



2020 Fall Meeting  
Zoom Teleconference  
September 19, 2020 12:30 pm

The mission of the Eastern Zone is to develop a unified organization designed to work in cooperation with the LSC's to support and promote Eastern Zone Swimming Membership.

Tim Husson welcomed everyone at 12:30 pm and reviewed Zoom protocol.

1. **Call to Order:** Meeting was called to order at 12:35 pm  
A moment of silence was given for those we have lost in the past year.
2. **Eastern Zone Service Award** – This award is given annually to a member who exemplifies volunteer spirit in the Eastern Zone and USA Swimming. This year the award is presented to Bob Menck, posthumously. Bob was the well know in the Eastern Zone, New England Swimming and was the Official Chair for the Eastern Zone. Any meet, anytime, anywhere – he would always be there! We will miss him!
3. **Approval of Agenda** – Motion was made – no additions – motion passes.
4. **Minutes from the April meeting** – Motion made and approved with no corrections.
5. **Visit from USA Swimming Representatives**

Joel Shoenfield introduced Bob Vincent – Chairman of the Board of USAS Swimming and Eastern Zone member.

Bob Vincent – sanctioning has been given back to the LSC's but that does not mean all sanctions should be approved. LSC sanctions should be given when all safety protocols have been met.

Tim Hinchey – Commended the effort made by LSC's during pandemic in making sure our clubs/membership were taken care of. Thanks to staff, board and LSC's for all they have done.

Joel Shoenfield – reviewed sanctions during these challenging times. Rule 201.1 – Sanction requirements – Safety is important. If LSC needs to be more restrictive – so be it: i.e. to close borders they can. If safety can be better – reject sanction and ask for a better plan. Fall events – a manner to compete.

Joel reviewed upcoming events - Virtual Series happening now – Leaderboard is posted. Results are submitted, all clubs in the country were divided up, Speedo is offering prizes – some cash. There is a social media component.

Multi sites for the US Open because of limited access – Site hosts are in contact. 3 day meet most likely timed finals.

18 & under championship – replaces 2 Junior National meets, hosted by LSC or multiple LSC's, true 18 & under championship. Short course yard – smaller meets. December 3-13, 2020.

Facility surveys – 3 have been sent – last one was not responded to as well as first 2 so true openings are not really known. USA swimming believes 70% of clubs have access to at least 1 facility. Drastically reduced access. Shana Ferguson, Aquatics Coalition, working with all to help facilitate opening pools. New survey coming again – clubs need to be sure they fill out to help find areas of need. Aquatic Coalition video is available on YouTube! Here is the link: [https://www.youtube.com/results?search\\_query=USA+swimming+return+to+](https://www.youtube.com/results?search_query=USA+swimming+return+to+)

Aquatics Coalition – [www.aquatics-coalition.org](http://www.aquatics-coalition.org)

Hybrid Convention in the future – absolutely – the cost savings and more participation are key. More collaboration, more exposed to the process. Good ground rules for engagement are important.

USAS Meets will be different – Open etc. Board will be meeting, and all info will be posted as soon as possible  
Diversity, Equity and Inclusion Council – newly formed – not the same as the DEI committee – this Council will focus on looking at the strategic future initiatives. Large representation for many voices!

Joel addressed the balance of reopening the country. Goals – present opportunity and remain successful with our team.

Lamar DeCasseres and the goal and push to have DEI Chairs as voting members of the LSC's Board of Directors. 6 LSC's just added and 7 more on way! More opportunity for voice.

Tim thanked all USA Swimming staff who participated.

6. Financial Report – Mary Fleckenstein - posted and attached  
Mary reported no changes from the April report – no additions or subtractions. Motion was made to accept, and the report was approved.
7. Report of Officers
  1. Zone Director Report – Reach out to Zone Director Council (ZDC) for help. ZDC is meeting often to reach out with challenges. Most General Chairs attending meetings. Thanks, USA Swimming for upping their game during pandemic such as Zoom licenses, coach's healthcare, aquatics coalition.
  2. Tech Planning – Jerry Adams – created a monthly meeting the 3<sup>rd</sup> Saturday of every month at 12:00 pm to monitor how things take shape and develop options for 2021 on how to run Zone meets and formats.
  3. Report of Zone Championship Coordinator – Bud Rimbault – attached  
Meet bids for 2022: Motion to approve was made and approved  
Spring Sectional South – March 24-27 – Virginia, 3 sites offered  
Spring Sectional North – March 24-27 – Niagara, Syracuse Chargers  
Spring Super Sectionals – March 24-27 – Niagara, STAR  
SC Age Group – March 30- April 2 – Niagara, Fairport Swimming  
Open Water – June 26 – Connecticut, Lake Quassapaug  
LC Age Group- August 3-6 – Virginia – 2 sites offered  
LC Senior Zones – August 4-7 – Niagara, STAR
  4. Athlete Representative – Sara Gaston & Aaron Zhu  
This is Sara's last meeting. Thanks for your service! New Senior Rep is Aaron Zhu from NE with a 2-year term, Junior Rep will be Gavin Formon from NJ with a 1-year term.
  5. Age Group Chair Report – John Yearwood – no meets were held to report on.
  6. Diversity, Equity and Inclusion Chair – Nadine Johnson - attached  
There have been many meetings with the committee with discussions on unrest in the country and the impact it has. Goals were set. Many successes in LSC and focus on how the Eastern Zone looks at DEI chairs – Lamar DeCasseres discussed the goal of EZ to be 100% DEI with vote on LSC boards. Right now, 8 of 12 have DEI on boards, with Metro just voting the position in. Tristan Formon added that the Zone Directors Council supports this initiative.

## 8. Elections

- a. Zone Director (Coach) – Jerry Adams
- b. Secretary/Treasurer – Mary Fleckenstein

There were no nominations from the floor and Jerry and Mary were elected by acclamation.

Thanks to Tristan for his service as Zone Director as his term ends.

There is now an opening for Tech Planning – Nominations were opened – Tristan Formon was nominated and elected by acclamation.

## 9. Unfinished Business – none currently.

## 10. New Business

- a. Junior Athlete Re – the Eastern Zone will have 2 athlete Reps to be consistent with the rest of the Zones. A motion was made to amend the EZ by-laws to reflect the addition of a junior athlete. The motion was seconded and approved by all.
- b. HOD Legislation Package – Please be sure to read and familiarize yourself with the legislative package for the HOD meeting. Tim referred to:
  - R-4 – USA Swimming to do all sanctions for Open Water
  - R-6 – Sectional meet – change max athletes in dual course pools
  - R-11 – Take out language to allow for future online registration
  - R-13- Clubs required to adopt photography policies
  - R-22 – Replace Zone by-laws to administrative polices. Zones are not legal entities. Zone Council proposal.
  - R-28 – changing LSC by-laws to allow electronic/virtual HOD meetings

Anna Summerfield discussed the Maryland athlete proposal (R-29) to USA Swimming to allow the option of athlete terms to be 1 year rather than 2.

## 11. Reports of National Committees:

- a. DEI – Wade Atkins – attached

Thanks to Lamar and Nadine for their tireless work. Eastern Zone member Marvin Thorpe II won the National DEI award. Actions speak louder than words!

- b. Membership/Registration – Mary Turner – attached

Online Membership on track to start in April – maybe sooner. Training will be held for LSC Registrars.

New in By-laws – Club Board of Directors must be registered members of USA Swimming

Coach run clubs must have a second coach registered to club.

- c. Times Recognition – Karyn McCannon/Tim Husson – attached

Many records and Scholastic All Americans.

- d. Operational Risk – Mike Seip – attached

Steve Levine is new director at USAS. There will not be a workshop this convention. There will be an Air Quality Workshop in November. Certifications have been extended for coaches due to pandemic – will be reconsidered in December. Be sure coaches have all current certs as well as board members registered.

- e. Safe Sport – Greg York- attached

Eastern Zone doing well in safe sport certified clubs 136 – with 132 that have started – Maryland is leading with PV and VA catching up! Numbers have gone up since report was issued at end of August. Want 100% Be sure that clubs are following all Safe Sport protocols – hard during pandemic but still important.

Meet in a box is now and ready – helpful to following all the procedures – tool kit on how to run meet with all Safe Sport procedures!

- f. Age Group Development – Tristan Formon

There is a meeting next week – report will follow that meeting

g. Investment Committee – Ellen Colket

Investment policies and responsibilities at USAS have been updated. We are doing well. There will be a Treasurer's Workshop in October.

Other discussion:

Tim discussed that with 130 participants on the call – the largest number for an Eastern Zone meeting. The Zoom format may be the way to go in the future to increase participation.

Anna Summerfield asked about Diversity Camps for future and what will they look like. Nadine let everyone know they will no longer be held at the Zone level but will be Regional Camps opened to athletes all over the US. DEI will discuss what to do with that space at next DEI meeting at Zone levels. Regional camps will have more athletes but new standards. Wade added that these are camps to be used as steppingstones for other select camps. Funding for outreach members will be directed by national offices. Coaches clinics held in conjunction with zone level camp will be eliminated also. Regional coaches will follow a selection process. This will affect the EZ budget for funds dispersed for the camp. The DEI committee will be meeting to discuss future uses of the funds. LSC's will be asked to help fund travel to camps.

Reminders – Location for 2021 Spring meeting will be Zoom – no date has been set. Will be worked around National Board meeting.

Thanks for Tristan and Sara for their service.

12. Adjournment – A motion was made to adjourn the meeting at 2:14 pm.

Respectfully submitted,

Mary Fleckenstein  
Eastern Zone Secretary



2020 Annual Fall Meeting  
Zoom Teleconference  
September 19, 2020

The mission of the Eastern Zone is to develop a unified organization designed to work in cooperation with the LSCs to support and promote the Eastern Zone Swimming Membership.

1. Call to Order
2. Eastern Zone Service Award
3. Approval of Agenda
4. Approval of Minutes from 2020 Spring Meeting
5. Visit from USA Swimming Representatives
6. Financial Report – Mary Fleckenstein
7. Report of Officers
  1. Zone Directors Report – Tim Husson & Tristan Formon
  2. Technical Planning Committee Report – Jerry Adams
  3. Report of Zone Championship Coordinator - Bud Rimbault
  4. Athlete Representatives Report – Sara Gaston & Aaron Zhu
  5. Age Group Chair Report – John Yearwood
  6. Diversity, Equity & Inclusion Chair - Nadine Johnson
8. Elections
  - a. Zone Director (Coach) – Jerry Adams
  - b. Secretary/Treasurer – Mary Fleckenstein
9. Unfinished Business
10. New Business
  - a. Junior Athlete Representative
  - b. HOD Legislation Package
11. Reports from National Committees (Please provide a written copy of your report to be included in the minutes.)
12. Adjournment

Eastern Zone Swimming  
September 2020 – Fall Meeting  
Financial Report

**Treasurer Report**

12/31/2018	Balance forward		87,195.82	
4/23/2019	Potomac Valley	(10,000.00)	77,195.82	diversity
6/26/2019	Potomac Valley	(10,000.00)	67,195.82	diversity
7/17/2019	R.Menck/reimb	(521.00)	66,674.82	officials
7/17/2019	MRSC reimb	(6,000.00)	60,674.82	open water
11/1/2019	Mary Turner Reimbursement	(235.00)	60,439.82	web site
11/15/2019	Potomac Valley	10,000.00	70,439.82	diversity
12/31/2019	Zone Interest	285.51	70,725.33	interest
1/1/2020	<b>Beginning Balance</b>		70,725.33	

This report is the same as the Spring 2020 report – no financial transactions have occurred.

There are no known outstanding bills owed at this time.

Respectfully submitted,

Mary Fleckenstein



2020 Annual Fall Meeting  
September 19<sup>th</sup>, 2020  
**Zone Directors' Report**

The mission of the Eastern Zone is to develop a unified organization designed to work in cooperation with the LSCs to support and promote the Eastern Zone Swimming Membership.

USA Swimming has increased their direct communication to the LSCs and the membership during the pandemic with more emails and regular Zoom calls with the LSC General Chairs and Admin Vice Chairs. Since most of this information has already been shared in detail, we are just going to go over some highlights.

### **Meet Results**

Beginning in July, USA Swimming has been accepting results from non-sanctioned swims to be loaded into the SWIMS database. These times cannot be used for USA Swimming purposes, but several features have been added to the website to make use of them. Results files can be sent to [virtualmeets@usaswimming.org](mailto:virtualmeets@usaswimming.org).

A Non-Sanctioned Times Search has been added to the website:

<https://www.usaswimming.org/times/virtual-offerings/non-sanctioned-times-search>

A Virtual Swim Meet Simulator has been added to the website:

<https://www.usaswimming.org/times/virtual-offerings/virtual-meet-simulator>. This allows anyone to create a virtual meet between two or more teams using sanctioned or unsanctioned results.

### **Health Insurance for Coaches**

Last week, USA Swimming rolled out a program where coaches can get health insurance at group rates. Details of the program are not yet on the website (as of when this was written), but you can see the general parameters of the plans on this webinar: <https://vimeo.com/457931974/86b3003f70>

### **Safe Sport Training**

Beginning during the pandemic, USA Swimming Safe Sport has been offering weekly Safe Sport Training for parents, athletes, and coaches. This training can be used as an alternative to the online training modules required for Safe Sport Club Recognition. Many members have taken advantage of these opportunities. The training has been moved from afternoon to evening and takes place on Wednesday at 8pm (parents), Thursday at 8pm (athletes), and Friday at 8pm (coaches). You can access the links at: <https://www.usaswimming.org/coaches/clinics-workshops#webinars--presentations>

## **Aquatics Coalition**

The USA Swimming-led Aquatics coalition has rolled out a series of resources to help teams/LSCs to advocate for the safe reopening of pools. Their website is at:

<https://www.usaswimming.org/utility/community-quarantine-resources/aquatics-coalition>.

Their latest offering is a video showing how practice can be held safely. You can find it at:

<https://www.youtube.com/watch?v=xSPLRNIOhal>.

## **Zoom Licenses for Teams and LSCs**

Each LSC should have received information about the group pricing for Zoom Enterprise Licenses that they are offering. LSCs will have to collect the license fee (\$120/license/year) from their clubs and then USA Swimming will bill the LSC for all the licenses from that LSC. The LSC itself can get a license (or more than one). These licenses include the provision for meetings up to 500 participants and also include the webinar feature. It is a great deal!

## **USA Swimming Bylaws Changes**

For USA Swimming clubs that are board run, all board members must be members of USA Swimming. For a coach owned club, there must be at least two registered non-athlete coaches. These changes became effective immediately when they were passed by the USA Swimming Board this spring.

## **Zone Directors Council (ZDC)**

The ZDC continues to meet with USA Swimming staff on a bi-weekly basis. General Chairs from each LSC are encouraged to utilize the Zone Directors as a conduit for information / requests.

Respectfully submitted by,

Tristan Formon  
Coach Director

Tim Husson  
Non-Coach Director



**EASTERN ZONE SWIMMING  
TECHNICAL PLANNING MEETING**

Saturday, September 19, 2020  
Teleconference

**AGENDA**

Please forward agenda items to [Jerry@schenectadyswimclub.org](mailto:Jerry@schenectadyswimclub.org)

1. Call to order
2. Additions to agenda
3. Correction and adoption of minutes – **posted on line**
4. Discussion of 2021 Meet Schedule Contingencies:
  - i) Monthly TP Meetings to discuss
  - ii) Virtual Championships – swum locally?
  - iii) Relaxation of standards?
  - iv) Discussion of possibilities
5. Additions to the Agenda
6. Schedule next meeting
7. Adjournment

**Spring 2018 Short Course Age Group Championships**

928 total athletes

226 10-U      108 Men      118 Women

282 11-12      124 Men      158 Women

190 13-14      66 Men      124 Women

230 15-18      106 Men      124 Women

**Spring 2019 Short Course Age Group Championship Targets**

Max 600 11-over athletes (2018 was 702 athletes)

250 11-12

180 13-14

130 15-18

**EASTERN ZONE SWIMMING  
TECHNICAL PLANNING REPORT  
2020 SPRING TECHNICAL PLANNING MEETING**

1. Current qualifying times for Eastern Zone Long Course Championships agreed on
  - i) LC Senior Zones q-times are unchanged
  - ii) LC Age Group Championship times are included
2. Tech Planning recommends the passing of the following resolutions regarding our championship meet schedule:
  - i) R1- Cancel 2020 Eastern Zone LC Age Group and Sr Championship Meets
  - ii) R2- Spring 2021 Long Course Sectional Meet is run in 4-day format
  - iii) R3- Spring 2021 Short Course Sectional Meets (2) run in 3 ½-day format
3. Entertain a motion to make the beginning of the qualifying period of the all 2021 Zone Championship meets as January 1, 2019.
4. Creation of Open Water Sub-committee charged with offering TP with a plan for development of the OW circuit.
  - i) Bob Menck NE
  - ii) Jenn Lyman CT
  - iii) Pat Collins NJ
  - iv) Nichols Poulos MD
  - v) Ellie Soska NE

**(No subject)**

Jerry Adams <jerry@schenectadyswimclub.org>

Sat 9/19/2020 10:22 AM

To: Mary Fleckenstein <Metro.Office@metroswimming.org>

Jerry

AD - Jenn Dixon/Joann Faucett stepping in

Allegheny - Georgiann Barry

CT - Ellen Johnston

Maine - Jim Willis

MD - Tom Himes/Carron Dunker stepping in

Metro - John Yearwood

Mid Atlantic - Mike Rinde/Brian Elko stepping in

New England - Patrick Johnston

New Jersey - Tristan Forman

Niagara - Will Chidsey

Potomac - Evan Stiles

Virginia - Steve Hennessy/Mary

Athlete - Gavin Foreman

Athlete - Mark Owens

Athlete - Nicholas Poulos/Mary Feliz stepping in

Athlete - Jack Foley

## Eastern Zone Championship Dates 2021-2023

Meet/Year	2021 <sup>1</sup>	2022 <sup>2</sup>	2023 <sup>2</sup>
SC Age Group	31 March-3 April	30 March-2 April	29 March-1 April
Spring Sectionals	25-28 March <sup>5</sup>	24-27 March <sup>6</sup>	23-26 March <sup>6</sup>
Easter	4 April	17 April	9 April
Open Water	TBD <sup>3</sup>	TBD	TBD
LC Super Sectional	13-16 May <sup>4</sup>	TBD	TBD
LC Age Group	4-7 August	3-6 August	2-5 August
LC Senior Zone	5-8 August	4-7 August	3-6 August

### Dates per Policy

- AG SC before 1st Sunday in April
- AG LC to be scheduled to conclude either the first or second Saturday in August
- LC Super Sectional as scheduled by the Zone

### Notes:

1. Dates and bids for 2021 are set and bid.
2. Dates suggested for 2022 and 2023 are based on Policy and history.
3. Connecticut will host.
4. 2021 LC Super Sectional will be hosted by Virginia Swimming.
5. Spring Sectionals have 2 SC sites and 1 LC site. With the change in Olympic Trials do we want to attempt to have 2 LC meets and 1 SC meet?
6. Spring Sectionals will have 2 SC meets and 1 LC meet.

Championship Meet Report – Bud Rimbault

Meet	2022 Dates	Bidder
Spring Sectionals-South	24-27 March	Virginia, 3 sites offered
Spring Sectionals North	24-27 March	Niagara, Syracuse Chargers
Spring Super Sectional LC	24-27 March	Niagara, STAR
SC Age Group	30 March-2 April	Niagara, Fairport Swimming
Easter	17 April	
Open Water	26 June	Connecticut, Lake Quassapaug
LC Age Group	3-6 August	Virginia, 2 Sites offered
LC Senior Zone	4-7 August	Niagara, STAR

We are also looking for a host for a summer of 2022 LC Super Sectional.



## EZ DE&I Chairs Committee Report 2019-20

The DE&I Chairs committee continues to convene via conference call & Zoom on, a monthly basis, included in attendance and supportive are the Zone Directors. There has been an average of approximately 70% regular LSC representation in attendance, we have a total of 100% of our LSC's represented as having active DE&I Chairs all working on the overall USA Swimming strategic goals, as they trickle down to the Zones and on to the LSC's. These being to achieve the mission of USA Swimming and is an important and necessary step to achieving our four end goals, the "Ends:"

1. Achievement of sustained competitive success at the Olympic Games
2. Members have resources to sustain successful athletes, coaches, and clubs
3. Support public engagement for growth in swimming participation and interest
4. USA Swimming recognized as Best in Class

Our challenge has been once this year not having a quorum and having new chairs more engaged, understanding their role and taking advantage of the networking opportunities to learn from others on the Committee. It would be ideal if at the recruitment process on the boards they are forthcoming with the DE&I Chairs job description and ideally communicate what the LSC's goals are that align with USA Swimming goals for DE&I.

The meetings included the following discussion/Topics:

1. Planning the Multi-cultural Athlete Experience by attending the Cinco de Mayo Meet in Texas, we commenced planning but had a unanimous vote to wave this year due to Covid-19
2. The committee was planning to hold one of it's in person meetings at the Zone Workshop scheduled for May in Chicago
3. Eight of the Twelve LSC's have a program in place to reimburse or waive outreach meet fees to allow athletes from this category to participate in meets. Those who don't are working on adding this and 1 has reported success
4. Change to the Flex Membership, tier structure that was announced via SwimSwam
5. Covered by LSC's what Chairs felt was their Successes and Challenges:
  - a. Successes within our LSC's:
    - i. Greater number of outreach swimmers register
    - ii. Black History Meet changed format (Finals) was very successful
    - iii. Added DEI Committee members
    - iv. Chair approved as voting member now

- v. Getting started, most of time getting up to speed on what was done previously
- vi. Ran some cool equipment drives at swim meets
- vii. More Athlete involvement
- viii. Having a voice and representative in the DEI space on the board, & Committee
- ix. Having access to previous DEI Chair extremely helpful. Attending the Black History meet in D.C. increased number of athletes attended this year
- x. More support from Board for DEI and more athletes attending and involvement

**b. Challenges:**

- i. Greater numbers attended the MLK meet
- ii. Getting the gears going again, people to re-engage and numbers
- iii. Re-establishing/Recruiting DEI Committee
- iv. Time Management
- v. Ensuring that we are retaining athletes, needing a standardize definition – Procedure of changing
- vi. Where to go from Covid-19, how to help, time achieving the same times
- vii. Getting the LSC to make DEI a priority at the Board level, including education and pushing outreach

6. Ways to be more supportive as a committee with Covid-19 and the swim community in greater number had to find a variety of ways to continue operations. We've had candid discussion about the civil unrest that we are experiencing around our Country and the impact it has had on our athletes. Many of our athletes feel strongly and want to make an impact in the social justice space. They have been very vocal regarding the statements being made by our Boards and on their behalf. With so much necessary work to be done we as a group focused on educating ourselves in every way possible and how we could be supportive of these athletes, this was done via webinars and zoom workshops here's a list of some:

- a. Writing grants for swim clubs
- b. DIA – Virtual Mixer
- c. Project Play – “How should youth Sports Return to Play”?
- d. DIA – An Athlete Discussion on Race, Social Justice, and Aquatics
- e. USA Swimming Update with DEI Chairs –
- f. D & I In Our Pools – Why It Matters –
- g. DIA – We are Water: Textured waves Discussion
- h. August DEI Virtual Social via USA Swimming DE&I Chairs FB page



7. Lamar DeCasseres of Metro Swimming –pursuit of DEI Chairs – to become a nominated, voting position – EZ DEI Committee Support. Lamar drafted a proposed amendment to the by-laws for a change adding the position of DEI Chair as a nominated voting member of the Board. It is noted that out of the four Zones, Easter Zone has the greater number of voting DE&I Chairs 8 of 12. Our goal as a committee is to achieve getting all 12 LSC DE&I Chairs as nominated voting members by 2021.
8. USA Swimming DE&I plans to implement Regional Select Camps in addition to the National Select Camp held annually primarily for athletes, yet the ability to serve less as it will be opened up to all Regions, a description will be posted to the new website soon. Given this information the EZ DE&I Committee is giving consideration to how we can continue to serve our Zone Athletes, Coaches and Chairs working in this or a similar space moving forward.

It has been a busy yet productive year, the Committee meet 10 times over the past year. We have two new DE&I Chairs Rebecca Rice of Allegany Mtn. and Janice Osborn of Maryland Swimming. We welcome them and have completed the on-boarding process with individual meeting to support them in getting acclimated and they are well on their way. It is with gratitude that we operate in this difficult time, however, we remain committed to working for and with our Athletes and boards to enact the very necessary change or creating a welcoming, inclusive environment for all. The groups contact list and rules of engagement has been updated and distributed. We are looking forward to any new chairs as we realize their maybe a few LSC's still to come.

Respectfully submitted,

G. Nadine Johnson-Jesionek  
EZ DE&I Coordinator

## US SWIMMING Diversity and Inclusion Report

**Chairperson:** J. Wade Atkins

This has been a year of continued rebuilding and growth for the DEI Committee.

- We added the “I” to stress that inclusion is a crucial part of human nature and we should promote purposeful inclusive actions.
- Early on we implemented the practice of virtual meetings and we have met monthly via zoom since January 2020. All meeting minutes are posted to the DEI page on the US Swimming website.
- We adopted a work group philosophy to expedite our deliverables. We agreed these project should be our focus:
  - LSC Chairs Engagement
  - Workshops, Events and Camps
  - LSC DEI Chair Manual update
  - Outreach Manual update
  - Volunteer DEI Position Description Updates
  - DEI Brochure updates
- We have initiated period calls with all LSC DEI Chairs/Coordinators.
- We have championed to project envisioned Lamar DeCasseres of Metro LSC to have all LSCs amend their bylaws to include DEI Chairs as members with voice and vote (preferably elected versus appointed).
- Eastern Zone
  - Well represented at the national level with 4 members participating in the monthly calls
  - Productive DEI Committee led by Nadine Johnson (Appointed EZ DEI Coordinator)
  - Lamar continues to lead the campaign for DEI recognition
  - The National DEI Award was presented to Marvin Thorpe II from the Maryland LSC.

Chairperson Signature:



**Date:** 09/19/2020

# Registration/Membership Committee

Report to Eastern Zone

9/19/20

**Online Membership:** We are continuing to make progress toward implementation of this new method for registering members. A task force has been working since March on the project with the plan for the process to be rolled out in April, 2021. At the present we feel that is a realistic date and training for LSC registrars will be conducted prior to then, most likely in the month of February.

## **Changes to Requirements of Non-Athlete Membership for Clubs:**

- Clubs Governed by a Board of Directors – All members of the club's Board of Directors must be non-athlete members of USA Swimming in good standing. That means current registration, background check, and athlete protection training. There is a place on the 2021 Club application for this information to be submitted.
- Coach Owned Clubs – A second coach must be listed on the club application so there are at least two adult authorities at each member club for communication and accountability purposes.

According to Mike Seip, chair of the Operational Risk Committee, failure to comply with these requirements will have a negative impact on the club's insurance.

**Times & Recognition Committee Report**  
Eastern Zone Meeting  
September 19, 2020

**Records:**

NAG: 43 (35 SC, 8 LC)

World: 1, American: 16, US Open: 50 (inc. foreign athletes)

**Scholastic All American:**

1087 (246 in the Eastern Zone)

Prefect Score (4.0 GPA and US Open 1<sup>st</sup> place): Torri Huske (PV)

**Observed Meets:**

788 in the 2019-2020 season

**Non-Sanctioned Meets:**

49 (as of Sept 14)

**Olympic Trials Qualifiers:**

1,226 (646 M, 580 F)

Dashboard:

<https://app.powerbi.com/view?r=eyJrIjoieYWMwMzk5MzYtMmJjZC00OThmLWI1NjltOWM4YTJmMmFhN2VmliwidCI6ImUyNmYxNDk4LTAyYzltNGQzMC04NjY1LTViOTMzNDI2ZThkZCIsImMiOjZ9&pageName=ReportSection>

**Times Dashboard Analytics:**

<https://app.powerbi.com/view?r=eyJrIjoieTBhNDVhMmEtNjFkYS00ZTcyLTkwM2UtNTE1NjgxYzIxMTYyIiwidCI6ImUyNmYxNDk4LTAyYzltNGQzMC04NjY1LTViOTMzNDI2ZThkZCIsImMiOjZ9&pageName=ReportSection>

Tim Husson & Karyn McCannon

**Report from USA Swimming National Operational Risk Committee to Eastern Zone 09/19/20**

**Submitted by Mike Seip -MA/Chair National Operational Risk Committee**

- **USA Swimming has a new Risk Management Director Steve Levine**
- **The Operational Risk Committee will be conducting a Air Quality Workshop in early November, date TBA, each LSC will be contacted with the details by a member of the National Committee .**
- **The Committee extended CPR and Safety Training for Swim Coaches expiration dates until 12/31/20 if the on-line certifications are met and water or hands on testing is not available.**
- **Reminder to communicate to all LSC Clubs it is imperative the coaches are up to date on all certifications. Also remind clubs that all officers of the respective clubs need to be non-athlete members of USA Swimming.**

**Safe Sport Recognition – Clubs Statistics**

8/31/20

**Started and Completed Counts by Zone**

	<b>Eastern</b>	<b>Southern</b>	<b>Central</b>	<b>Western</b>	<b>Total</b>
Started Safe Sport Recognition	132	111	156	163	562
Safe Sport Recognized	138	157	99	149	543
Total Completed Any Level	138	157	99	149	543
Total Combined (Started + completed)	270	268	255	312	1105

**Top 10 LSCs (Ranked by count of clubs that have completed any level)**

<b>Rank</b>	<b># Clubs Completed a Level</b>	<b>LSC(s)</b>
1	49	FL
2	43	PC
3	35	NC
4	32	MD
5	20	PV
6	19	GA
7	17	NE
8	16	IN OR SN
9	15	IL MN ST
10	14	UT

## Safe Sport Recognition – Clubs Started and Completed Counts

8/31/20

LSC Name	LSC	Started		# Clubs in LSC	# Clubs Started Any Lvl	% Clubs Started Any Lvl	# Clubs Complete Min SS	% Clubs Complete Min SS
		Safe Sport Recognized	Safe Sport Recognized					
ADIRONDACK SWIMMING	AD	7	2	31	9	29.0%	2	6.5%
ALASKA SWIMMING	AK	6	1	27	7	25.9%	1	3.7%
ALLEGHENY MOUNTAIN	AM	10	4	49	14	28.6%	4	8.2%
ARIZONA SWIMMING	AZ	9	9	48	18	37.5%	9	18.8%
ARKANSAS SWIMMING	AR	5	2	16	7	43.8%	2	12.5%
BORDER SWIMMING	BD	1	3	8	4	50.0%	3	37.5%
CENTRAL CALIFORNIA	CC	2	1	14	3	21.4%	1	7.1%
COLORADO SWIMMING	CO	16	12	83	28	33.7%	12	14.5%
CONNECTICUT SWIMMING	CT	11	10	67	21	31.3%	10	14.9%
FLORIDA GOLD COAST	FG	10	13	60	23	38.3%	13	21.7%
FLORIDA SWIMMING	FL	15	49	96	64	66.7%	49	51.0%
GEORGIA SWIMMING	GA	9	19	60	28	46.7%	19	31.7%
GULF SWIMMING	GU	15	5	61	20	32.8%	5	8.2%
HAWAIIAN SWIMMING	HI	15	2	30	17	56.7%	2	6.7%
ILLINOIS SWIMMING	IL	28	15	114	43	37.7%	15	13.2%
INDIANA SWIMMING	IN	21	16	112	37	33.0%	16	14.3%
INLAND EMPIRE SWIMMING	IE	6	5	17	11	64.7%	5	29.4%
IOWA SWIMMING	IA	6	12	34	18	52.9%	12	35.3%
KENTUCKY SWIMMING	KY	6	2	28	8	28.6%	2	7.1%
LAKE ERIE SWIMMING	LE	11	1	42	12	28.6%	1	2.4%
LOUISIANA SWIMMING	LA	7	3	27	10	37.0%	3	11.1%
MAINE SWIMMING	ME	7	4	23	11	47.8%	4	17.4%
MARYLAND SWIMMING	MD	6	32	44	38	86.4%	32	72.7%
METROPOLITAN SWIMMING	MR	13	6	88	19	21.6%	6	6.8%
MICHIGAN SWIMMING	MI	12	2	81	14	17.3%	2	2.5%
MIDDLE ATLANTIC SWIMMING	MA	17	11	143	28	19.6%	11	7.7%
MIDWESTERN SWIMMING	MW	3	4	32	7	21.9%	4	12.5%
MINNESOTA SWIMMING	MN	16	15	66	31	47.0%	15	22.7%
MISSISSIPPI SWIMMING	MS	4	1	12	5	41.7%	1	8.3%
MISSOURI VALLEY SWIMMING	MV	12	12	59	24	40.7%	12	20.3%
MONTANA SWIMMING	MT	5	3	17	8	47.1%	3	17.6%
NEW ENGLAND SWIMMING	NE	18	17	99	35	35.4%	17	17.2%
NEW JERSEY SWIMMING	NJ	10	6	74	16	21.6%	6	8.1%
NEW MEXICO SWIMMING	NM	6	0	24	6	25.0%	0	0.0%
NIAGARA SWIMMING	NI	14	13	74	27	36.5%	13	17.6%
NORTH CAROLINA SWIMMING	NC	10	35	84	45	53.6%	35	41.7%
NORTH DAKOTA SWIMMING	ND	3	2	14	5	35.7%	2	14.3%
NORTH TEXAS SWIMMING	NT	5	4	27	9	33.3%	4	14.8%
OHIO SWIMMING	OH	13	5	69	18	26.1%	5	7.2%
OKLAHOMA SWIMMING	OK	4	3	18	7	38.9%	3	16.7%
OREGON SWIMMING	OR	15	16	60	31	51.7%	16	26.7%
OZARK SWIMMING	OZ	7	2	27	9	33.3%	2	7.4%
PACIFIC NORTHWEST	PN	13	11	57	24	42.1%	11	19.3%
PACIFIC SWIMMING	PC	13	43	115	56	48.7%	43	37.4%
POTOMAC VALLEY SWIMMING	PV	8	20	50	28	56.0%	20	40.0%
SAN DIEGO-IMPERIAL	SI	8	6	33	14	42.4%	6	18.2%
SIERRA NEVADA SWIMMING	SN	9	16	50	25	50.0%	16	32.0%
SNAKE RIVER SWIMMING	SR	3	2	11	5	45.5%	2	18.2%
SOUTH CAROLINA SWIMMING	SC	5	7	32	12	37.5%	7	21.9%
SOUTH DAKOTA SWIMMING	SD	5	0	17	5	29.4%	0	0.0%
SOUTH TEXAS SWIMMING	ST	8	15	46	23	50.0%	15	32.6%
SOUTHEASTERN SWIMMING	SE	10	0	75	10	13.3%	0	0.0%
SOUTHERN CALIFORNIA	CA	27	8	168	35	20.8%	8	4.8%
UTAH SWIMMING	UT	8	14	32	22	68.8%	14	43.8%
VIRGINIA SWIMMING	VA	11	13	46	24	52.2%	13	28.3%
WEST TEXAS SWIMMING	WT	3	0	7	3	42.9%	0	0.0%
WEST VIRGINIA SWIMMING	WV	3	1	12	4	33.3%	1	8.3%

## Safe Sport Recognition – Clubs Started and Completed Counts

8/31/20

LSC Name	LSC	Started		# Clubs in LSC	# Clubs Started Any Lvl	% Clubs Started Any Lvl	# Clubs Complete Min SS	% Clubs Complete Min SS
		Safe Sport Recognized	Safe Sport Recognized					
WISCONSIN SWIMMING	WI	10	8	66	18	27.3%	8	12.1%
WYOMING SWIMMING	WY	2	0	23	2	8.7%	0	0.0%
Total:		562	543	2999	0	36.8%	543	18.1%



Timestamp	Name	LSC	Position
9/19/2020 13:46:15	Abigael O'Donnell	Adirondack	LSC athlete rep
9/19/2020 13:46:19	Isabella Donato	AMS	LSC athlete rep
9/19/2020 13:46:25	Gavin Formon	New Jersey	LSC athlete rep
9/19/2020 13:46:35	Marco Greico	Adirondack	national committee member, lsc athlete member
9/19/2020 13:46:42	Maggie Hartman	Adirondack	LSC athlete rep
9/19/2020 13:46:46	Charlotte Chan Siow	New Jersey	lsc athlete member
9/19/2020 13:46:47	Emma Lindecke	Adirondack	LSC athlete rep
9/19/2020 13:46:49	Owen Weller	New Jersey	lsc athlete member
9/19/2020 13:46:50	Ria Dietz	AMS	LSC athlete rep
9/19/2020 13:46:53	Samantha Brabeck	New England	LSC athlete rep
9/19/2020 13:47:09	Christina Cappola	Middle Atlantic	LSC athlete rep
9/19/2020 13:47:44	Claire Michalik	Connecticut	LSC athlete rep
9/19/2020 13:47:46	Alison Barton	New Jersey	lsc athlete member
9/19/2020 13:48:07	Jake Eastman	New England	other
9/19/2020 13:48:39	TJ Walsh	New Jersey	lsc athlete member
9/19/2020 13:49:42	Maddie Ferreira	Adirondack	LSC athlete rep
9/19/2020 13:51:32	tamsin formon	New Jersey	other
9/19/2020 13:52:52	Kyle Beebe	New Jersey	lsc athlete member
9/19/2020 13:53:22	Sarah Nelson	Maryland	LSC athlete rep
9/19/2020 13:54:05	Suzanne Sokolowski	Niagara	LSC athlete rep
9/19/2020 13:55:00	Rebecca Radonovich	Maryland	LSC athlete rep
9/19/2020 13:55:12	Mary Feliz	Maryland	LSC athlete rep
9/19/2020 13:56:43	Aaron Zhu	New England	other
9/19/2020 13:57:33	Maggie Hartman	Adirondack	LSC athlete rep
9/19/2020 13:57:53	Maggie Hartman	Adirondack	LSC athlete rep
9/19/2020 14:00:44	Noah Wilson	Maryland	national committee member
9/19/2020 14:00:59	Jack McCann	Virginia	LSC athlete rep
9/19/2020 14:01:22	Topher Bishop	AMS	LSC athlete rep
9/19/2020 14:03:18	Thomas Cho	Metro	LSC athlete rep
9/19/2020 14:11:05	Julia Milner	Maryland	lsc athlete member
9/19/2020 14:12:48	Kristy Barry	Maine	LSC athlete rep

Athlete Attendance  
Fall HOD 2020

Timestamp	Name	LSC	Position	
9/19/2020 14:45:47	tamsin formon	New Jersey	other	
9/19/2020 15:04:54	Nicholas Poulos	Maryland	national committee member	
9/19/2020 15:21:53	Maddie Ferreira	Adirondack	LSC athlete rep	
9/19/2020 16:06:30	Maddie Ferreira	Adirondack	LSC athlete rep	
9/19/2020 16:09:15	Gavin Formon	New Jersey	LSC athlete rep	
9/19/2020 16:28:37	Thomas Cho	Metro	LSC athlete rep	
9/19/2020 16:35:23	Ria Dietz	AMS	LSC athlete rep	
9/19/2020 17:05:52	Rebecca Radonovich	Maryland	LSC athlete rep	
9/19/2020 17:52:55	tamsin formon	New Jersey	other	
9/19/2020 19:06:23	tamsin formon	New Jersey	other	
	Sara Gaston	Virginia Swimming	A now retired EZ rep	

2020 Fall Tech Planning Meeting

Name (Original Name)	LSC	Name (Original Name)	LSC
Jerry Adams - TP Chair (Schenectady Swim Club)	AD	Ken Galica - NE (Ken Galica)	NE
JoAnn Faucett AD	AD	Matt Soska - New England (Matt Soska - UN)	NE
AD - Sean Caron (scaron)	AD	Carol Healey-NE	NE
Emma Lindecke-AD (Emma Lindecke)	AD	Patrick Hunter- NE (Patrick Hunter)	NE
Don Lipkin	AD	Patrick Johnstone - NE (Patrick Johnstone)	NE
Georgiann Barry-AMS (Georgiann Barry)	AM	NI-Will Chidsey (Will Chidsey)	NI
AM-Laura Hartman (Laura Hartman)	AM	Niagara Swimming LSC	NI
Peter Barry AM (Peter Barry)	AM	Marcia Callan Niagara (Marcia Callan)	NI
Luke Modrak	AM	Courtney Christ-NI (Courtney Christ)	NI
Ronald Vaughan	CT	Tristan Formon - NJ/EZ (Tristan Formon)	NJ
CT RAC - Ronald Vaughan (Ronald Vaughan)	CT	Gavin Formon - NJ	NJ
Ellen Johnston - CT (ellenj)	CT	NJ Bud Rimbault	NJ
Jen Lyman-CT (Jennifer Lyman)	CT	David White - NJS (David White - NJS Senior Vice Cl NJ	NJ
Mike Seip-MA Staff (Mike Seip)	MA	NJS -Stephanie Crofton (Stephanie Crofton)	NJ
MA-Kathryn Scheuer	MA	Matt Garifo NJ	NJ
Brian Elko MA (Brian Elko - SEA)	MA	EZ Director - Tim Husson (Potomac Valley Swimmir PV	PV
Anna Summerfield	MD	Rich McMillen PVS (Rich McMillen - PVS Officials Cl PV	PV
Carron Dunker - MD (Carron Dunker - MDSI)	MD	PV- Evan Stiles (Evan Stiles)	PV
MD-Cheryl Linscott (Cheryl)	MD	Terri Marlin - PVS (terri)	PV
Mary Feliz - MD Athlete Rep (SPRC) (Mary Feliz)	MD	VA - Mary Turner (Mary Turner)	VA
Nicholas Poulos	MD	VA-Emily Fagan (Emily Fagan)	VA
MD- Peter Leib (Peter Leib)	MD	Dave Henderson-VA (Dave Henderson)	VA
MESI   Taylor Rogers (Taylor Rogers)	ME	Bryan Wallin-Virginia GC (Bryan Wallin-Virginia)	VA
Matt Baxter	ME	VA - Drew Hirth (Drew Hirth)	VA
Jim Willis - ME (Jim Willis)	ME	Maureen Tolliver VSI	VA
Marcel Da Ponte - Maine Swimming TPC (Marcel Da Ponte)	ME	Steve Hennessy-VA (Steve Hennessy)	VA
ME-Mary Ellen Tynan (Mary Ellen Tynan)	ME		
Metro/EZ -Mary Fleckenstein (Metro -mary fleckenstein)	MR		
Zachary Hojnacki - MR (Zachary Hojnacki)	MR		
John Yearwood - Metro (John Yearwood)	MR		
Jeff Chu MR (Jeff Chu)	MR		
Lamar DeCasseres-Metro (Lamar DeCasseres)	MR		
jmcilhargy's iPhone	MR		
Dom Boccio Metro (Dom Boccio)	MR		
MoniqueGrayson Metro	MR		



2020 Fall EZ Meeting Attendance

MR	NE	NJ	NI
MR-Monique Grayson (Monique Grayson)	NE-Jake Eastman (Athlete) (Jake Eastman)	NJ - Tristan Formon (Tristan Formon)	NI Fred Leff (Fred Leff)
Metro/EZ -Mary Fleckenstein	NE - Nadine (Nadine# Jesionek)	NJS - Stephanie Crofton (Stephanie Crofton)	NI - Eric Stimson (Niagara Swimming LSC)
MR- Eric Fisher (Eric Fisher (Metro))	NE - Betsy Russell (Russ Russell)	Matt Garifo NJ	NI - Phil Aronica
MR-Lamar DeCasseres (Lamar DeCasseres)	NE-Carol Healey (Carol Healey-NE)	NJ athlete - Gavin Formon (Gavin Formon)	NI - Dani Richards (Dani Richards)
MR Jeff Chu (Jeff Chu)	NE- Samantha Brabeck (athlete) (Samantha Brabeck)	NJ - Charlotte Chan Siow (athlete) (Charlotte Chan Siow)	NI - Will Chidsey (Will Chidsey)
Metro- Dylan Cellamare (Dylan Cellamare)	NE- Moriah Tyrrell (Moriah- NE)	NJ- tamsin formon (athlete) (tamsin formon)	NI-Courtney Christ (Courtney Christ)
Dom Boccio Metro (Dom Boccio)	NE - Ray Grant (Raymond Grant)	NJ Bud Rimbault	NI Jim Stromski (Jim Stromski)
MR - John Yearwood (John Yearwood - Metro)	NE - Aaron Zhu (athlete) (Aaron Y Zhu)	David White - NJS	NI Marcia Callan (Marcia Callan)
MR Kate Hallex (Kate Hallex's iPhone)	NE- Patrick Hunter (Patrick Hunter)		NI- Michael Switalski (Michael Switalski)
MR - John Yearwood	NE - Matt Soska (GC) (Matt Soska - New England)	NJS Athlete - Owen Weller (Owen Weller)	NI- Alexandra Switalski (Alexandra Switalski)
Thomas Cho (Metro) (Thomas Cho)	NE - Patrick Johnstone (Patrick Johnstone)	NJ Athlete - Alison Barton (Alison Barton)	NI - Suzanne Sokolowski (Suzanne)
metro-john mac (jmcilhargy's iPhone)	NE-Brian Crawford (Brian Crawford)	NJ - Jack Foley (Jack Foley)	TJ Day
Zachary Hojnacki - MR (Zachary Hojnacki)	NE - Ken Galica (Ken Galica)	NJS - Kip Hein (Kip Hein)	
Don Wagner	NE - Bill Glass (William Glass)	NJ Athlete - Kyle Beebe (Kyle Beebe)	
	NE - Betsy Russell	NJ Athlete - TJ Walsh (TJ Walsh)	
	NE - Chris Sheppard (He/Him) (CHRISTOPHER SHEPPARD)	Heather Grieb	
MA	PV	VA	GUESTS
MA Mike Seip (Mike Seip)	PV - Tim Husson (Potomac Valley Swimming)	VA - Drew Hirth (Drew Hirth)	Dave Smith (Dave Smith# SZ Director# No)
MA - Doug Cornish (Dougie)	PV- Evan Stiles	VA-Mary Turner (Mary Turner)	Bob Vincent-USA-S Board Chair (Bob Vincent)
MA - Jamie Platt (Jamie Platt)	PV - Rich McMillen (rich)	VA (athlete) - Jack McCann (Jack McCann)	Tim Hinchey
MA-Kathryn Scheuer	PV - Robert Walker	Bryan Wallin-Virginia GC (Bryan Wallin-Virginia)	Shana Ferguson - USA Swimming CCO (Shana Ferguson)
MA - Brian Elko (Brian Elko MA)	Ellen Colket - PVS	Dave Henderson-VA (Dave Henderson-VA)	Joel Shinofield USA Swimming (Joel Shinofield)
MA Cherita Gentilucci (Cherita Gentilucci)	PVS Terri Marlin (Terri Marlin - PVS)	Sara Gaston-EZ Rep (VSI) (Sara Gaston)	Isabelle McLemore - USA Swimming (Isabelle McLemore)
MA - Christina Cappola (athlete) (Christina Cappola)	PVS (Erik Collins# SNOW Swimming)	Maureen Tolliver VSI	Thomas Ugast- USA Swimming Board (Thomas Ugast)
MA-Doug Cornish	Rich McMillen PVS	VA-Steve Hennessy (Steve Hennessy)	Brendan Hansen
MA-Will Gallagher (Will Gallagher)	Greg York PVS (Greg's iPhone)	Bob Rustin Va (Bob)	
MA -Larry Schwarz (Larry Schwarz)	PV-Carolyn Kotarski (Lindsey Kotarski)		
	PV- Karyn McCannon (Karyn McCannon)		
	PVS# Erik Collins		
	Jorge Zamora		