

Adirondack Swimming

Spring HOD meeting

May 17, 2020

Attendees:

Sean Caron	Debbie Erickson	Jennifer Dixon
Abie O'Donnell	Don Lipkin	Mark Lipkin
Rossi Maldonnado	Andre Paradis	Jillian Gale
Marco Greico	Maggie Hartman	Maddie Ferriera
Chuck Dunham	Jarrett O'Donnell	Jerry Adams
Travis Nelson	Bill Faucett	JoAnn Faucett
Penny Sorbello	Anesa Brkanovich	Doug Gross
Erin Quinn	Ajay Hicks	Dan Tanski
Josh Wolin	Kate Gawrys	Dennie Swan Scott
Rowan Scott	Lucas Santiago	Petra Kraus
Sina Lufkin	Dave	Isabel Nelson
Anne-Marie Nelson	Josh Jock	Kevin Saunders
Kaitlyn Renwick	Maddie Norton	Maggie Carroll
Noelle Haney	Travis Nelson	Emily Lapier
Finnegan McFarland	George Stopyak	Jaden Homan
Jeff Maxwell	Carl Hatt	Carly Hennessy
Bernard Hyman	Nolan Hyman	Rich Horsch
Sally Zaengles	Lauren Zaengles	

Meeting called to order 11:06am.

General Chair Announcements

- Topic of Pandemic. Sean Caron explained that USA Swimming has posted a tentative plan for the summer. June return to practice where possible is the primary focus. July the goal is to return to small competitions/community based and for August the USA Swimming staff is planning regional non-championship meets. Eastern Zone meeting in April canceled summer Zones and Sectional Championship Meets through the Fall. Eastern Zone Meeting voted to cancel those meets. Sean is not aware of anyone being sick in AD Swimming. A lot of non-related illnesses to people. Layoffs, furloughs, etc. We are asking people to provide info as it comes out.
- Swimposium is canceled and AD will push to get another one to the LSC scheduled again. AD will be exploring virtual options or push out to 2022 do an in-person. Very dedicated to seeing it through and make sure that it actually happens.
- Sean explained that the General Chairs of NY State (Jim Stomski/Niagara, Eric Fisher/Metro and he) are composing a letter detailing our plans for a return to competitive swimming based on the USA Swimming plans. The letter will be delivered to the Governor's Office, the State Dept of Health, and each of the County Board of Health Offices of the State.
- Ann Korzun after 8 years is resigning as Registrar. Sean Caron welcomed Adam Hershberg of the Delmar Dolphins, has agreed to take on position. Ann will be training Adam and work with Bill

Faucett. Thank you to the Governance Committee in particular Travis Nelson for assisting with the search.

- End of the Year of the awards Congratulations to following people:
 - Coach of the Year – Josh Wolin
 - Sydney Sorbello and TJ Bearor – Senior Scholarship Winners
- Isabel Nelson, Athlete Facilitator, attended “WE Lead” Conference – “Preserving through challenging times”. Provided a synopsis and some highlights. Sean Caron asked that Isabel share her experience with other athletes.
 - Change vs transition. Transition fluctuates from day to day. You are where your are supposed to be.
 - Thoughts, Feelings – Self talk is really important
 - Gratitude and Perspective – Psychology of the brain.

Approval of Minutes

Minutes approved without change

Agenda Approval

Approved without change

Block One

Elections & Appointments

1. Abie O'Donnell – Announced the 2 new Jr athletes. Emma Lindecke and Maddie Ferreira. Maggie Hartman moves up to Sr. Athlete At-Large Representative and she is the athlete delegate to Governance Committee and Abie, Sr. Athlete Representative is Chair of Athlete Committee and athlete delegate to Finance Committee.
2. Thanked and recognized Mark Lipkin and Amaya Digiovanni for their service as Athlete Representatives.
3. Governance Committee 3-person committee that rotates every 3 years. Travis Nelson is the 2 yr, George Stopyak become the 1-year member, Rob Macleod was welcomed as the new 3-year.
4. Adam Hershberg is appointed as new Registrar.

Reports

- Finance Committee – Debbie Erickson gave quick review of financials. Report accepted.
- Admin Chair Report – Don discussed that we will be adding in language relating to ties for Junior athlete reps. Report accepted.
- General Chair Report- Sean highlighted Swimposium, etc. Report approved.

New Business

- Travel Fund Reimbursement - Jerry discussed \$2 surcharge that is charged for all AD swim meets per athlete. That money normally goes to pay for and reimburse athletes attending travel meets like Zones and Speedos, etc. to help offset the costs for travel fees that goes directly to athletes attending. Because those meets were cancelled. AD will be returning the fees to each of the teams. In order for teams to receive refund: send email to Debbie Erickson derickson@adirondackswimming.org by 6/1. Must contain amount and address for mailing. Just

for AD teams only and its only for meets entered in LSC. Information will be posted on AD website. No refunds will be issued until outstanding meet fees are paid.

- **Annual Quad Budget** – Sean explained that we have line items that are fixed and we have others that fluctuate based on the Covid situation because there will most likely be a reduction in the number of athletes and we would typically see the Olympic bump and so we will get it perhaps next year. Debbie has prepared budget. Cut anticipated entry income by 15%, cut 2 meets out for overall budget next year. There is going to be impact and Conventions will now be virtual so we won't have that expense. For next season, travel budget is assuming that the usual big championship meets are held.
 - Josh Wolin asked if we have guidance from USA Swimming about membership expectations. Sean and Debbie have not seen any guidance from USA Swimming.
 - Marco said that Eastern Zone meeting will be virtual. Budgeted amount was lowered from \$4k to \$500. Budget approved.
- **Outreach Emergency Fund** – AD has an approved \$10k outreach grant budget for clubs/families who need assistance. We had 10 families during 2019-2020 SC season for a total of \$4,200 disbursed. Which means we have \$5,800 that has not been distributed. Deadline can be waived for short-term for LC. BOD recommends to double the budget to \$20k for the 2020-2021 season only. It was approved.
- Sean asked that if teams find themselves in financial trouble. They are to reach out to AD as soon as they can so AD can provide assistance. AD is financially healthy and we should be able to help.
- **Bylaws Update** – Administrative Vice-Chair – Don Lipkin continues to make progress on Policies and Procedures manual and expects to have rough draft by Fall BOD meeting. Proposed an amendment to voting for athlete representative in the event of a tie. New language proposed to Article 6.2.1 to change voting of Athlete Representative that in the event of a tie the outgoing Senior Athlete Representative shall have the tiebreaking vote. This is analogous to the existing language governing the event of a tie and the Coaches Representative in Article 6.2.2. It was agreed and accepted.
- **Golds/Silvers Rotation** – 4 Teams that are in the Championship rotation, Sean outlined all possible scenarios. Jerry spoke to a number of coaches/teams that are in the rotation. We are informing the HOD that we will keep the rotation the same moving forward. \$10k to each team that lost the meet for Sharks and Clinton.
- **Oneida Dolphins** - Oneida has asked to switch LSC from AD to Niagara. There are a lot more meets locally in the Syracuse area and it is much easier for swimmers to keep swimming because of the costs involved in them traveling to Albany (hotels, travel costs, etc.). Sean explained that it happens in other LSCs and that we have a couple of teams in AD that are geographically located in other LSCs. USA Swimming requires that both HODs vote to accept that change. The effect will go into effect for September registration. Anesa Brkanovich asked if anticipated the budget decrease included Oneida's move. It was explained that the 15% anticipated reduction is an estimate actual numbers may vary up or down. Bernie Hyman asked if we are aware of it happening with other teams and other LSCs. Sometimes LSC blocks the change. JoAnn said that it has not been a problem, it is not uncommon. The motion for Oneida to leave AD was made and approved.
- **Championship Meet Formats** – AD will be reviewing the championship meet format. Proposals include more of an age-group championship and a Senior championship approach similar to some of the other LSCs. Andre will be putting together a list of people who should be included in

Committee. The recommendation would be for 2021-2022 season. Andre covered the fact that he will be crunching the numbers on swimmers. Rob Macleod asked that we make sure we have input from some of the smaller teams.

- **Unfinished/New Business** - Josh Jock asked about LC season. We should cancel LC Championships. Jerry made a motion to cancel LC Season. Dan Tanski seconded. Earliest any pool will be open will be July. No championship meets this season. Decided to only cancel LC Championships with the possibility to sanction meets should pools open. Motion seconded.
- Any other new business. Josh Jock, NTS applied for grant from USA Swimming. He asked if AD will be able to do anything.
- Kevin Saunders asked if we are aware of any June, July, August meet revenue grant support from USA Swimming. No decision has been made at this time.

Block 2: Reports

Registrar Report (Ann Korzun), Officials Chair Report (JoAnn Faucett), Sanction and Times Report (Bill Faucett), Records Report (Jarrett O'Donnell), Safe Sport Coordinator (Laura Davis), Senior Athlete Representative's Report (Abie O'Donnell & Maggie Hartman), Junior Athlete Representative Report (Emma Lindecke & Madeline Ferreira), Age Group Chair Report (Jenn Dixon), National Operational Risk Report (Marco Greico). All other reports approved.

- Marco Greico– Operational Risk – USA Swimming approval for insurance for virtual training. Committee Wisconsin LSC received recorded virtual dryland sessions LSC. They will do it LSC by LSC.
- USA Swimming insurance 30-50% increase when they are reviewed for the next year. A lot of sports organizations have gone international for their insurance needs.
- Top priority is to get swimmers back in the water safely. Follow-up to be provided later.
- USA Swimming will have an answer on Wed., May 20th and he will get that information to us. This will be guidance related to being able to use open water venues and “back yard” pools for practice.
- Reports approved.
- Motion to adjourn.



General Chair's Report
May 17, 2019

When I last sat down to write a General Chair's Report in the Fall of last year, I could never have predicted where we would all be this May. To say these times are unprecedented is like saying Mt. Marcy is hard to hike for a fat guy like me – that ain't the half of it.

Pandemic Status

Unfortunately, I do not have hard information for you regarding when things will return to anything like normality. But there is a little "new normal" information from USA Swimming I can share. There is a preliminary plan to return to swimming. In short, it looks like:

June

A return to practice, where possible, is our primary focus. When your athletes are ready, we encourage fostering competition in practice, making racing a fun part of your return to the pool plan. Whether you are racing 15 meters, odd distances, or their favorite event, keep it fun and use the opportunity to set positive expectations.

July

The goal is to return to small competitions such as sanctioned intra-squad meets, virtual meets, and potentially community-based dual meets. These meets may require individual age-groups, limited event orders, and new uses of technology.

August

USA Swimming staff continues to plan for a regionally based series of non-championship meets in August for athletes at the sectional level and above. We know there are still several challenges to be overcome to make these meets a reality, but as with our LSCs, we must all have a Plan B and a Plan C for competitions this summer.

At the Eastern Zone meeting in April, we voted as a body to cancel the summer Zone and Sectional Championship meets. It looks like USAS maybe planning to try to have some larger competitions in August, but we are unaware of any of those that would impact the Eastern Zone at this time.

I am not aware to date of any critical impact of the pandemic to AD Swimming. I have not heard of any AD swimmer, coach, or volunteer being diagnosed positive with COVID-19 virus. Nor am I aware of any team having major financial issues. If I am incorrect on either count, please let me know!

I am sure however that the effects of the crisis have been felt in job furloughs, layoffs, and closures. We will be asking for the HoD to approve an emergency doubling of the Outreach

assistance budget. PLEASE let us know if Outreach funds can help any of your families. We will also be moving at the HoD to consider some more direct financial aid to teams.

As I have told USA Swimming, AD always remains open to the potential additional needs of teams and athletes to overcome the issues related to this pandemic. Individual situations will be considered as needed. It is our stated goal that the unique circumstances of 2020 should not rob any swimmer, coach, or team of the opportunity to participate in the sport we all love. AD is committed to leveraging all possible resources to maintain our coaches, our teams, and especially our athletes.

General Chairs' Letter to NY State

The General Chairs of NY State (Jim Stromski/Niagara, Eric Fisher/Metro, and I) are composing a letter detailing our plans for a return to competitive swimming based on the USA Swimming plans. The letter will be delivered to the Governor's Office, the State Dept of Health, and each of the County Board of Health offices of the State. It is our hope that the State will work cooperatively with us to enable a return to competition across the State as soon as possible; ideally in accord with the USA Swimming plan.

Swimposium status

One of the major goals I have had as General Chair is to return a USA Swimming Swimposium to Adirondack. We were so close; only about 6 weeks from achieving that worthy goal! I would like to thank the Swimposium volunteers, Chuck Dunham and the Clifton Park School District, and especially Jenn Dixon for all the hard work that was put into arranging the May 2020 Swimposium. Please be assured, COVID-19 is NOT going to stop AD from having a Swimposium. As we get back to the business and competition of USA Swimming, we will take up this challenge again and get on the schedule for this very worthwhile activity!

Registrar Search

A few months ago, Ann Korzun informed me that she would like to retire from the AD Registrar position. As you may know, Registrar is one of the most critical administrative positions in the LSC. In my time on the Board, we have been extremely fortunate to have had only two extremely competent, enthusiastic Registrars in Kathy Furman and Ann Korzun. Ann's dedication to this job, and her sheer dependability cannot be over-estimated, and we will all miss her in this role – although she has assured me that she is not going anywhere, is more than willing to help out and answer questions for the new Registrar (as I am sure is Sanctions and Times Chair Bill Faucett, who works closely with the Registrar), and maybe most importantly, Ann will continue to officiate swim meets with us! I would like to formally recognize Ann's years of service to the LSC – and I ask you all to do the same!

The good news is that – thanks to the efforts of our Governance Committee and especially Governance Committee Chair Travis Nelson, we have found a volunteer to take on this critical job! Please welcome Adam Hershberg of the Delmar Dolphins to the AD Board. His appointment is immediate, but he will transition into the job over the coming months, working closely with Ann. Congratulations to Adam, and a big THANK YOU for being willing to accept this position!

Thank you,
Sean Caron, General Chair, Adirondack Swimming

Adirondack Swimming

Board Meeting Financial Report May 18, 2020

Bank Balances as of 4/30/2020

Checking x0903	\$	35,799.31
Savings x7619	\$	103,709.61
CD x1029	\$	52,119.58
CD x6114	\$	84,454.12
CD x6130	\$	158,939.60
TOTAL	\$	435,022.22

Terms

Interest rate 1.61% until 6/3/2020; then 0.1%
 Interest rate 1.587%. Matures 10/13/2020
 Interest rate 2.029%. Matures 11/14/2020
 Interest rate 2.859%. Matures 5/14/2020*

* CD will be moved to Savings account 5/14 to get 1.61% interest until 6/3/2020.
 On 6/3 it will be invested in new CD at 0.5% for 11 months (current rates)

High level Financial Summary

	2019-20			Proposed			
	Act/forecast	Budget	Variance	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget
Income							
Registration Fees	\$ 174,725.00	\$ 213,143.00	\$ (38,418.00)	\$ 154,037.50	\$ 179,704.00	\$ 179,704.00	\$ 179,704.00
Travel Fund	\$ 46,089.96	\$ 54,545.00	\$ (8,455.04)	\$ 48,805.76	\$ 50,678.00	\$ 50,900.00	\$ 50,900.00
Zones	\$ 250.00	\$ 4,375.00	\$ (4,125.00)	\$ 2,800.00	\$ 2,800.00	\$ 2,800.00	\$ 2,800.00
Interest	\$ 6,561.65	\$ 4,070.00	\$ 2,491.65	\$ 1,870.00	\$ 1,870.00	\$ 1,870.00	\$ 1,870.00
Total Income	\$ 227,626.61	\$ 276,133.00	\$ (48,506.39)	\$ 207,513.26	\$ 235,052.00	\$ 235,274.00	\$ 235,274.00
Expenses							
Registration Fees	\$ 137,571.10	\$ 166,130.00	\$ (28,558.90)	\$ 117,391.20	\$ 137,671.80	\$ 137,671.80	\$ 137,671.80
Travel Expenses	\$ 13,843.29	\$ 65,520.00	\$ (51,676.71)	\$ 50,700.00	\$ 65,700.00	\$ 65,700.00	\$ 65,700.00
Zones	\$ 7,262.78	\$ 22,200.00	\$ (14,937.22)	\$ 15,700.00	\$ 15,700.00	\$ 15,700.00	\$ 15,700.00
Admin Expenses	\$ 22,705.91	\$ 25,088.00	\$ (2,382.09)	\$ 18,585.00	\$ 20,085.00	\$ 20,085.00	\$ 20,085.00
Awards, Scholar, Athlete	\$ 11,600.00	\$ 11,900.00	\$ (300.00)	\$ 1,900.00	\$ 1,900.00	\$ 1,900.00	\$ 1,900.00
Outreach	\$ 4,200.00	\$ 13,300.00	\$ (9,100.00)	\$ 23,300.00	\$ 13,300.00	\$ 13,300.00	\$ 13,300.00
Travel Fee Refund	\$ 15,562.00	\$ -	\$ 15,562.00	\$ -	\$ -	\$ -	\$ -
Total Expenses	\$ 212,745.08	\$ 304,138.00	\$ (91,392.92)	\$ 227,576.20	\$ 254,356.80	\$ 254,356.80	\$ 254,356.80
NET INCOME	\$ 14,881.53	\$ (28,005.00)	\$ 42,886.53	\$ (20,062.94)	\$ (19,304.80)	\$ (19,082.80)	\$ (19,082.80)

* 2019-20 Includes refunding \$15,662 in travel fees to Adirondack teams. To receive refund teams must send email to: derickson@adirondackswimming.org

by June 1 stating where to mail the check. Checks will be mailed in early June.

* Outreach budget has been increased to \$20,000 for 2020-2021 season.

Adirondack Swimming

Board Meeting Financial Report May 18, 2020

	2019-20 Act/forecast*	2019-20 Budget	Variance	2020-21 Budget	Proposed 2021-22 Budget	2022-23 Budget	2023-24 Budget
Income							
Registration Fees							
Athlete	149,131	183,449	(34,318)	131,833	154,110	154,110	154,110
Non-Athlete	22,594	26,334	(3,740)	19,205	27,594	27,594	27,594
Club	3,000	3,360	(360)	3,000	3,000	3,000	3,000
Total Registration Fees	174,725	213,143	(38,418)	154,038	179,704	179,704	179,704
Travel Fund							
Meet Fees	43,569	53,175	(9,607)	46,956	48,778	49,000	49,000
Bid Fees	935	1,370	(435)	1,350	1,400	1,400	1,400
Fines	1,586	-	1,586	500	500	500	500
Total Travel Fund	46,090	54,545	(8,455)	48,806	50,678	50,900	50,900
Zones	250	4,375	(4,125)	2,800	2,800	2,800	2,800
Interest	6,562	4,070	2,492	1,870	1,870	1,870	1,870
TOTAL INCOME	227,627	276,133	(48,506)	207,513	235,052	235,274	235,274
Expenses							
Registration Fees							
Athlete	116,707	140,383	(23,676)	99,261	116,752	116,752	116,752
Non-Athlete	18,600	23,197	(4,597)	15,810	18,600	18,600	18,600
Club	2,170	2,350	(180)	2,170	2,170	2,170	2,170
Paypal Fees	94	200	(106)	150	150	150	150
Total Registration Fees	137,571	166,130	(28,559)	117,391	137,672	137,672	137,672
Travel Expenses							
Swimmer Reimbursement	2,100	33,750	(31,650)	33,750	33,750	33,750	33,750
Coach Reimbursement	1,516	5,750	(4,234)	5,750	5,750	5,750	5,750
USA-S Convention	9,763	15,930	(6,167)	1,000	16,000	16,000	16,000
EZ Meetings	464	3,960	(3,496)	4,000	4,000	4,000	4,000
USA-S Officials mtg/Workshops	-	4,680	(4,680)	4,700	4,700	4,700	4,700
AD Local Meetings	-	1,450	(1,450)	1,500	1,500	1,500	1,500
Total Travel Expenses	13,843	65,520	(51,677)	50,700	65,700	65,700	65,700
Zones							
Short Course	-	8,500	(8,500)	-	-	-	-
Long Course	1,263	13,700	(12,437)	15,700	15,700	15,700	15,700
Total Zones Expenses	7,263	22,200	(14,937)	15,700	15,700	15,700	15,700
Administrative Expenses							
Clinics	278	500	(222)	500	500	500	500
Office Supplies, software	651	2,553	(1,902)	1,550	1,550	1,550	1,550
Treasurer	14,250	13,500	750	9,000	10,500	10,500	10,500
Payroll (Sanctions and Registrar)	7,527	8,535	(1,008)	7,535	7,535	7,535	7,535
Total Administrative	22,706	25,088	(2,382)	18,585	20,085	20,085	20,085
Awards, Scholarships and Athlete Reps							
Awards	1,100	1,100	-	1,100	1,100	1,100	1,100
Athlete Rep Events	-	300	(300)	300	300	300	300
Scholarship	500	500	-	500	500	500	500
Donations	10,000	10,000	-	-	-	-	-
Total Awards, Scholar and Athl Reps	11,600	11,900	(300)	1,900	1,900	1,900	1,900
Outreach							
Grants	4,200	10,000	(5,800)	20,000	10,000	10,000	10,000
Events	-	3,300	(3,300)	3,300	3,300	3,300	3,300
Total Outreach	4,200	13,300	(9,100)	23,300	13,300	13,300	13,300
Travel Fee Refund	15,562	-	15,562	-	-	-	-
Total Expenses	212,745	304,138	(91,393)	227,576	254,357	254,357	254,357
Net Income	14,882	(28,005)	42,887	(20,063)	(19,305)	(19,083)	(19,083)

* 2019-2020 represents actuals through April and forecast May-August

Club	\$2 surcharge paid in 2019-20 season
ADDI-AD	\$ 106.00
ALBS-AD	\$ 1,734.00
BENN-AD	\$ 228.00
BFIN-AD	\$ 764.00
BSPA-AD	\$ 656.00
CANA-AD	\$ 230.00
CLIN-AD	\$ 444.00
CLRK-AD	\$ 534.00
CPP-AD	\$ 2,166.00
DELM-AD	\$ 1,178.00
EELS-AD	\$ 316.00
GLEN-AD	\$ 152.00
GLFY-AD	\$ 314.00
GRGF-AD	\$ 434.00
GUY-AD	\$ 154.00
HAWK-AD	\$ 376.00
JJSC-AD	\$ 396.00
KING-AD	\$ 206.00
MDST-AD	\$ 66.00
NHA-AD	\$ 404.00
NTS-AD	\$ 376.00
ONEI-AD	\$ 216.00
SARY-AD	\$ 318.00
SCHE-AD	\$ 1,902.00
SVP-AD	\$ 88.00
TAC-AD	\$ 360.00
TBS-AD	\$ 120.00
UN-AD	\$ 408.00
UN-AD-AD	\$ 2.00
USAM-AD	\$ 554.00
WAVE-AD	\$ 360.00
TOTAL	\$ 15,562.00



May 14, 2020

Administrative Vice-Chair Report

We're continuing to make (slow) progress on refreshing our Policies and Procedures manual. Expect to have draft at Fall meeting.

As per Section 9.3 of ADSI Bylaws, amendments to our Bylaws can be made at any meeting of the ADSI House of Delegates by a two-thirds (2/3) vote of the members present and voting, pending review and approval of the USA Swimming Rules and Regulations Committee. I will likely be making a motion to amend our Athlete Rep elections process. The proposed addition to Section 6.2.1 is indicated in underlined red font below and is intended to cover the event of a tie (analogous to the language for ties in electing our Coach Rep).

ARTICLE 6 OFFICERS AND DIRECTORS

6.2 OTHER DIRECTORS

- .1 **ATHLETE REPRESENTATIVES** - Two (2) Athlete Representatives shall be elected, one each year for a two-year term, or until their respective successors are elected. At the time of election, the Athlete Representative must (a) be an athlete member in good standing; (b) be at least a sophomore in high school or at least 16 years of age, (c) be currently competing, or have competed within the three (3) immediately preceding years, in the program of swimming conducted by ADSI or another LSC; and (d) have his or her place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education). The balloting shall take place via electronic vote and/or at a meeting called for that purpose by the Senior Athlete Representative, or failing that, at a time and in a manner designated by the Board of Directors. At least twenty (20) days' written notice of the election shall be given to all clubs. The Athlete Representatives elected shall be determined by a plurality of the votes received from voting Group Members (clubs). Each Group Member comprises all athletes aged thirteen (13) years and older and may cast up to three (3) votes, decided in any manner, for the candidate(s) of their choice. Unattached athletes will be represented by a direct vote of each unattached athlete member aged thirteen (13) years and older. Such unattached athletes' votes will be cast proportionately as three votes. In the event of a tie, the outgoing Senior Athlete Representative shall have a tiebreaking vote.
- .2 **COACH REPRESENTATIVE** One (1) Coach Representative shall be elected for a two-year term, or until a successor is elected. The election of the Coach Representative shall be conducted via electronic vote and/or at a meeting called for that purpose by the Coach Representative or the Board of Directors. The Coach Representative elected shall be determined by a plurality of the votes received from voting Group Members (clubs). Each Group Member comprises all Coach Members in good standing and may cast one vote for the candidate of their choice. At least twenty (20) days' written notice of the election shall be given to all clubs. **In the event of a tie, the outgoing Coach Representative shall have a tiebreaking vote.**

Respectfully submitted,
Don Lipkin, ADSI Admin V-C

Registrar's Report - Ann Korzun

Registrar's Report to the Adirondack BOD and HOD, May 17, 2020

Ann Korzun, AD Registrar

- 2020 YTD Statistics, as of 5/9/2020:
Athletes: 1851 premium year-round (including 27 outreach), 200 Flex year-round, and 1 seasonal athletes
Non-Athletes: 306 (including 181 coaches and 80 officials)
Clubs: 31
This is lower, compared to last year's numbers at this time (2078 year-round athletes vs 2212 last year). Normally, we would expect about 200 more seasonal athletes, and also a few more year-round athletes, to register throughout the summer. However, with Covid-19 restrictions, we are uncertain what the summer season will bring.
- Clubs:
Welcome newly approved club Oneonta Family YMCA (ONFY), head coach Doug Macomber.
Southern Saratoga YMCA (SSCY) and Sidney Swim Club (SIDN) did not renew for 2020.
Knolls Swim Team (KNOS) usually renews as a seasonal club (no news yet about their summer season).
There are 3 groups of unattached athletes: AJCC, Greenbush Y, and Hudson Falls.
- USA-S will increase year-round athlete and non-athlete membership fees by \$2 for 2021.

	USA + AD = Total Cost
Athlete: Year-round "premium":	\$64 + \$17 = \$81
Athlete: Seasonal (Apr 1 – Aug 28):	\$30 + \$12 = \$42
Athlete: Outreach (qual. by need):	\$ 5 + \$ 0 = \$ 5
Athlete: Flex (2 sanct. meet limit):	\$10 + \$10 = \$20
Athlete: Open water single meet:	\$10 + \$ 5 = \$15
Non-athlete:	\$64 + \$17 = \$81
Club:	\$200 (or \$100 if received by December 1)
Seasonal Club:	\$60
- The 2021 membership year will begin June 1, 2020, rather than the usual September 1. This means that year-round members who join or renew beginning June 1, 2020 will be given a membership that lasts until December 31, 2021. (This is only for this year – due to the current Covid-10 restrictions.)
- Flex athlete membership began in 2019 (\$20, for swimmers under 18, with the limitation that they may participate in only 2 sanctioned meets per year, below the LSC championship level. It may be upgraded to "premium" by paying the difference.) Eleven of our clubs offered the Flex membership. 81% of our Flex members are 12 & under. 62% of our Flex members are new members this year. USA-S will be changing the Flex membership requirements for the 2022 season, to have different restrictions and different fees for various age groups – the goal being to prevent previous premium members from downgrading to Flex, and to make it more restrictive for the older age groups. "Flex was originally intended to serve as a low-cost entry into the sport to grow 10 & under membership."
- Coaches: remember to monitor your expiration dates on DeckPass, renew requirements before they expire, and send copies of safety and concussion training certificates to the AD Registrar. {Note: due to Covid-19 restrictions, USA Swimming automatically extended to 7/31/20 any certs that require in-person training.}

- Non-athlete member cards are being phased out by USA-S. 2021 is the last year that LSC Registrars will be able to print non-athlete cards through SWIMS. Members can use DeckPass to view and print their own card. Therefore, in 2021, the AD Registrar will print and mail member cards to coaches and officials only upon request.
- Junior Coach was new beginning in 2019, for 16-17 year olds. All coach exams and certifications are required, except the background check (which must be completed at age 18). A Junior Coach must be under the supervision of a registered >18 coach. We currently have 6 junior coaches from 4 clubs.
- AD accepts PayPal for small registration payments from club registrars or treasurers. Due to fees, this is only for small payments when a "rush" is needed. (PayPal fees, 2.9% plus \$.30 per transaction, are absorbed by AD.) The PayPal links are located on the Registrars' Private Webpage.
- MDVS (Member Data Validation Service): The new process for club registrars to directly upload registration batches to a queue in SWIMS, and to validate their club data directly against SWIMS, was finally up and running for TeamUnify as of November 2018, and for TeamManager (Active) as of September 2019. Other 3rd party vendors have not yet provided this capability.
- A new online registration service is in development by USA-S, expected by April 2021, and to be fully functional by September 2021. This will have parents to go through their club website, to the USA-S site, to register and pay online. The Adirondack LSC wouldn't be collecting fees, and clubs would not be submitting batches, for the most part. USA-S would collect the fees, and deposit the LSC portion back to the LSC. This process was presented to the LSC Registrars in a zoom call on 5/6/20, and we had many questions about handling transfers, outreach memberships, birth certificates, unattached swimmers, parents that would rather pay by check, and clubs that do not yet use MDVS.
- We are in the process of recruiting a new AD Registrar, to replace Ann Korzun, who wishes to retire from the position after 8 years as AD Registrar.

USA Swimming, Inc.
AD Year-to-date Registrations 5/9/2020

5/9/2020 8:04:52 PM

LSC: AD

Athlete	
Athlete	1851
Athlete Flex	200
Athlete Season 1	1
Athlete Outreach	27
Total:	2079
Non-Athlete	
Individual	302
Life	4
Total:	306
Clubs	
Club	31
Total:	31

AD Officials Chair Report

May 17, 2020

Zoom Meeting

*I hope everyone is healthy and safe in these trying times of the Covid 19 pandemic. In the swimming community as well in other sport communities the coaches are doing a great job keeping the athletes connected and engaged mentally as well physically. It is so important that everyone keeps connected and engaged with their family, friends and the outside world. It is so extremely easy to become isolated and withdrawn. I will never take it for granted the ability to come and go as I please. I will never complain about being hot, having soggy wet feet or aching legs for being on a pool deck for hours. The lesson to be learned by all of us, appreciate what you have. Take the time to slow down, visit with friends and family, remotely or at safe distance of course. This too will pass, it just might take some time. Stay healthy and safe!

*AD 2020 Gold Championship Official shirts and name tags are safely stored at my house. Yes, all officials will be getting them eventually. It might be later then sooner, unfortunately.

*During this pandemic, the National Officials Committee is working to assess the needs of online official clinics. There are a few LSCs that are looking into it as well. A survey was forwarded to the OC to get their take on the subject. It is a possibility, online clinics will be offered year-round, even after the Covid 19 pandemic.

*New uniform vendor with a new logo for officials now located on the USA-S website. You are welcome to wear shirts with the old logo as well.

<https://www.usaswimmingbrandstore.com/>

*The Newsletter is scheduled to be sent out 6 times a year. February, April, June, Oct, Dec. Please look for it.

*As usual, online testing was shut down from April 15th-May 1st to update the tests and to align with the 2020 Rule Book. Any incomplete tests as of 4/15 were deleted. Only incomplete tests were deleted, completed were saved.

*The ARRE Mentors Workshop was cancelled in April due to the Covid 19 pandemic. 2 zoom training sessions were held in its place. Hopefully, a recorded zoom meeting will be available for those who could not attend.

*OQM, because of Covid 19, 30 OQM events were canceled between March & early May. Please note, you have 3 years after your N2 or N3 expiration date to complete your requirement for renewal of your certification. After that time period an official would have to start the certification process from the beginning.

*Virtual Meets, members of the Times Rules and Officials Committee have prepared a document to provide a guideline for virtual meets. Each location is required to have the required number of officials same as if it were in an intersquad meet. These are basically an intersquad meet at 2 locations combined against one another. The present guidelines are for when swimming restrictions start opening up. Currently, no meets can be sanctioned.

Respectfully Submitted,

JoAnn Faucett

Adirondack Officials Chair

AD 2020 Spring Meetings BOD and HOD Sanction and Times Report

Overall revenue for AD for the Short Course 2019-2020 Season totals \$35278.50.

The 2018-2019 Season totaled \$38961.50, a loss of \$3683.00 for 2019-2020.

Two specific items were responsible for the total impact on the reduction of fees.

1. BSPA had to cancel their Cabin Fever meet because they were not able to obtain the pool.
2019 Cabin Fever meet fees totaled \$1159.50
2. The cancellation of 2020 AD Gold Championships after only 1 session was completed.
2019 Gold Championships meet fees totaled \$2937.00
2020 Gold Championships projected fees were \$3061.50 based on seeded meet file.
Actual Gold Championship fees from Session 1 were \$242.50.

These 2 items represent a loss of meet fees to AD of \$3979.00

As of May 9, 2020, there are 2 meets with outstanding fees and financial reports.

To date, May 9, 2020, fees and fines are outstanding for the Stingray Splash meet from January 26, 2020 and for the Blufins Last Chance meet from February 22, 2020.

At this time, we are aware that we will not be Sanctioning any meets for the Long Course Season.
The loss in Long Course meet fee revenue for AD is estimated at \$11500.00.

SANCTION	....MEET NAME....	DATE(S)	BID FEE	.....AD FEE.....	FS	.....MISC.....
AD20-001	Mock Meet		N/A	N/A		
AD20-002	Swimtober	10/27/19	30	11/26 ck 1747 \$393.00	X	
AD20-003	IMXtremely Spooked	11/03/19	30	11/15 ck 266917 \$553.50	X	
AD20-004	Fall Challenge	10/13/19	30	10/28 ck 6089 \$604.00	X	
AD20-005	Trick or Treat	10/19-20/19	45	10/27 ck 1797 \$2907.50	X	
AD20-006	North Country Invite	12/07-08/19	45	12/16 ck 1749 \$1007.50	X	
AD20-007	Harvest Invite	11/23/19	30	12/15 ck 1057 \$1194.00	X	
AD20-008	Pilgrims Pride	11/24/19	30	01/15 ck 165568&16561 \$2261.00	X	Fine \$1113.05
AD20-009	Starfish Trophy	01/03-05/20	55	01/25 ck 2275 \$3204.00	X	
AD20-010	Blizzard of the Blocks	01/25/20	30	02/20 ck 2295 \$657.50	X	
AD20-011	Candy Cane Crush	12/19/19	30	02/26 ck 3951 \$155.00	X	Fine \$50.00
AD20-012	December Distance	12/15/19	30	01/17 ck 1694 \$1143.00	X	
AD20-013	Piranhas Pentathlon	02/09/20	30	02/27 ck 1704 \$1894.50	X	
AD20-014	SuperSplash	12/08/19	30	01/10 ck 51892 \$1384.50	X	
AD20-015	Stingray Splash	01/26/20	30	Fees Due \$1562.50		Fine \$234.39
AD20-016	Sharks Mini Meet	12/21/19	30	01/11 ck 1825 \$1334.00	X	
AD20-017	Canajoharie Developmental	01/11/20	30	02/10 ck 2853 \$676.50	X	
AD20-018	Goody IMX	01/11-12/20	45	01/23 ck 1828 \$1649.00	X	
AD20-019	February Freeze	02/01-02/20	45	02/27 ck 6128 \$2926.00	X	
AD20-020	Region 1	02/14-17/20	55	03/07 ck 1843 \$1849.00	X	
AD20-021	Mile Madness	01/25/20	30	01/30 ck 41226 \$355.00	X	
AD20-022	Gold SC Champs	03/8&13-15/20	55	03/25 ck 1854 \$242.50	X	
AD20-023	Silver SC Champs RPI	02/29-03/01/20	45	03/26 ck 2331 \$2588.00	X	
AD20-024	Silver SC Champs SHEN	02/28-03/01/20	55	04/30 ck 1714 \$2508.50	X	
AD20-025	Bluefins Last Chance	02/22/20	30	Fees Due \$974.50		Fine \$100.00
AD20-026	CVSL Champs	02/22/20	30	03/19 ck 1027 \$329.00	X	
AD20-027	Mothers Day Splash	05/09/20	30			
AD20-028						
AD20-029						
AD20-030						
AD20-031						
AD20-032						
AD20-033						

Adirondack Swimming 2019-2020 Sanctions

SC SummaryBids \$925.00 Fines \$497.44
 LC SummaryBids \$30.00 Fines \$
 Balance Due Fees \$2537.00 Fines \$334.39

SANCTION	.....MEET NAME....	DATE(S)	BID FEE	.....AD FEE.....	FS	.....MISC.....
AD19-001	IMXtremely Spooked	10/27/2018	30.00	01/05 ck 260247 \$542.00	X	\$100.00 fine
AD19-002	North Country Invite	12/8-9/2018	45.00	12/19 ck 1666 \$858.50	X	
AD19-003	Fall Challenge	10/14/2018	30.00	11/20 ck 5980 \$922.00	X	
AD19-004	Trick or Treat	10/20-21/2018	45.00	11/03 ck 1654 \$2808.00	X	
AD19-005	Harvest Invite	11/17/2018	30.00	12/03 ck 2053 \$1783.00	X	
AD19-006	Trophy Invite	01/04-06/2019	55.00	01/04 ck 2075 \$2810.50	X	
AD19-007	Blizzard on the Blocks	01/26/2019	30.00	02/07 ck 2086 \$701.50	X	
AD19-008	Pilgrims Pride	11/11/2018	30.00	12/13 ck 015975 \$2448.50	X	\$100.00 Fine
AD19-009	December Distance	12/09/2018	30.00	01/09 ck 1583 \$1168.00	X	
AD19-010	SuperSplash	12/01/2018	30.00	12/30 ck 50433 \$1452.00	X	
AD19-011	Canajoharie Developmental	01/12/2019	30.00	02/02 ck 2808 \$1083.50	X	
AD19-012	Sharks Mini Meet	12/15/2018	30.00	01/02 ck 1687 \$1626.00	X	
AD19-013	Candy Cane Crush	12/14-15/2018	45.00	01/20 ck 4084 \$233.00	X	
AD19-014	Stingray Splash	01/27/2019	30.00	02/22 ck 1614 \$1704.50	X	
AD19-015	Cabin Fever	01/19/2019	30.00	02/09 ck 1010 \$1159.50	X	
AD19-016	Goody IMX	01/12-13/2019	45.00	01/19 ck 1692 \$1603.00	X	
AD19-017	Region 1	02/15-19/2019	\$55.00	03/07 ck 1717 \$1815.50	X	
AD19-018	February Freeze	02/03/2019	\$30.00	02/25 ck 6024 \$2496.00	X	
AD19-019	Mile Madness	01/26/2019	\$30.00	02/25 ck 1020 \$283.00	X	
AD19-020	Silvers at RPI	03/01-03/2019	\$55.00	04/01 ck 6035 \$2713.50	X	
AD19-021	Silvers at SHEN	03/02-03/2019	\$45.00	03/10 ck 2104 \$2491.00	1	
AD19-022	Golds	03/15-17/2019	\$55.00	04/01 ck 1734 \$2937.00	X	
AD19-023	Piranhas Pentathlon	02/10/2019	\$30.00	03/14 ck 1611 \$1425.00	X	
AD19-024	CVSL Champs	02/23/2019	\$30.00	05/20 ck 1021 \$340.00	X	\$100.00 Fine
AD19-025	Bluefins Last Chance	02/23/2019	\$30.00	04/06 ck 16517 \$972.00	X	
AD19-026	Mothers Day Splash	05/01/2019	\$30.00	05/22 ck 263220 \$302.00	X	
AD19-027	Hawks Summer Invite	07/12-14/2019	\$55.00	08/07 ck 4117 \$3214.50	X	
AD19-028	Sharks Summer Invite	07/05-07/2019	\$55.00	07/09 ck 1774 \$1310.50	X	
AD19-029	DELM Spring Fling	06/01/2019	\$30.00	06/20 ck 6059 \$450.50	X	
AD19-030	CPP Summer Kickoff	06/02/2019	\$30.00	09/12 ck 1672 \$703.00	X	\$150.00 fine due
AD19-031	Colgate Classic	06/08-09/2019	\$45.00	07/26 ck 1836 \$2203.00	X	\$110.15 fine due
AD19-032	AD LC Champs	07/26-28/2019	\$55.00	08/30 ck 1849 \$3074.50	X	\$19.00 short due

Adirondack Swimming 2018-2019 Sanctions

Fee Totals Bids \$1225.00

Fees \$49313.50

Fines \$460.15

SC Summary Bids \$925.00

LC Summary Bids \$300.00

Balance Due

Fees \$38036.50

Fees \$11277.00

Fees \$19.00

Fines \$200.00

Fines \$260.15

Fines \$260.15

AD Records Report - Jarrett O'Donnell

New records set during the abbreviated 2019-2020 Short Course Season:

District Records set at 2020 Region 1 Short Course Invitational

- Men 15-18 & Open 1000 Free - James L. Plage (BEAR-CT)
- Men 15-18 & Open 1650 Free - James L. Plage (BEAR-CT)
- Men 15-18 & Open 200 IM - Connor T. Hunt
- Men Open 800 Free Relay - A. Fabris, T. Bearor, J. Chiarella, B. Henkel (CPP-AD)

Resident Records set at 2020 Region 1 Short Course Invitational

- Men Open 800 Free Relay - A. Fabris, T. Bearor, J. Chiarella, B. Henkel (CPP-AD)

We made some historical corrections to the records list this year, with the help of a few coach's input. If you believe that there is a swim that is missing from the records list, please let me know and I will investigate.



Safe Sport Coordinator – Laura Davis

Safe Sport Update

May 8, 2020

Several Clubs still do not have a designated Club Safe Sport Coordinator in Adirondack Swimming.

Many clubs have started the Safe Sport Recognition Program, but no clubs have achieved this yet.

MAAPP (Minor Athlete Abuse Prevention Policy) continues to guide clubs in the safety of the swimmers.

During the Short Course season, there were two issues that were brought to USA Swimming Safe Sport. Both issues were reported to US Center for Safe Sport.

Thank you,

Laura Davis, AD Safe Sport Coordinator

Senior Athlete Representative's Report - Maggie Hartman and Abie O'Donnell

Survey results for potential change in athlete rep voting

<https://docs.google.com/forms/d/1tfzZam7ZRyyq6lCWajnsNgTlck7cT0zFVxEx2xAu4zU/prefill>

Abie O'Donnell: Senior Athlete Rep Report

- Congratulations to Emma and Maddie! Thank you to Mark and Amaya!
- Swimposium: Although this event wasn't able to happen this year, we did have an amazing group of people involved with the planning and I think we are all looking forward to being able to run this event next year (or whenever we are able to)
- Mock meet: Last year this was in September, whenever it is safe for us to travel to meets again I think this would be a great event to run (same goes for other potential swim lesson clinics)
- Athlete email list/Election form: Maggie drafted an email to coaches which we will send out that includes a survey on how athlete elections are conducted and asks coaches to provide contact information for their two team athletes reps for increased communication

Maggie Hartman: Senior Athlete Rep at Large Report

- I asked the coaches to send Athletes (one or two) emails so we can make an email chain to hopefully make sure all teams hear out about events and news. And to hopefully get more athletes involved and to get input on certain things.
- I talked with the Niagara Athlete rep (Molly Brennan) and they do their athlete rep voting by everyone can vote on the candidates (minus parents). Their voting occurs at a meet that is only 13 and over. And each athlete rep has a two year term. But they also just started an Athlete committee with ten swimmers to help bring ideas and input.
- Waiting on an email back from Sarah Gaston (Eastern Zone rep) on information on athlete rep elections.

Junior Rep Report – Madeline Ferreira and Emma Lindecke

Maddie - Goals as an Athlete Rep

- Establish a mentoring program, in some form, that connects older swimmers in the Adirondack region to younger swimmers
- Club swimmers can volunteer to help teach swim lessons to kids in the Adirondack region (Depending on virus)
- Work with athlete reps to continue trying to put together a mock meet and reschedule the swimposium
- Continue to reach out to swimmers and coaches in order to send out the survey regarding information on how the elections should be run each year for athlete representative

Emma- Goals as Athlete Rep

- Opportunity for more workshops/clinics for the swimmers
- Swimmers from different ages and different teams interact more (mainly connections between swimmers on different teams help build a larger connection across Adirondack)
- Clinic where older swimmers can help teach younger swimmers
- Continue support in Make a Splash

Age Group Chair Report – Jenn Dixon

Swimposium – postponed until October, currently looking at October 4th. USA swimming will only be holding virtual Swimposiums for the rest of 2020 and through 2021. USA swimming is currently in the process of how that will work. It may be possible for the Josh Davis athlete portion to be in person. The AD board should discuss if we want to follow through with our October date or postpone to sometime in the future.

Age Group Zones table personnel needed. This only impacts the summer zone meet (which has been canceled for 2020). We will be looking to train someone for this position for summer 2021.

Eastern Zone Age group zone meet 2020 canceled. Times were updated for the LC zone meet.

There are many webinars available on USA Swimming. Scott is available to do live webinars with teams – please email him – scott@usaswimming.org

At the zone level, they be discussing how to support teams / coaches in the aftermath of COVID - 19. No one knows what the landscape will look like. Less kids | Less athletes permitted in facilities | Same pool rental costs - hence the need for differing competitive models.

FYI – USA Swimming Resources offered to Coaches and Clubs

- Providing all uninsured coaches access to USA Swimming's "EAP" (Employee Assistance Program) to support mental health needs and requests
- Providing access to Zoom to any club or LSC that currently does not have access to this video communication tool for a minimum of 90 days
- Providing access to USA Swimming's 401K provider OneAmerica (based in Indianapolis, IN) for private financial health counseling sessions over the phone
- Providing referrals to outside legal counsel that can offer guidance to LSCs and clubs, as needed
- Providing access to our athlete Ambassadors and National Team athletes for individual club virtual "drop-ins" to talk to clubs and athletes
- Creating and delivering a marketing toolkit to all clubs in anticipation of heading "back to the pool"
- Providing strategy sessions for clubs to plan for resuming operation

Also, check out the virtual Coaching section of the USA swimming website for many ideas to engage athletes and families during this time.



National Operational Risk Committee

USA Swimming, Inc.
1 Olympic Plaza
Colorado Springs, CO 80909-5770

Adirondack Swimming BOD/HOD Report Spring 2020

1. Virtual Dryland (live) Insurance Coverage

USA Swimming obtained insurance coverage for **live** virtual dryland training in March. This policy does not provide coverage for recorded sessions. Required protocol associated with this coverage includes a ratio of 1 coach per 8 athletes and MAAPP guidelines regarding time and parent/3rd party involvement must be upheld. A memo was sent to membership from our committee detailing the policy, if you did not receive the memo and would like it please reach out to me.

2. Additional Virtual Insurance Coverage

Clubs have inquired for various types of insurance coverage for additional virtual training. Wisconsin Swimming obtained insurance coverage for **recorded** virtual dryland sessions. The insurance company will not provide total coverage to USA Swimming but will consider coverage on a LSC basis. If interested in additional coverage opportunities contact our insurance consultant.

3. Insurance Cost Change

Insurance costs for USA Swimming at the national level will be increasing 30-50% when the policies are renewed for the upcoming year. The effect of the increase on membership is to be determined outside our committee. Operational Risk had a time slot planned at convention for questions regarding the increased premium but with the change to a virtual convention there is no update on that slot.

4. Return to Operations/Coach Certifications

Our committee continues to work on return to operations guidelines. Due to the changing restrictions in each state daily, refer to local, state, and federal health guidelines. There is an extension until July 31st for coach certifications expiring March to June in Lifeguard Training, In-Water Safety Training or CPR/AED. The extension end date provided has not been reevaluated yet.

If you have any questions regarding Operational Risk please reach out to Dan and he can forward me anything that needs national attention.

Respectfully submitted,
Marco J. Greico
USA Swimming Operational Risk
National Athlete Representative (AD)
315-520-5746/mgreico@colgate.edu