission of the LSC

Volunteer Development

USA swimming provides numerous opportunities. For volunteers to participate in the workshops such as general chairs, age group chairs, registration senior chairs, safety chairs and board of review. List workshops attended.

Athlete Development

Does your LSC have more than one way to qualify for outreach membership (i.e.. club school. SNAP prog. Free lunch, etc)

Business and Organizational Success

LSCs can encourage diversity and inclusion in many ways An LSC may have a budget line item or funding for diversity

programming, events. Travel, etc

The EZ zone also reviewed the D&I budget levels of all the attending LSCs, some LSC's budgets were broken up in a variety of ways. LSC's present were asked to describe any promotion or publicity programs your LSC sponsors to promote USA Swimming and your LSC sponsors to promote USA swimming and your LSC sponsors to promote USA Swimming and your LSC to community at large.

Additional Highlights included the marketing board member from Buffalo City Swim Racers.

Board channel discussion—having a board that's willing to provide strong feedback that's committed to organizing and getting results. The Q & A Panel discussion with Board members from Buffalo City Swim Racers, emphasized the importance of having a group of individuals committed to the Mission of the organization from a variety of backgrounds. Visitors from Sigam Gamma Rho presented and extended the support of helping those in attendance connect with the Sorority within their local cities

A special luncheon was held for the athletes and all attendee on our way to the Maid of the Mist.

Maritza chaired the Water Safety day in Lawrence Friday, June 23, 2017 and reported:

Turnout was excellent, with over 70 participants, Adriana Schack was the Olympian, Mrs. North America attended, and the support and attendance by D&I members prior to and the day of was strong. The kids learned water safety skills of all types.

50 kids could not participate because they did not have suits, solutions suggested were having skill sets taught on dryland for those kids, using an inflatable pool for a creative game and distributing whatever swim suits were available as part of the ongoing equipment donations from lost and found.

Maritza informed others in New England Swimming and a donation was made on the spot from Swimware in Motion, who has given on a tremendous scale in support of D & I efforts.

On August 19th the NES D & I Committee supported a local Rec. Swim Meet and held a WSD:

The weather was initially forecast to be overcast and humid, that was not the case at all. It was a beautiful day that left everyone in attendance wanting to join in the fun. The turnout was wonderful with over 90 participants in attendance; Mrs. North America and Giles Smith, USA Swimming National Team member graced the crowd and children attending received a medal and photo with them. See photos posted to NES D & I Facebook page.

The committee is currently in plans to host an entry level Coaches Clinic on Sept. 20th & 22nd, requested by BCYF. We are currently working on the agenda.

The next goal of the committee is to host an official's clinic in October. Overall it has been a full and rewarding year for the NES D & I Committee.