

# U.S. Masters Swimming — 2023 Meeting Minutes

<b>Committee Name:</b>	New England LMSC	<b>Session #:</b>	2
<b>Board Chair:</b>	Alana Aubin	<b>Vice Chair:</b>	Guy Davis
<b>Minutes recorded by:</b>	Douglas Sayles	<b>Date/Time:</b>	September 17, 2023, 10:30 a.m. ET

## Motions Passed:

1. **MSA** motion to approve the minutes of the NELMSC annual meeting on April 10, 2022.
2. **MSA** motion for the NELMSC to grant \$6 per registered member to any NELMSC-registered club that requests it for the 2024 budget year.
3. **MSA** motion to appropriate \$16,000 to support the USMS Boston Education Weekend and provide 80% class fee reimbursement subsidies for NELMSC members completing USMS courses during the 2024 budget year.
4. **MSA** to amend the NELMSC bylaws by replacing the NELMSC Para-Athlete Chair officer role with a Diversity, Equity & Inclusion Chair officer, supported by a subcommittee as needed.
5. **MSA** to change in the NELSMC bylaws all officer titles that include “chair” from “chair” to “coordinator,” excepting the board chair and vice chair.
6. **Approved** by acclamation the slate of uncontested NELMSC officer candidates.
7. **MSA** to adopt proposed NELMSC 2024 registration year budget.

**Number of board members present: 13**                      **# Absent: 4**                      **# Guests: 2**

**Board members present:** Alana Aubin, Doug Bosley, Kysa Crusco, Guy Davis (via Zoom), Laura Dennison, Jennifer Downing, Jason Eaddy, Jesse Feng, David Grilli, Tracy Grilli, Sue Jensen, Tara Mack, Douglas Sayles, Jason Weis.

**Board members absent:** Adam Gaulin, John Gillis, Kevin Loughlin, Chris Payson, Todd Whitford.

**Guests:** Doug Deville (NEM-SRPM), Gary Girolimon (NEM-GLS), Rick Osterberg (NEM-CRM), Ryan Pope (NEM-MWM)

## Minutes:

1. **The chair called the meeting to order at 10:40 a.m. ET.**
  - a. Welcome and roll call. Quorum present.
2. **Adoption of Minutes**
  - a. **MSA** (Doug B., Laura) motion to approve the minutes of the [NELMSC board meeting on April 10, 2023](#).
3. **Adoption of Treasurer’s Report (David)**
  - a. See attached written treasurer’s report.
  - b. David set up a separate bank account and a Stripe account to support NELMSC events.
  - c. Bank account balances:
    - i. Main NELMSC account balance: \$60,771.49
    - ii. NELMSC Events account balance: \$2,970.75
    - iii. NELMSC Hall of Fame account balance: \$5,731.76
    - iv. Total balance of all accounts: \$69,474.00
  - d. Guy has reviewed the LMSC’s financial records to date. Since he is leaving the board, another officer besides David should be designated to periodically review finances.
  - e. **MSA** (Guy, Laura) motion to adopt David’s 2023 written treasurer’s report.
4. **Officer & Committee Reports**
  - a. See attached written officers’ reports.
  - b. Board Chair (Alana)
    - i. 2023 USMS Annual Meeting, Sept 8-10, in Houston (hybrid)
      1. NELMSC delegates: 3 in person, 4 virtual
      2. House of Delegates adopted new USMS Guiding Principles

- a. Mission: Empower adults to improve their lives through swimming.
  - b. Vision: Foster a nationwide adult swimming community through lifelong fitness, competition, and education.
  - c. Values: Fitness, Camaraderie, Inclusion, Learning, Excellence, Competition, Fairness
3. Three NELMSC members received national awards:
    - a. Dot Donnelly Service Awards – Sue Jensen & Douglas Sayles
    - b. Fitness Education Award – Stacy Sweetser
  - ii. 2024 USMS Annual Meeting will be all virtual.
  - iii. 2023 USMS Volunteer Relay (aka Leadership Summit), Oct 20-22, in Houston
    1. Theme: Event Development
    2. NELMSC reps = 5 attendees including 3 presenters.
  - iv. 2024 USMS Volunteer Relay in Houston will focus on “Community Development” and be held in conjunction with the USMS National Coaches Clinic.
- c. Hall of Fame (Tracy)
    - i. Coordinating 2023 NELMSC Awards & Hall of Fame Induction Ceremony with Tara Mack:
      1. October 1, 2023, Neighborhood Tavern, Northborough, Mass.
      2. Guest Speaker: USMS Secretary & Minnesota LMSC Chair Carrie Stolar
      3. 15 new inductees in Pool Performance, Open Water / Long Distance, and Contributor
    - ii. HOF is funded solely by donations.
  - d. Awards & Recognition (Tara)
    - i. Nine recipients to be recognized across five NELMSC awards categories: Open Water Swimming, Appreciation, Coach of the Year, Contributor of the Year, Distinguished Service.
    - ii. This year recognizing both the 2022 & 2023 Open Water Swimming Award recipients.
    - iii. Tom Lyndon Outstanding Volunteer Service Award, previously an NEM Swim Club award, will become a NELMSC award moving forward, per the NEM board’s request.
    - iv. Working on “Swimming Shout Out” recognitions with corresponding modest budget request.
    - v. Idea: Potential NELMSC-funded “Legacy Foundation” scholarships to help cover membership/event fees. Laura Dennison volunteered to help formulate a proposal.
  - e. Officials (Sue)
    - i. Maintains list of ~25 officials for Masters meets, with ~12 core active meet officials.
    - ii. Lead officials secured for 2023 NELMSC SCM Championship Meet at WPI, and full crew secured for Rhody College Club & Masters Swimming meet at URI.
    - iii. Ken Galica and Betsy Russell have been strong meet referees and help staff NELMSC meets.
    - iv. NELMSC “plus ups” of championship meet officials’ pay has been appreciated and helped assure affinity for USMS meets. Would like to continue this supplemental compensation.
  - f. Coaches (Emily)
    - i. Incoming NELMSC coaches coordinator to fill vacant position.
    - ii. Attending USMS Boston Education Weekend to take courses and represent NELMSC board.
    - iii. Despite remote location in Vermont, looking forward to getting to know NELMSC coaches and communicating with them regularly to provide value-added content — e.g., workout and/or activity of the month, workout writing clinics, etc.
    - iv. Interested in developing “Bridge to Masters” programming in New England. May request funding to visit and learn from Nadine’s successful programming in Charlotte, N.C. ALTS and bridge programs may dovetail with diversity, equity, and inclusion initiatives.
    - v. Discussed value of participating in USMS Education Weekend courses and clinics.
  - g. Sanctions (Jason W.)
    - i. Meet sanction/recognition applications rebounding from pandemic dip.
    - ii. Jason on national task force working on recommendations for improving sanction and event results reporting systems. National office is taking the lead on this initiative.
    - iii. In response to David’s questions, discussion re: evolution of USMS sanction fees.
  - h. Top Ten Recorder (Jason E.)
    - i. 10 SCY, 4 SCM, 1 LCM meet in past year.
    - ii. Recognition of one SCY meet was revoked due to an insufficient number of officials.

- iii. Jason W. and Jason E. have been sending sanction requirements reminders to meet directors before and after meets to ensure NELMSC meet results are compliant/official.
- i. Open Water (Jen)
  - i. Touched on budget requests in written report.
  - ii. Overviewed four open water event sanctions in 2023.
    - 1. Massachusetts Breast Cancer Coalition is dissatisfied with USMS turnout at their sanctioned events. They schedule their events on the busiest summer weekends.
  - iii. The planned OW Zoom webinar was canceled due to lack of interest/signups.
  - iv. Glen Lake Swim event director and incoming NELMSC open water coordinator Gary Girolimon interested in establishing an open-water swim series with swag issued to USMS members who participate most/all swim series events.
- j. Para-Athletes (Laura)
  - i. Looking to schedule clinic educating Masters swim coaches on working with para athletes. Fall schedule busy. Will look at winter schedule.
  - ii. Proposing to change the Para Athlete Chair board member role/title to Diversity & Inclusion Chair supported by a D&I Subcommittee. To be discussed under New Business.
- k. Membership (Doug)
  - i. 22 clubs and 39 workout groups, similar to last year.
  - ii. 1,859 current NELMSC members (~50% of each gender) is essentially even with 2022, same as national trend, with fewer self-identified coaches.
  - iii. Average NELMSC member age = 52.6. Anecdotal influx of younger swimmers post pandemic.
  - iv. In 2022, NELMSC started covering the annual USMS club & workout group renewal fee for programs that have at least five affiliated USMS members.
  - v. Continue to communicate with fledgling and prospective programs and encourage them to take advantage of USMS resources including the Club Development Grant Program.
  - vi. Meet entries for the inaugural Rody College Club & Masters Swimming Meet entries are open.
  - vii. Purchased Hy-Tek Meet Manager software and license to support NELMSC-hosted meets.
- l. Communications (Kysa)
  - i. Most time and effort spent on social media, videos, and content for NELMSC e-newsletter.
  - ii. Here to support initiatives that need promotional support.
  - iii. Alana noted NELMSC's support of Colonies Zone communications by incurring ~\$800/year for additional email addresses in the LMSC's Constant Contact account.
- m. Championship Meet Subcommittee (Sue):
  - i. SCM Championship at Worcester Polytechnic Institute, December 15-17, 2023: Friday evening and all-day Saturday and Sunday.
  - ii. SCY Championship tentatively planned for Distance Day at Boston Sports Institute in Wellesley on March 9 and Main Weekend at Harvard on March 15-17 (pending final confirmation).
  - iii. Inordinate time and effort going into trying to access premier pools, but many challenges. Need help continuing to forge connections with facilities.
  - iv. Discussion re: the increasing need for LMSC officers to play a larger role in championship meet planning and direction versus compensating individuals to assume core meet responsibilities.

## 5. Unfinished Business

- a. None

## 6. New Business

- a. NELMSC Club Development Fund Subsidies
  - i. **MSA (Tracy, David) motion for the NELMSC to grant \$6 per registered member to any NELMSC-registered club that requests it for the 2024 budget year. **Tabled and subsequently taken off the table and approved during adoption of the 2024 NELMSC budget.****
  - ii. Group discussion:
    - 1. Historical LMSC dues, club dues collection processes, and NEM Swim Club's legacy.
    - 2. Other LMSCs' policies and experiences.
    - 3. How such subsidies might provide value to members.

4. Stipulations or requirements (e.g., tax ID) to qualify for funding.
- iii. **MSA** (Doug S., David) motion to table Tracy’s motion and entertain vote within the context of the entire budget at the end of the meeting.
- b. USMS Boston Education Weekend, October 15-16, 2023
  - i. **MSA** (David, Jason W.) motion to appropriate \$16,000 for Doug Sayles’ proposal to support the USMS Boston Education Weekend and provide 80% class fee reimbursement subsidies for NELMSC members completing USMS courses during the 2024 budget year.:
    1. Level 1, 2 & 3 Coach Certification Courses
    2. Coaches “How To” Clinic Course
    3. Swimmer Stroke Development Clinic
    4. Adult Learn to Swim Instructor Certification Course.
  - ii. The proposal carries over \$10,000 in unspent 2023 Education Weekend funding (because it was rescheduled from spring to fall) plus \$6,000 more to increase the subsidy level from 50% to 80% and include reimbursement for the Stroke Development Clinic.
  - iii. Likely to be leftover funds because some attendees will be from other LMSCs. Some or all unspent funds may be used to reimburse NELMSC members who complete USMS courses/clinics offered in other LMSCs.
  - iv. Summary of revised reimbursement subsidies: <https://bit.ly/usms-bostoncourses23-v2>
- c. Bylaws Amendment Proposals
  - i. Diversity & Inclusion Task Force Proposal
    1. **MSA as amended** (Laura, Rick) below to amend the NELMSC bylaws by replacing the Para-Athlete Chair officer role with a Diversity & Inclusion Chair officer, supported by a subcommittee as needed.
      - a. **MSF** (Doug) motion to amend proposal by making the D&I role an at-large officer position in the bylaws (on a trial basis for potential future reconsideration as a permanent position) rather than a permanent position codified in the bylaws.
        - i. Group discussion clarified that an officer’s role codified in the bylaws requires a vote of the NELMSC membership to change, whereas an at-large officer position assigned ad hoc responsibilities by the board can be altered or discontinued at any time by the NELMSC board.
        - ii. Motion failed by a 3-11 vote.
      - b. **MSA** (Rick, Emily) to amend Laura’s original proposal from “Diversity & Equity Chair” to “Diversity, Equity & Inclusion Chair.”
    2. Approved Diversity, Equity & Inclusion Chair role description:
      - a. This position shall promote an environment where all current and potential members of USMS feel welcome (including at facilities, workouts, events, and meets) and shall fulfill other duties and responsibilities as described in the [USMS template LMSC Diversity & Inclusion Chair role description](#). This position may, as needed, empanel a volunteer ad hoc D&I subcommittee for support.
  - ii. NELMSC Officer Titles Proposal
    1. **MSA** (Doug S., Rick) to change in the bylaws all officer titles that include “chair” from “chair” to “coordinator,” excepting the board chair and vice chair. Passed unanimously.
- d. USMS National Committee Assignments
  - i. The request period is open for 2024 USMS national committee assignments.
  - ii. 2023 NELMSC members’ national committee assignments: Guy Davis (Finance, Investment), Jason Weis (Rules, Elections), Douglas Sayles (LMSC Development), Laura Dennison (Diversity & Inclusion), Emily Cook (Fitness Education, Officials).
- e. Officer Elections (Alana)
  - i. **Slate of uncontested officer candidates approved by acclimation:**
    1. New to role: Board Chair Jason Weis, Vice Chair Ryan Pope. Secretary Jen Downing, Coaches Coordinator Emily Mitchell, Pool Sanctions Coordinator Doug Deville, Open Water Sanctions Coordinator Gary Girolimon; Diversity, Equity & Inclusion Coordinator Laura Dennison; Immediate Past Chair Alana Aubin.

2. Incumbents: Treasurer David Grilli, Membership Coordinator Douglas Sayles, Communications Coordinator Kysa Crusco, Awards & Recognition Coordinator Tara Mack, Officials Coordinator Sue Jensen, Top Ten Recorder Jason Eaddy, Hall of Fame Coordinator Tracy Grilli, Website Administrator Jessie Feng.

## 7. Resolutions & Orders

- a. Adoption of 2024 Registration Year Budget (Alana)
  - i. See attached final 2023 budget tracking & 2024 registration year budget.
  - ii. Guy discussed budgeting considerations vis a vis potential NELMSC cash flow needs.
  - iii. Reviewed 2023 line-item expenses and 2024 budget recommendations and officer requests.
  - iv. Took off the table and approved Tracy's earlier NELMSC club development fund motion.**
    1. **MSA** (Rick, Tara) motion for Alana, Jason W., and David to develop basic club qualification criteria and allocate the appropriated funds accordingly.
  - v. **MSA** (Rick, Jason E.) to adopt proposed NELMSC 2024 registration year budget as amended:
    1. Total Estimated Expenses: \$70,300.
    2. Total Estimated Net Income: \$36,550.
    3. 2024 Net Loss: \$33,750.
- b. Recognitions
  - i. Tara awarded Alana the 2024 Frank Wuest Open Water Award.
  - ii. Doug recognized Guy's departure from the board and 12+ years of service as an officer.

## 8. Adjournment

- a. **MSA** (Rick, David) to adjourn the meeting at 2:57 p.m. ET.

## APPENDICES:

1. Registration Years 2023 Budget Tracking & 2024 Approved Budget
2. RY 2023 Officer Reports
3. New England LMSC Bylaws, revised September 17, 2023, are posted online at:  
<https://www.nelmsc.org/documents>

NEW ENGLAND LMSC BUDGET							
Registration Years 2023 Tracking & 2024 Approved Budget							
		Oct 1 2023 - Sept 30 2024		Oct 1 2022 - Sept 30 2023			Oct 1 2022 - September 5, 2023
ESTIMATED INCOME	Categories	2024 Budget DRAFT	2024 Notes	2023 Approved Budget	2023 Notes		10/ 1/22 TO 9/ 5/23 Actual
	Individual registrations	\$26,600.00	1900x \$14	\$24,050.00	1850x \$13		\$20,984.00
	One-event (OEVT) registrations	\$4,300.00		\$3,500.00			\$4,365.00
	Club/WOG registrations	\$400.00		\$660.00	53x \$14		\$326.00
	Year Plus Reg	\$3,300.00		\$1,200.00			\$3,326.05
	Pool Sanction Fee	\$50.00					\$50.00
	Tee Shirt Sales	\$3,000.00					\$1,425.00
	MISC					Income from OW 2022 + some sales income from concessions at Spring championship	\$4,806.00
	<b>Gross Income</b>	<b>\$37,650.00</b>		<b>\$29,410.00</b>			<b>\$35,282.05</b>
	Pool Sanction Fee	-\$400.00					-\$400.00
	Recognition Fee	-\$500.00					-\$500.00
	OEVT Income Passed Thru to USMS	-\$2,000.00		-\$2,800.00			-\$2,048.00
	<b>Adjusted Net Income</b>	<b>\$34,750.00</b>		<b>\$26,610.00</b>			<b>\$32,334.05</b>
EXPENSES	Categories						10/1/22 to 9/ 5/23 Actual
Awards & Recognition Chair	Recognition Awards	\$1,000.00		\$500.00			\$206.15
Board Chair	Tee Shirts	\$3,000.00					\$1,696.35
	Club Support	\$12,000.00	\$6 per member				
	USMS Annual Meeting	\$1,000.00		\$3,500.00	3x \$1100		
	USMS Volunteer Relay Retreat	\$5,000.00		\$5,000.00	6x \$800; include an event director		
	USMS Club Development Initiatives Support	\$0.00		\$1,000.00			
	Championship Meet Support	\$15,000.00		\$3,000.00	\$800 awards + \$2200 for negotiating with potential SCY host		\$5,645.93
	First time championship meet reg subsidy			\$1,500.00	First 30x \$50 (2022 or 2023 new USMS member) + Spring 2023 gift cards		\$2,783.85
Coaches Chair	Coach Certification Reimbursement	\$16,000.00		\$7,850.00	Schedule Level 1,2,3 cert course \$50 for first 30 people at each level, was increased to 50%		
	National Coaches Clinic Scholarships		NCC is Oct 2024	\$0.00			
	Coach Development Clinics	\$1,000.00		\$0.00			
	Coaches Chair Research Travel	\$1,000.00		\$0.00			
	ALTS Instructor Scholarships			\$1,825.00	Part of Education weekend		
	Coach-Swimmer Clinics	\$1,000.00		\$3,575.00	Up to \$3425 (of original \$7k) reallocated to other lines		
Communications Chair	Website Host, Domain Reg. & Email Mktg.	\$2,000.00		\$850.00	Used Constant Contact for Colonies Zone		\$1,979.78
	NELMSC ID Badges	\$150.00		\$0.00			
Officials Chair	Rule Books for Officials	\$150.00		\$300.00			\$122.00
	Officials certification clinic			\$2,000.00	Stroke/Turn + Starter/Ref		
	Supplemental payment for Champs officials	\$2,000.00		\$1,800.00	Add'l \$50/day, \$25/half day per official		\$950.00
Open Water Sanctions Chair	Open Water Clinic/Promote OW Swims	\$500.00		\$800.00			
	Open Water Sanction Fee Subsidies	\$3,000.00	4x \$750	\$2,000.00	4x \$500		\$2,540.00
	NELMSC Branded Swim Buoy	\$250.00		\$250.00			
DEI Chair	Para Athlete / Coaches Training	\$500.00		\$100.00			
Pool Sanctions Chair & CCS Liaison	Meet Sanction Fee Subsidies	\$1,000.00		\$600.00	6x \$100		\$500.00
	Meet Recognition Fee Subsidies	\$400.00		\$500.00	10x \$50		\$50.00
Membership Coordinator	Registration Supplies	\$100.00		\$100.00			
	Meet Director Fee RCC&M				Meet manager purchase		\$1,200.00
	Video for Events Promotion (collab with USMS)	\$1,000.00	Rhody Meet				
	Hy-Tek license renewal	\$250.00					
	Existing Club/WG Renewals	\$2,000.00		\$3,290.00	47x \$70 each		\$1,924.00
	New Club/WG Registrations	\$500.00		\$420.00	6x \$70 each		\$70.00
Secretary	NELMSC Annual Membership Meeting	\$1,500.00		\$1,000.00			\$277.37
Treasurer	Bank Fees						\$157.88
	Office Supplies						
	<b>TOTAL EST. EXPENSES</b>	<b>\$71,300.00</b>		<b>\$41,760.00</b>			<b>\$20,103.31</b>
	<b>EST. NET INCOME LESS EXPENSES</b>	<b>-\$36,550.00</b>		<b>-\$15,150.00</b>			<b>\$12,230.74</b>
NELMSC Hall of Fame Chair							
	<b>NELMSC HALL OF FAME BUDGET</b>						
	<b>HOF Income</b>			\$2,000.00			\$2,010.00
	<b>HOF Expenses</b>						
	Awards, Postage & Display Supplies			\$650.00			
	Inductee Travel Stipend						\$387.80
	Induction Ceremony			\$2,000.00			
	<b>HOF Est. Expenses</b>			<b>\$2,650.00</b>			<b>\$387.80</b>
	<b>Est. Net Income Less Expenses</b>			<b>-\$650.00</b>			<b>\$1,622.20</b>

# NELMSC 2023 Officer Reports for Annual Meeting

Updated 9/17/2023

## Chair - Alana Aubin

2023 USMS Annual Meeting, Sept 8-10

- We sent 3 delegates in person and had 4 virtual
- House of Delegates adopted new Mission, Vision, and Values for USMS
  - Mission Statement: Empower adults to improve their lives through swimming.
  - Vision Statement: Foster a nationwide adult swimming community through lifelong fitness, competition, and education.
  - Values: Fitness, Camaraderie, Inclusion, Learning, Excellence, Competition, Fairness
- A few NELMSC members received awards!
  - Sue Jensen - Dot Donnelly Award
  - Douglas Sayles - Dot Donnelly Award
  - Stacy Sweetser - Fitness Education Award

2023 USMS Relay, Oct 20-22

- Focus on Event Development
- We are sending 4 attendees + 2 presenters + 1 LMSC Dev Committee member
- 2024 Relay will be focused on “Community Development” and held in conjunction with the National Coaches Clinic

## Treasurer - David Grilli

Treasurer’s Report September 6, 2023

Current Cash Balances

1)	LMSC	\$60,771.49
2)	LMSC HOF	\$5,731.76
3)	NE LMSC	\$2,970.75
	Total	\$69,474.00

You may notice a new bank account. I opened a checking account with BOA . This account has been linked to a STRIPE account in order to receive credit card payments for meet entry fees such as the upcoming Rhody CC & Masters meet. It is also set up with Club Assistant. I deposited \$3000.00 into the account and have given Doug Sayles the associated debit card info. Doug will be using the debit card to purchase meet manager software shortly. Going forward, we should be able to also use the account for credit card transactions (food and swag sales) once we get the appropriate hardware.

The Operating / Budget comparison statement is interim as of today’s date. I will recirculate the statement after September 30, 2023, once all data is tabulated. I usually get the USMS cash flow statement on or about 10 days after month’s end.

There was a flurry of activity before and after our Spring swim meets. Hopefully, everyone has been properly reimbursed.

## **Hall of Fame – Tracy Grilli**

The 2023 NELMSC Awards & Hall of Fame Induction Celebration will be held on Sunday October 1<sup>st</sup> at the Neighborhood Tavern in Northborough, MA. We have a large 2023 class this year, a total of 15 members.

Pool Performance – in addition to the 5 current members who “scored” the most points, we have added a Legacy category under Pool Performance for those members who are no longer with us but have consistently been at the top of the scoring each year. The 2023 class includes 5 pool performers and 4 legacy.

Open Water/Long Distance – This year we added the names of people from the “dry/administrative side” of open water swimming, the people who over the years have provided events for so many of our open water swimmers in New England. The 2023 class includes 1 swimmer and 2 administrators.

Contributor – no changes to this category. The 2023 class includes 2 members.

Website has been updated with photos, and details on the inductees as well as information on the celebration. Invitations have been sent to the HOF Inductees, HOF Members, members of the HOF Committee and NELMSC BOD and the LMSC Membership. RSVPs are due by September 22<sup>nd</sup>. Plaques have been ordered. The display and celebration program will be completed in the next week or so.

I have coordinated with Tara Mack, NELMSC Award Chair and we are looking forward to a great Celebration!

## **Awards & Recognition - Tara Mack**

Last Updated: 9/10/23

### **Current Initiatives**

1. Successful year of receiving nominations and recognizing A&R recipients, including:
  - a. **2022 Frank Wuest Open Water Swimming Award Recipients:**  
Amanda Smith Dakowicz; attending  
Alana Aubin; unable to attend (Getting married!)
  - 2023 Frank Wuest Open Water Swimming Award Recipients:**  
Mina Elnaccash; attending  
Jennifer (Jen) Downing; attending
  - b. **2023 Appreciation Awards:**  
Chris Landry, Granite State Penguins; attending  
Emily Mitchell, Edge Masters Swim Team; attending
  - c. **2023 Coach of the Year:**  
Chris Payson; attending
  - d. **2023 Contributor of the Year:**  
Sue Jensen; attending
  - e. **2023 Distinguished Service:**  
Douglas Sayles; attending

\*\*\*USMS AWARD RECIPIENTS\*\*\*

Dot Donnelly Awards: Sue Jensen and Douglas Sayles! Congratulations!



2. Celebrating both 2022 and 2023 Frank Wuest OWS award recipients combined this year to have all awards presented at the annual HOF and A&R Celebration. 2022 recipients were announced and celebrated online but the nomination window closed after the July celebration.
3. The 3rd annual Awards & Recognition & Hall of Fame Celebration is scheduled for Sunday, October 1, at the Neighborhood Tavern in Northborough, Massachusetts. Tracy Grilli is an absolute dynamo and she and her committee continue to create an amazing recognition component in the HOF for all of the amazing legacy members of our sport. Thanks T! Tracy secured the location/venue and menu and we have committed to an annual celebration to be held on the Sunday of the last weekend of September to ease coordination and planning.
4. **New NELMSC Award: Tom Lyndon Outstanding Volunteer Service Award;**  
This award remembers Tom Lyndon, who was a devoted president of NEM for many years and is to be awarded to individuals who have given outstanding volunteer service to NELMSC. (Was an NEM award)

Recommendation was made, as per correspondence from 2020 and 2021 from the NEM annual meeting, to shift this prestigious award to the NELMSC Awards and Recognition arena and I have a draft nomination set up and will have it live by October 1st, 2023 as we will announce the creation of this award and the A&R/HOF Celebration.

### **Potential Future Initiatives**

I continue to brainstorm ideas about some ‘smaller’ more frequent recognition opportunities. I have researched some “Swimming Shout Outs” as a way to allow people to nominate and acknowledge the ‘little things’ that mean so much. Ex. A swimmer nominates a fellow swimmer for always being such a positive role model at practices and in life. I send this swimmer a “You’re Awesome” sticker (example) with NELMSC logo on it (customized) and we post quarterly the people who are recognized and of course on IG and FB too.

### **Budget:**

I am requesting an increase from \$500 to \$1000. This will include the annual approximate \$215 for the awards/plaques for award recipients PLUS provide the A&R with a \$500 budget for the combined A&R/HOF celebration for us to pay for our recipients.

The additional \$285 or so is for the smaller “Shoutout Swimmer Swag” that I am looking to launch this year, whether it's stickers, pens, or other small recognition items as tokens of appreciation, is yet to be determined. I will also include a card to be mailed to the recipient with our NELMSC logo on it for the recognition/acknowledgement component.

### **Other**

”Legacy Foundation”=> idea to highlight those who ‘went first’ and offer possible scholarship / donations through this fund for meet entries or memberships to support current members participation.

**Officials - Sue Jensen**

Last Updated: 09/09/2023

2024 Budget Line Item	Amount Requested	Q1 Use (Jan-Mar)	Q2 Use (Apr-Jun)	Q3 Use (Jul-Sep)	Q4 Use (Oct-Dec)	Total Used
2024 rule books for officials (regular and mini-sized)	\$150					
Supplemental payment for officials @ WPI SCM meet / December 2023 - \$50/day/official (Sat+Sun) x 6 officials + Supplemental payment for officials @ BSI SCY Distance Day / March 2024 - \$50/day/official (1-day meet) x 4 officials + Supplemental payment for officials @ Harvard SCY / March 2024 - \$50/day/official (4-day meet) x 6 officials	\$600  \$200  \$1,200					

**Current Initiatives**

1. WPI SCM Champs meet officials (December 16 & 17) – Ken Galica will be the meet referee for this 2-day meet. He is currently assembling a team of officials – 6 officials for each weekend day.
2. SCY Distance Day @ BSI (Saturday, March 9, 2024). Officials haven't been chosen yet for this 1-day meet.
3. Harvard SCY Champs meet officials (March 15-17, 2024). Ken Galica and Betsy Russell, two of our most senior officials, have already committed to officiate at this meet, if it takes place.
4. Compensation for officials – our meet officials earn \$200 / day (\$100 / half day/evening sessions) to officiate at our championship masters swim meets. I'd like to continue what was started last year – that our LMSC supplement this compensation – \$50 per day per official (\$25 for evening sessions). I feel this is fair consideration for their time and travel, and hopefully a gesture that they appreciate and will make them want to work future USMS events.
5. List of Active Officials -- There are about 25 officials in our NE-LMSC who are trained and qualified to officiate at our masters meets – both our mini-meets, and our championship meets. I touch base with them twice a year, to gauge their interest and to encourage them to get re-certified, if necessary.  
  
Our 12 most active officials are: Ken Galica, Betsy Russell, Manny Martines, Steve McAlarney, Ed Gardner, Marian Nihan, Cam Townsend, Chris Phalen, Kyle McElroy, Jack Kurkul, Sue Hoey and Eric Hukkenen.
6. Officiating opportunities -- I will continue to let my group of officials know of officiating opportunities -- both locally in New England, and at the national U.S. Masters meets.
7. 2024 Rule Books — In December 2023, I will order rule books for my team of officials, based on their requests (\$6/mini, or \$10/full-sized). This is done through USMS volunteer services (Jessica Reilly). For those who do not want a rule book, I will let them know that the full rule book is always available on the USMS website.

8. U.S. Masters Swimming's Officials Certification Program -- I will continue to spread the word to my current group of officials (and others wishing to become a meet official) of this certification and training program. Officials can get certified and recertified -- for stroke and turn, starter and referee positions -- directly through U.S. Masters swimming's website and related videos.

## **Coaches - Emily Mitchell**

Goals and Ideas for 2023-24

Send out Email introducing myself to all LMSC coaches  
Solicit articles, needs, areas of assistance

Attend the Education Weekend.

Connect with as many coaches as possible

I'm planning to take level 3 (unless you think i should spend the time mingling instead)

Connect with Bill

Will there be some kind of regional education weekend next year?

If there is not a USMS one, then I'd like to offer something next fall in conjunction with some other kind of event so people who are coming from far away can make it work.

Weekly/ Monthly Emails/Articles for Blog and Newsletter

Workout of the Week

Fun activity/workout of the month

Playlist

Clinics - Freestyle, Turns, Swimming for Triathletes

Workout writing clinic - do we have an "expert" who has run this before?

DEI - how can we connect DEI with Coaches since it is the coaches who recruit and are the KEY component in making our community more diverse and welcoming.

Meets - EDGE is focusing on the UVAC Meet and maybe a few to the WPI meet.

We have chatted with the UVM club to do a meet with them as well - similar in structure to the upcoming URI meet.

How can we make sure non-central LMSC coaches are not isolated? Or coaches who cannot easily travel? Can we work with triathlon teams more inclusively?? For harmony and to get more members?

**Pool Sanctions - Jason Weis**

Last Updated: 9/12/23

2023 Budget Line Item	Amount Requested	Q1 USED (Oct-Dec)	Q2 USED (Jan-Mar)	Q3 USED (Apr-Jun)	Q4 USED (Jul-Sep)	Total Used
Sanctioned Meets	\$600	\$500	\$200	\$100	\$0	\$800
Recognized Meets	\$500	\$150	\$50	\$100	\$50	\$350

**Current Initiatives**

- |   |
|---|
| <ol style="list-style-type: none"> <li>1. Strong event list rebounding from the end of the health restrictions, we hosted 8 sanctioned meets and 7 recognized meets</li> <li>2. Updates regarding observer form for Recognized meets, and enforcing meet evaluation form completion following events.</li> <li>3. Results Processing Taskforce – JW, discussing sunseting R&amp;T and how the sanctioning and results reporting process can be streamlined and made easier for all involved.</li> </ol> |
|---|

2024 Budget Line Item	Amount Requested	Q1 Projection (Oct-Dec)	Q2 Projection (Jan-Mar)	Q3 projection (Apr-Jun)	Q4 Projection (Jul-Sep)	Total Used
Sanctioned Meets (\$100/meet)	\$1000	\$600	\$300	\$100	\$0	
Recognized Meets (\$50/meet)	\$400	\$150	\$100	\$100	\$50	

**Future Initiatives**

Sanction/Recognition overview and guide has been sent to meet hosts, begin to reinforce meet observer more for recognized meets and enforce completion of meet evaluation
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**Top Ten - Jason Eaddy**

- 10 SCY, 4 SCM, 1 LCM
  - 1 SCY was recognized (GYM) but not allowable for Top Ten due to only having 1 deck ref and 1 S&T (need deck ref & starter to be 2 different people)
- How to get more long course meets?
- Recognized meets
  - Usually smaller & more local, let non-USMS members compete
  - More paperwork, often end up not being eligible for Top Ten for various reasons
  - We could try allowing one event memberships for pool meets to move meets from recognized to sanctioned

## Open Water Sanctions - Jen Downing

Last Updated: 9/10/23

2023 Budget Line Item	Amount Requested	Q1 Use (Jan-Mar)	Q2 Use (Apr-Jun)	Q3 Use (Jul-Sep)	Q4 Use (Oct-Dec)	Total Used
Open Water Sanction Subsidy	\$2,000	\$0	\$0	\$2340		\$2340
Open Water Clinic	\$800	\$0	\$0	\$200		\$200
NELMSC swim buoys	\$250	\$0	\$0	\$0		\$0

For 2024 budget, in talking with Gary, we'd like to request 2x \$750 OW sanction subsidies for a total of \$1,500. We'd also like to earmark \$500 for an OW clinic or possibly apply toward additional sanction support. We're also going to explore NELMSC-branded swim buoys for a clinic – maybe \$250 to start? **So total 2024 budget request is \$2,250.**

### Current Initiatives

1. NELMSC was able to approve 4 OW sanctions in Summer 2023: Charles River Swim (6/17), MBCC Against the Tide in Hopkinton (6/17), MBCC Against the Tide in Brewster (8/12) and Glen Lake (8/13). We struggled again to attract swimmers for the MBCC events as their dates always conflict with other well-known NE swims and their swim is a charity fundraiser and a multi-sport event. I know the MBCC organizers want us to promote more but beyond blasting on social media and posting on USMS/NELMSC calendars I'm not sure what else we can do. It's also unclear that they really need to be sanctioned as they have to obtain separate insurance anyway for their non-USMS heats. I expect they may drop our sanction going forward. Gary has hopes for attracting new OW sanction opportunities, but for now we reduced the 2024 budget request from 4 events to 2 but increased the subsidy max to \$650 per event (plus \$100 sanction fee) which should almost cover the full amount requested for Charles River & Glen Lake.
2. Updated OW section of NELMSC website with new sanction fees.
3. Guy Davis volunteered to spearhead an 'introduction to OW' zoom series in the spring but we received limited interest and unfortunately decided to cancel.
4. Gary Girolimon did offer an OW clinic as part of his Glen Lake swim but it was self-funded. **Not sure where the \$200 came from that was charged to my OW budget?**

### Potential Future Initiatives

1. Have talked for two years about exploring an order of NELMSC-branded swim buoys after the DCR mandate that all OW swimmers use one. Might be an opportunity to include these buoys with a clinic, assuming that most participants won't already have one. Gary is also going to explore the possibility of a NELMSC store on SwimOutlet which may or may not have an expense attached.
2. Gary wants to talk with other established OW events to see if a "swim series" might be created to help cross-promote and drive participation, with some sort of swag issued for those USMS members who participate in most/all of the events. He also hopes to encourage other OW events to consider sanctioning and is going to speak with Swim with a Mission and the MBCC folks.

## **Para Athlete - Laura Dennison**

Trying to schedule a Para Coach Clinic, need to schedule further in advance - January?

I (Laura Dennison) am proposing a D&I committee for the year 2023-2024. This would remove the Para Athlete Chair. I am happy to chair this role but I would like a committee of people working with me to help promote a more inclusive agenda beyond the scope of the para athlete. I truly believe more things can get done with an established working group inherent with a committee. I see this role merging with other sub-groups that we already have (people new to swimming as well as people with disabilities, college swimmers) but also including: people of color and underrepresented ethnic and religious groups, people whose primary language is not English, people identifying as LGBTQ+ etc.

There are any number of reasons why people don't swim on USMS; lack of skill, embarrassment, not familiar with the concept, the people, the facility, are just a few. The common denominator, however, is fear. Fear of embarrassment, fear of the unfamiliar, fear of being the only one that looks like you. Something that every LMSC can do to help your community and your club, is to include a Diversity and Inclusion (D & I) Chair, Coordinator, or Committee as a part of your LMSC Leadership.

Why have a D & I person or committee? The USMS Mission Statement is "USMS will be the premier resource for adult aquatic fitness in the United States and will make fitness through swimming available for as many adults as possible." To be the premier resource for all adult swimmers, we must create a culture of inclusion and opportunity in USMS for people of diverse backgrounds. This will then help alleviate that fear and thereby, bring more swimmers to the teams in your LMSC. The committee can develop resources and engage the teams, coaches, and local volunteers throughout the LMSC so that membership within your LMSC will more nearly reflect the population living within your boundaries. The Committee should work with underserved populations and swimmers who traditionally may not have participated in Masters swimming, including those with disabilities, people of color and underrepresented ethnic and religious groups, people whose primary language is not English, people identifying as LGBTQ+, young adults (18-25), and people of all ages new to the sport of swimming. By widening our reach, we will change lives for the better, and not just those who are new to Masters, but for all of us.

People are also more likely to join an organization in which they see themselves reflected in all levels of the organization. For USMS, this includes leadership positions, coaches, officials, volunteers, award recipients, and social media. As the National Diversity and Inclusion Committee helps to guide the National Board of Directors, who in turn help to guide the National Office, LMSCs with Diversity and Inclusion Chairs, Coordinators, or Committees can make sure that their LMSC reflects the diversity of their area in all aspects of the LMSC.

### **Roles and Responsibilities**

- Help to promote an environment where all members and potential members of USMS feel welcome, including at facilities, workouts, events and meets.
- Promote Diversity & Inclusion principles to coaches, club leaders, volunteers and members through training and communication
- Coordinate marketing and promotional efforts for all D&I education and programs with the LMSC
- Collaborate with national volunteers and LMSC leaders to ensure consistency of D&I message and efforts
- Assist with design and distribution of promotional items informing members of USMS D&I programs
- Serve as the local resource on D&I activities and information within USMS
- Promote USMS at events such as Pride Days, adaptive sports clinics, ethnic events, college swimming events, etc.

**Budget Request:** \$200- \$100 for coaches clinic/ \$100 other needs as they arise.

## **Communications - Kysa Crusco**

- Social Media, Video, Newsletter.
- Here to support any initiatives that need publicizing and communication!!
- Constant Contact bill larger than usual because we are letting the Colonies Zone use our account which results in more contacts and therefore more money.

## **Championship Committee - Sue Jensen**

- SCM Meet
  - Dec 15-17 at WPI, Fri night + Sat & Sun all day
- SCY Meet
  - March 9 Distance Day at BSI
  - March 15-17 Main weekend at Harvard
  - \$15,000 payment to Harvard up front but we expect the meet to cover itself
  - Unlike past years, there is no host club - the NELMSC is the meet host.
- LCM Meet
  - July at Colby?
- Big thanks to the committee!!!! It's been a scramble. We need ins/connections to the pools to be able to host meets there.

## Membership – Douglas Sayles

### Recent/Current Initiatives

1. Current membership stats: 1,859 members to date vs 1,888 total in 2022. 50% each gender. Average NELMSC member age = 52.6. 22 clubs and 39 workout groups, similar to last year. 153 self-identified coaches vs 210 in 2022. National membership stats same as last year: 56,000 to 57,000 with same number of clubs and slightly fewer self-identified coaches.
2. Worked with the national office to remind and help clubs, workout groups, and individuals to register/renew for 2023.
3. Coordinated scheduling of the October 2023 USMS Boston Education Weekend courses & clinics.
4. Updated the Join page and other pages at [www.nelmsc.org](http://www.nelmsc.org).
5. Fielded inquiries from current and prospective members and club/WOG contacts, connected them with resources, and updated their registration records as needed.
6. Generated registration reports for other NELMSC officers as needed.
7. Communicated with event directors and other NELMSC officers to promote events and enforce sanction requirements relating to registration reports and payments.
8. Communicated with college club contacts and NELMSC officers to support College Club Swimming.
9. Proactively registered/renewed for 2023 (at the NELMSC’s expense) clubs and workouts groups with at least 5 current USMS members.
10. Supported Championship Meet subcommittee, helped run SCY championship meet at WPI, identified and communicated with venues for 2023 & 2024 NELMSC and Colonies Zone championships.
11. Originated and co-directing first-of-its-kind, inaugural Rhody College Club & Masters Swimming Meet at URI on Nov. 12, 2023. Secured USMS-NELMSC event development grant.
12. Researched and purchased NELMSC Meet Manager software and organizational license to support large NELMSC-hosted events.
13. Prepared the **attached Membership Statistics Summary** for the NELMSC Annual Meeting.
14. Participated in national governance as Colonies Zone chair and LMSC Development Cmte member. Directed club and coach development initiatives. Recruited NELMSC speakers and will be panelist at the upcoming Volunteer Relay in Houston.

2023 Budget Request	Requested	Oct-Dec	Jan-Mar	Apr-Jun	July-Sept
Registration Supplies	\$100	\$	\$	\$	\$100
Club/WG Registration (35)	\$2500	\$	\$	\$	\$400
Hy-Tek MM License	\$250	\$	\$	\$	\$

### Potential Future Initiatives

1. Currently no major initiatives planned beyond those listed above.