

**Connecticut LMSC Board Meeting
October 11th,2020**

Members Present: Rob Duguay, Ally Sega, Ben Wyckoff, Barb Baker, Sarah King, Pam Henry, Sian Nimkoff, Paul Epstein, and Janit Romayko.

Members Absent: Bill Geoghegan, Tommy St. Vincent, Melissa Duguay, Tait Michael, and Jeff Sargent.

Meeting opened at 12:04p.m.

I. Recap of Convention.

- During this recap of convention, we discussed that the unified fee of \$60 passed, the changing of relay age groups for SCY failed and changing the transfer period from 60 days to 35 days failed. We also discussed that Connecticut had been recognized as a leader in diversity and inclusion thanks to Ally's efforts and our creation of the position of Diversity and Inclusion Chair on our LMSC board. New England LMSC will be reaching out to us as they would also like to include a Diversity and Inclusion Chairperson on their board.

- While not a recap of convention at this time, we discussed that our current Connecticut LMSC bank account is \$55,804.33.

II. Bylaws Vote.

At the June 23rd Board Meeting, we created the following dispute resolution process, which is as follows:

- If any board Member is made aware of a complaint it shall be brought to the attention of the full board within a timely manner (email is sufficient).
- Depending on the severity of the complaint the Dispute Resolution Team (DRT) will be activated.
- The Dispute Resolution Team (DRT) will consist of at least one of the following: Chair, Vice Chair or membership coordinator, secretary (to record the complaint and action taken), Diversity and Inclusion Chair, and the applicable chair for the area the complaint has stemmed from, e.g. issue between coach and swimmer the coaches' chair is included in the DRT.
- We will try to arbitrate minor matters. For more significant complaints (sexual abuse, discrimination, etc.) we will engage the USMS national office and if applicable, local law enforcement.

The dispute resolution process needs to be included in our bylaws to meet the 2021 USMS core standards.

Today we unanimously passed our dispute resolution process into our bylaws. Rob will include the above dispute resolution process into those bylaws.

III. Club Relief.

- Currently USMS has a process in place to reimburse clubs for their 2020 registration fees. This process is great for organizations like Golden Road Masters or the Olympic Club which are established non-profit organizations with tax records and proof of legal formation. While this would work for Connecticut the Club, it would not work for our other clubs and workout groups. Ally Sega wrote a letter to Bill Brenner to advocate for Connecticut, but has not yet heard back from Bill. At this point in time we need to begin getting workout groups registered so that our members can register in November.

- To this end we have proposed reimbursing the club and workout group registration fees that need to be paid during the club registration period (October 2020).
- We currently have 11 clubs. RAC, TBH, CPCT, CAC, CONN, GRIT, MJCC, NWMS, OMSP, WYMCA, and SWAT. RAC and TriBeach already registered during the club registration period. We will be reimbursing both clubs and the others that have not yet registered for 2020. As a board we unanimously approved paying club fees due in October 2020.
- We currently have six workout groups. Though clubs CAC, Mandel JCC, Orange, and Wallingford will be registering as workout groups in 2020 and add to the number of workout groups, the club and workout group fee is \$60 for each group. Under the unified fee all clubs and workout groups pay \$60 to register for the year. We unanimously approved paying the workout group fees due in October 2020, however we are waiting a resolution from USMS as to whether we do qualify for the grant process and if that resolution is approved, USMS will pay the fee and if not, we will pay the fee.
- Bottom line we want to offer assistance to our clubs and workout groups and will be paying their fees due in October 2020. In the process of coming to a unanimous vote, we discussed that the hierarchy is LMSC to Club to Workout Group. Workout groups have insurance from USMS and provide a program for their particular location they are based out of. Workout group members can form relays at the club level with other workout groups as all are under the umbrella of CONN Masters.

IV. Open Water Advocacy

- Under current Connecticut laws DEEP does not allow us legal access from state boat launches. Several of our members have been swimming out of West Hill and other locations and DEEP has traditionally not bothered us as long as we've been respectful to the boaters. However, there was a local resident that filed a complaint with DEEP against our swimmers. Connecticut DEEP did start making a presence and threatened to fine the swimmers for using the boat launch for anything other than boating. Julie Madison, coach of Hartford JCC Age Group and Masters Team heard of the issue and has offered to talk to a friend of hers in the public policy field to argue swimmers should have access to swim from the boat launches as we pay the taxes for them so we should be able to use them.
- Do we want Julie Madison to take up this issue? We might be able to increase open water access for our membership and the Connecticut Triathlete community. We could be able to swim from boat launches without technically breaking the law. However, taking up this issue means that this may bring unwanted attention to those who have been swimming with a "live and let live" attitude with the boaters and DEEP for years and instead of increasing open water access may limit our options further. Furthermore, the State of Connecticut like any public entity is worried about liability and taking up this issue might only limit us further instead of help us.
- We discussed that the cons outweigh the pros. This also might have been a one-time issue. The reality is that we need to create opportunities to swim at open water venues state wide. We need to create an outlined proposal and then approach the locations and towns that those open water locations exist in and present our plan. In thinking about that proposal, we need to think about state versus private entities and make sure that we are taking our created proposal to the appropriate jurisdiction.

- Locations to approach with our created proposal include Marlborough, Madison Beach Club, Lake T, Lake Warmung, Vernon Lake Access, Hammonaset, and Quassy.
- In thinking about creating an outlined proposal we identified that Paul would begin crafting the proposal and Sarah would also reach out to other LMSC's to discuss how their clubs run open water swim practices and location based open water swims. And in closing at this time we do not want Julie Madison to continue taking up the issue, we want to use this issue as a way for us to provide open water swimming venues accessible to all.

V. East Connecticut- Metro Hartford Outreach.

This outreach includes all areas east of the river in the Manchester, Vernon, Mansfield, and Willimantic areas.

- Creating an East Connecticut Task Force. Those to be included on the Task Force: Ally Segal, Cheryl Edison, Cathy May, and Janit Romayko. We all agree that it would be a good idea to create this task force.
- Cheryl Edison has offered to help coach and run ALTS in this area. In addition to Cheryl we have other coaches and swimmers in the area that are willing to help coach and run programs, we need to find pools willing to work with us. Creating an East Connecticut Task Force focus on finding locations that are amenable to hosting master's workouts and adult learn to swim clinics. These locations would potentially also be willing to host a meet, fitness event or stroke clinic.
- Creating the task force will require a restructure to our current format and Rob has proposed the creation of USA Swimming Liaison. This position will help promote masters swimming among age group swimmers, keep us abreast of any major changes in Connecticut Swimming that would impact us and the aquatics community as a whole. This position needs to be occupied by someone that holds a membership in USMS and USA Swimming. Jeff Sergeant is proposed for this position as he is a USMS member and a sitting member of the Connecticut Swimming Board. This position keeps Jeff on the board and opens up the second at large position. The second at large position, as proposed by Rob, is to be filled by Cheryl Edison.
- The board agreed that we would vote on bringing Jeff and Cheryl on once Jeff had formally accepted his position. As a board we would vote by email once Jeff had accepted his appointment to approve his nomination. Rob will send an email to Jeff this week to get this nomination and subsequent process moving forward.

VI. Events and Programs within the Connecticut LMSC

- As a result of the ongoing Covid-19 Pandemic some program such as Orange, Wilton, and Westport have returned to a somewhat normal operation while others, including Waterbury, Cheshire, and WHAT are still shuttered. The discrepancies between facility operations are due to college pools off limits to non-collegiate facility users, YMCA's at limited capacities and hours, and facilities using Phase II protocol.
- How to return to "normalcy". By advocating with facility managers to restart programs. Being open to offering coaches tools to be able to offer workouts and critique swimmers via online coaching formats and platforms. Getting our programs to restart with safe guidelines to return training to pre-covid levels. At the very least we need to advocate to make sure that lap swimming remains an option and to help coaches and swimmers find solutions to improve training.

- We discussed having an open LMSC zoom meeting and making sure that we are serving our members. We also discussing paying for a Zoom LMSC account as this may be money well spent to help continue meeting as a board and provide outreach to our LMSC.

- USMS is allowing sanctioned events beginning November 1st. We would like to restart competition in our area with the Ground Hog Meet in January/ February/ early March. This meet would be held at Westport YMCA. We also discussed the possibility of the Town of Orange Pool being a potential meet venue and having a “virtual high school meet format” meet against other New England LMSC teams. We discussed that if it was an actual meet held on the date of another New England LMSC meet, we could compare times between both meets once the meets had ended and utilize the virtual meet format in that environment.

- Swim the 3000-Yard ePostal. Swim the 6000-Yard ePostal. Swim the Fall Fitness Challenge. Swim Brute Squad and/or Brute Squad Lite. All event registration links are located on our Connecticut LMSC website. Obviously, we understand that not all have similar access or comfort levels with returning to the pool at this time, but if you are swimming, please consider swimming these events.

Meeting was adjourned at 1:45p.m.