

Committee Members in attendance:

Elaine Ang  
Ken Graham  
Jennifer Bancroft  
Darryl Strabuk  
Lamar DeCasseres

Absent:

Steve Kessler  
Fiona O'Donnell-McCarthy  
Stanley Wong

Other Attendees:

Julie Chen  
Jeff Chu  
Annette Mackrel  
Joshua Miller  
Allen Won  
Sandy Graham

**AGENDA:**

1. Background check Reimbursement: can reimbursements be provided
2. Stroke and Turn officials: How does the LSC increase the number of new S&T officials and improve training?
  - a. Increasing training opportunities
  - b. Apprentice session requirements
  - c. Certified Mentors
3. Officials committee size, should the committee size be increased.
4. Topics from the floor (time permitting)

**DISSCUSSION:**

Introduction: Meeting limited to 1.5 hours finish by 9 PM no objection

Ground rules collaborative environment, treat everyone with respect, raise your to be recognized. Allow everyone to speak and make their points.

1. Background check Reimbursement:(Elaine Ang) *Current Practice is to hold all requests until end of fiscal year based on need, discussion to have background checks paid for as they are submitted and cover all background checks. Elaine's past experience is that background budget never spent. Suggested that Metro pay everyone as cost incurred capped at \$100. USA Swimming OTS system does not allow members with 60 day trial*

*period have apprentice sessions entered into the system. Without full time registration every 60 days one must re-register every 60 days until certified. NDAC and Sachem pay for their new officials which helps get new officials through the certification process.*

*Questions as to available budget, historical spending were raised. Action: Elaine Ang to obtain budget, current spending and historical spending for background checks. Based on budgetary numbers the feasibility of paying all BG check was to be evaluated and presented at a future meeting.*

2. Stroke and Turn officials: How does the LSC increase the number of new S&T officials and improve training? *The path to become a certified official has become very complex as requirements have increased. There are difficulties for new members with registration, background checks, creation of accounts, and athlete protection training. People are often overwhelmed by the process and fail to complete the required steps. For some apprentice officials, costs associated with registration and background checks can be prohibitive. Action: Elaine Ang to gather budgetary data.*

*Potential resolutions include the NDAC model, in which an ambassador or facilitator works with new officials to get them registered etc. check on progress and generally walk them through all steps of the process ensuring completion. Additionally targeting of new potential officials could help, don't wait for them to come to you go out and ask them to join. The implementation of an Ambassador or Buddy program to help new officials move forward would be beneficial.*

*Recommendations were made to get the data as to # of officials and their locations and use the data to drive the conversation and approach.*

*Some teams offset costs for registration, others do not. Recommendations were made to consider paying costs associated with becoming an official (first year registration and initial background check). There are budgetary considerations with this that may require additional money from the board. Action: Determine the current budget and project costs to cover new officials.*

*Outreach approaches where officials present to parents at team meetings may be effective at increasing interest and enlisting new officials.*

- a. Increasing training opportunities: *Current Zoom approach to S&T training although effective could be supplemented with onsite in person trainings. Onsite in person trainings could be offered between sessions at meets. To expand training opportunities a defined curriculum must be created and a team of authorized trainers developed. Zoom based training must continue to be offered. Frequency of training was considered 1X per month at minimum is desirable. Expansion of the team of authorized trainers is needed in addition to onsite training. The officials training program needs to be expanded to include other positions i.e. CJ, Starter & Deck Ref*

- b. Apprentice session requirements: *Apprentice sessions are to be conducted with multiple mentors at multiple meets, which includes different meet refs and pool locations. The policies and procedures specify 2 pool decks which needs to be clarified. In some cases, there is effective tracking of who an apprentice trains with but in others record are not as detailed. To be avoided is completing training at only one's home team's meets. Questions were raised about this requirement being too difficult to achieve.*

*The topic of training outside the LSC was raised. It was deemed acceptable to complete some apprentice sessions outside of the LSC provide they are properly documented. Getting a breath of experience is desirable. Make this a simplistic as possible.*

*c. Certified Mentors: Mentors that are N2 or N3 certified are desirable. The concept of certified mentor to perform a final evaluation for S&T was discussed.*

- 3. Officials committee size, should the committee size be increased. Initial discussion asked can the PNP be amended without a vote of the house of delegates. Jeff Chu: Part 4 which governs the officials can be modified by a vote of the board of directors. A proposal must be submitted to the board of directors and voted on. If accepted the proposed modifications can be adopted and policies can be modified. Subsequently the house of delegates can vote to overrule the board but this is very unlikely. The question was raised if we need additional committee members no clear consensus. Current committee structure may need to be reconsidered. A recommendation to survey current officials and/or referees' officials and get input as to structure. The concept that having additional committee members would allow for succession planning was put forward. No clear direction was identified but a consistent theme was that more involvement from the membership was necessary and that ideas should be collected either through a survey or general meeting.*

- 4. Topics from the floor (time permitting): No topics were taken from the floor.*

The meeting ended at approximately 9:04