

Adirondack Swimming

Spring HOD Sunday May 5, 2019

Abie O'Donnell
Maggie Hartman
Amaya DiGiovanni
Patrick Sweeney
Bill Faucett
Jen Dixon
Chuck Dunham
Mark Lipkin
Sean Caron
JoAnn Faucett
Alison Vitullo
Jerry Adams
Debbie Erickson
Don Lipkin
Dan Tanski

Ann Korzun
Andre Paradis
Laura Davis
Jerrett O'Donnell
Patty Rowledge
Travis Nelson
Brink Hartman
Marco Greico
John Fitzmaurice
Madeline McFarland
Ben McFarland
Sharon Brandl
Sue Cortright
Connor Harding
Kristen Griger

Laurel Zaengle
Sally Zaengle
Lindsey Bailey
Debbie LeCates
Henry LeCates
Anesa Brkanovic
Maggie Carroll
Wendy Nelson
Emma Lindecky
Denise Swan Scott
Anne-Marie Nelson
Isabel Nelson
Alise Hale

Announcements:

- USA Swimming Convention September 10 – 15.
- USA Swimming has asked Adirondack Swimming to host a coaching convention in September. Will be held at Union pool and nearby Marriott.
- Adirondack needs to have 2 representatives for Eastern Zone Board of review with one being an athlete, preferably a college student. Sean Caron is currently a rep, but it should not be the General Chair. Nationwide most Board of Review cases are related to recruiting, bullying and sanctions. However, the Eastern Zone has had no incidents for the Board of Reviews. All meetings are remote.

Minutes from Fall HOD were approved.

Review of Agenda: Added under new business: officials report, AAC proposal, Fundraising for AAC - duck derby. Agenda was Approved.

Elections and appointments:

- At Golds Abie O'Donnell was voted in as new Junior Athlete Representative and Maggie Hartman is the new Junior Athlete At Large.
- Governance Committee: This is a new committee per new by-laws. Purpose of committee is to make sure by-laws are followed, nominate candidates for vacant board positions slots, and serve as a sounding board for General Chair. Members are appointed by general chair but have to be approved by BOD. Members will serve a 3-yr term, but at time of set-up will have 3, 2 and 1 year terms. Committee will have 4 members including one athlete.
 - Nominated to initial committee:
 - Travis Nelson for 3 year term
 - George Stopyak for 2 year term
 - Shawn Bushway for 1 year term
 - Senior Athlete At Large; Amaya DiGiovanni
 - All Approved.

Financial Report – Alison Virtullo

- Report now reflects quad budget as required by LEAP 2.
- Registration Income and Expense is impacted by new Flex membership but does not affect the bottom line.
- Travel funds; now reimburse \$250/athlete for Speedo level meets. More requests for reimbursements received this year 74+ vs 29 in 2017/18. Reimbursements are still within budget.
- Outreach budget was almost fully utilized and was increased to \$10,000 last budget year.
- Administrative expenses are up due to hosting LEAP clinic and 2018 GOLDS, but still within budget. 2018 Golds expense should be reimbursed by CPP.
- Total cash balance as of 5/4/2019 is \$422,372.

- Expect to finish fiscal year with net income of \$15,000.
- Report approved.
- Motion: “ To Approve 2020 budget.” Budget was passed.
- Alison will not run for re-election in October.

Admin Vice Chair report – Don Lipkin:

- By-laws need to be updated to new USA Swimming by-laws template. 99% done when new amendments are approved under new business.
- Policies and procedures manual was updated 4 years ago, everything needs a review after by-law changes. Governance committee will review.
- LEAP certification. LSC governance program with 3 levels administered by USA swimming. LEAP 1 is mandatory. AD LEAP 1 certification expired May 1 and was resubmitted prior to that deadline. LEAP 2 is almost complete and AD will be rewarded with check from USA Swimming at that time. It was submitted for approval; just need new board member orientation procedure for completion. Governance committee will address.
- Completed Financial self-audit. A few gaps were identified. Governance committee will determine if new procedures are needed.
- Report approved.

General Chair – Sean Caron:

- Attended Eastern Zone meeting. AD 1st LSC to have Governance Committee and adopt new by-laws.
- After receiving feedback from departing athlete committee members regarding at-large members not having jobs, steps will be taken to assign at-large athletes specific functions. The Sr. Athlete Rep, Mark Lipkin, will serve on Finance committee. The Jr athlete rep, Abie O’Donnell, will be part of the Outreach committee. The Sr at large rep, Amaya DiGiovanni, will be on Governance Committee, and the Jr at large rep, Maggie Hartmann, will be in charge of communication with athletes.
- Report Approved

Program Operations Vice-Chair - Jerry Adams

- SC Zones meet will now be 14-under meet. Meet will now have bonus events and consolation finals heat.
- There will be LC Sectional meet at Rutgers in July.

New Business

By-laws updates:

1. How to elect Coach representative: Proposal: "Coaches will vote for the Coach Representative. Each team will get one vote. Nominating committee will present candidates. It is a 2 year term". Passed
2. Governance committee: Proposal: "The terms of all the Governance Committee members will commence at regular meeting." Passed.

Adirondack Aquatic Center

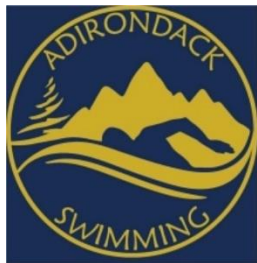
AAC proposed: "A \$1/swimmer surcharge for all USA Swimming meets hosted in the AD LSC beginning in Fall of 2019. The fee will be charged for a 5-year period and then be subject to review. The fee will be payable with meet fee remittance to the meet host and then remitted to the Sanction Chair to disperse to AAC". This would be about a \$12,000 contribution annually. This initial proposal was dropped following discussion.

New Proposal: "AD will award AAC a \$10,000 grant conditional on Metroplex support with the intent to reconsider annually". Will be addition to 2020 budget. Passed.

Amendment to budget by Alison Vitullo: "Remove championship meet fee of \$3,000, remove winter SC entry fee of \$800; add \$10,000 to donation for AAC. Net change \$6,200". Approved.

AAC Fundraiser. Duck Derby. AAC is partnering with the Autism society for this event. At the event AAC will try to set the world record for most people wearing a swim cap. Goal is to get 3,000 people.

New AD logo as a result of athlete contest.



Training opportunities:

- Mighty 2500 attended by Chuck Dunham and Josh Jock. Topics covered included: leadership style, how to continue to raise standards for small LSCs. Standards can potentially be raised by having a different championship meet format with meet split into age groups.

- At large athletes are going to training in Atlanta at end of June.
- Andre Paradis, Henry LeCates and Alisa Hale went to Colorado for Leadership summit. Topics covered included: how to establish team culture, communication and how to develop athlete leadership. Henry and Elise attended athlete sessions on how to communicate with others and better themselves; importance of athlete voice in LSC, working with other LSCs, how to use their strengths to help their teams and were encouraged to work with other athletes.

Reports:

Officials Chair – JoAnn Faucett:

- Need more officials at meets during season. Host teams must have 2 officials on deck all day. Host teams should have certified starter and referee. Meets can be shut down if not enough officials.

Outreach – Sean Caron

- For SC grants were awarded to 13 families, 25 athletes representing 10 teams. Because of large number of grants rewarded, had to do some partial grants.
- LC grants are still being reviewed. \$1,400 left for LC grants.

Athletes

- Will host a mock meet in Duaneburg on September 22. Will need some volunteers. Goal of meet is to teach new swimmers procedures and how to behave at a swim meet.
- Patrick Sweeney thanked the board and the athletes for the opportunity.
- Marco Greico also expressed his thanks. He will continue to serve on national committees.

Reports for May 5, 2019

Board of Directors and House of Delegates Meetings

Registrar's Report to the Adirondack BOD and HOD, May 5, 2019

Ann Korzun, AD Registrar

- 1) 2019 YTD Statistics, as of 4/27/19:

Athletes: 2001 premium year-round (including 44 outreach), 211 Flex year-round, and 36 seasonal athletes

Non-Athletes: 320

Clubs: 32

This is nearly identical to last year's numbers at this time (2212 year-round athletes vs 2227 last year).

We expect about 200 more seasonal athletes, and also a few more year-round athletes, to register throughout the summer.

Flex athlete membership was new for 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.) Ten of our clubs offered the Flex membership. 81% of our Flex members are 12 yrs. old or under. So far, 14 athletes have upgraded from Flex to Premium.

- 2) Clubs:

Welcome newly approved club Tiger Aquatics Club (TAC), head coach Chris Sammons.

Colgate University (GATE) did not renew for 2019.

Southern Saratoga YMCA (SSCY) renewed with 1 coach (Tim Russell), 1 official and only 1 athlete.

Knolls Swim Team (KNOS) plans to renew soon as a seasonal club.

There are 3 groups of unattached athletes: AJCC, Greenbush Y, and Hudson Falls.

- 3) Coaches: remember to monitor your expiration dates on DeckPass, renew requirements before they expire, and send copies of safety certificates to the AD Registrar, Ann Korzun.
- 4) Non-athlete member cards are being phased out by USA-S. However, AD still mails member cards to coaches and officials at the time of registration; additional cards are only sent upon request. Members may use DeckPass to view and print their own card.

- 5) Junior Coach is new in 2019, for 16-17 year olds. A background check is not required, but all other exams and certifications are required. A Junior Coach must be under the supervision of a registered >18 coach. At 18, the Junior Coach must complete a BGC. We had 10 junior coaches from 2 clubs, but none completed all requirements and certifications.
- 6) USA-S will increase year-round and seasonal membership fees by \$2 for 2020.

USA + AD = Total Cost

Athlete: Year-round "premium":	\$62 + \$17 = \$79
Athlete: Seasonal (Apr 1 – Aug 28):	\$36 + \$12 = \$48
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:	\$62 + \$17 = \$79
Club:	\$200 (or \$100 if received by December 1)
Seasonal Club:	\$60

- 7) 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 of 2.9% plus \$.30 per transaction, are absorbed by AD.) The PayPal links are located on the Registrars' Private Webpage.
- 8) The new process for club registrars to directly upload registration batches to a queue in SWIMS (rather than email attachments to Ann) was finally up and running for TeamUnify as of November 2018. Other 3rd party vendors have not yet provided this capability.
Club Registrars: please meet with Ann after the HOD today, for further information and demos.

Administrative Vice-Chair Report

Don Lipkin

- New By-Laws were reviewed by USA Swimming. Requested changes were incorporated. Will submit final document to USAS after HoD votes on pending amendments (At-Large Athlete Rep. and Coaches Rep. elections).
- LEAP 2 application submitted to USAS for review (thanks to entire BoD for pitching in to help!).
- Priorities for Spring/Summer:
 - o LEAP 1 renewal (due May 1)...Sean/Don
 - o Treasurer (staff) hire needed ASAP...Sean/Alison/Don
 - o Policies & Procedures update...Governance Committee/Don/Sean

Adirondack Official Chair Report

JoAnn Faucett

*To date AD has 89 registered officials for 2019. Out of that number there are 12 New members to the AD Officials Organization. Thanks to everyone in stepping forward and volunteering to our great sport of swimming.

*EZ Workshop @ Chicago O'Hare May 17- 19,2019. The official portion of this workshop will be attended by Jerry Lindecke. Jerry is an experienced AD referee & starter. His affiliation is the with Electric Eels.

*LSC Officials Chair workshop is scheduled for June 21-23, 2019 at the Charlotte, NC. I will be attending. All 59 LSCs will be represented to discuss technical rule interpretations, new up coming rules, the 12 & under suit regulations, etc. Please forward any questions or concerns that you might want clarification on before June 20th, I will be happy to present them to the body.

*2018-2019 Season was a challenging to say the least. For our Silver Championships and Gold's, the number of officials were plentiful. Many of the invitational meets were not as well attended. We seem to have the same problem; most host teams are not supplying their own officials. Yes, some of them do have working officials, however they normally only work one session with no one from their team replacing them. There needs to be more participation from most host teams. There were many situations if the guest officials didn't work all sessions the meet would have had to been cancelled. We are all here for the swimmers. Remember a few cannot continue to take full responsibility of successfully running a meet.

*Clinics, at this time there are no stroke and turn clinics scheduled. If your club is interested, please contact JoAnn 518 496-6136. Please keep in mind the length of a clinic is normally 3 hours, 90 minutes in the pool with swimmers demonstrating, another 90 minutes of question and answers along with the viewing S&T video.

*Advancement of officials toward starter and referee positions is strongly encouraged. Each team who host meets should have at least one or maybe 2 officials training for these positions. Please remember taking the written test will be helpful, however one only gets proficient with training done during the meets.

*AD would like to thank all the officials who have volunteered thousand of hours walking the deck in wet soggy socks and sneakers. Without you meets would not exist. THANK You!

*Special Olympics, a big thanks to the AD officials who walked the deck for the athletes of the Special Olympics. Specifically, Alison Vitullo, Paula O'Donnell and Meleik Goodwill. The swimmers and coaches are so appreciative, lots of thank you hugs to go around.

*Section 2 Championships, thank you to the officials who observed prelims and finals for Girls and Boys Sectional meets. Without their help the times achieved would not been able to be inputted into our SWIMS database. Specifically, Steve Trembly (aka Big Steve), Courtney Oberting, Steve Johnson (aka Little Steve), Daphane Jordan (Senator), Dom Canjura, Travis Nelson, Jerry Lindecke and Debbie Erickson.

Governance Committee Report
Travis Nelson

MEETING		
Date	Time	Location(s)
Thursday 4/11/19	8:00-9:10pm	WebEx

ATTENDEES			
Sean Caron-General Chair	P	Travis Nelson-Gov Cmte-Proposed	P
Shawn Bushway-Gov Cmte-Proposed	P	Amaya DiGiovanni-Gov Cmte-Proposed	P
George Stopyak-Gov Cmte-Proposed	P		

AGENDA		
Item	Who	Time
Overview of Primary Duties	Sean Caron	

Action Item	Who	Date Assigned	Status
Review AAC Funding Proposal	Gov Cmte	4/11/19	Complete
Develop nominations needs	Gov Cmte	4/11/19	In Progress
Oversite Guidance TBD	Gov Cmte	4/11/19	In Progress

NOTES	
Agenda Item	Discussion
Gov Cmte	Proposed Members requires "Advice and Consent" vote Travis Nelson- Committee Chair- 3-year term-Committee Chair George Stopyak-2-year term Shawn Bushway-1-year term

	Amaya DiGiovanni-AD BOD- Athlete Member and Sr At-Large
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<p>Overview of Gov Cmte Duties</p>	<ol style="list-style-type: none"> 1. To assist in periodic evaluation of the mission and vision statements and the Bylaws of ADSI; 2. To aid in the development of operating policies regarding conflict of interest (Board and staff), document retention, ethics, whistle-blower, procurement, contract review, grievance and other employment-related practices, etc. 3. To aid in the development of personnel practices procedure including job descriptions and annual review of staff 4. To ensure that the Board’s focus remains on the strategic plan 5. To aid in the development of expectations and processes for accountability of Board members 6. To develop criteria for the qualities and required characteristics of Board officers; 7. To lead Board succession planning by assessing current and anticipated needs for Board composition and identifying and recruiting potential Board members 8. To nominate Board members and other coordinator or chair positions to be elected by the House of Delegates consistent with the matrix of skills, demographics, and talents needed 9. To publish the slate of candidates to the ADSI membership at least twenty (20) days prior to the election. Additional nominations may be made from the floor of the House of Delegates by voting members of the House of Delegates 10. To design and implement Board orientation and an ongoing program of Board education and development 11. To lead periodic assessment of the Board’s performance (as a whole and of individual members) and make recommendations to enhance Board effectiveness 12. Advice and Guidance for the General Chair / Executive Committee (Gen Chair, Admin VC, Finance VC, Immediate past Gen Chair)
<p>Nomination</p>	<ol style="list-style-type: none"> 1. Review positions in final term 2. How to increase team diversity amongst BOD/HOD
<p>Oversight Guidance</p>	<ol style="list-style-type: none"> 1. Develop a “what makes the most sense” starting point 2. What are current items under review/discussion. Should we review prior to implementation?

AAC Funding Proposal	<p>In review of the proposal we agree with the desire to build the facility, the Mission Statement, the positive impact that it would have on the community, and the swimming culture in the Northeast region. However, there are other points that should be considered for further discussion.</p> <ul style="list-style-type: none"> • The request is for an unestablished annual amount of funds. • AD BOD currently has no knowledge of how the funds will be spent, nor will they have any direction over spending. • Are there other ways that the AD BOD could support the AAC, while adhering to current established practices?
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Report of AD Sanction and Times Coordinator Bill Faucett

There was 1 less Sanctioned meet for the 2018-2019 SC season than the previous season.

AD SC Meet Fees Comparison of last season to current season

Fee	2017-2018	2018-2019	Change
Bids	\$955.00	\$925.00	-\$30.00
Meet Fees	\$41011.50	\$38376.50	-\$2635.00
Fines	\$0	\$300.00	+\$300.00

Overall there was \$2365.00 less total meet fees collected for this season as compared to last season, a 6% decrease.

Of the 25 Sanctioned SC meets in the current season, 7 meets were better subscribed and 18 meets were less subscribed than the previous season.

Some old habits are returning.

Bids for over 50% of the SC meets came in later than they should and several at the last minute. SC bids are due submitted by July 31st.

LC bids were late coming in and we still have not received bids for Colgate Classic or LC Champs.

LC bids are due submitted by February 28th.

Some subscription issues are due to late bids and last minute submittal of meet information. Teams plan their season around the meet schedule and if our meets are not posted, other plans are made.

I would like to propose a 2 tier Bid Fee for recurring meets.

If the bid is received by the due date, the bid fees remain the same as they are currently.

If the bid is received after the due date, the bid fees are doubled.

The current bid fees are;

\$30 for a one day meet

\$45 for a 2 day meet

\$55 for a 3 day or longer meet

This would apply to recurring meets only. If a club decides to host a new meet, the standard bid fees will apply.

Coaches Rep report

Jennifer Dixon

Coach of the year was voted on during the last day of Golds. All teams were given one coach vote. The Coach of the year is Erin Quinn.

Adirondack swimming is working with USA swimming to organize a coach's clinic. We are looking at offering an event in the Fall of 2019. Details are being worked on and more information is to come. Proposal for how Coach Representative will be elected. The idea is to change this position from HoD-elected to Coach-elected, where each club casts one vote.

Program Operations Vice Chair

Jerry Adams

No Report

Technical Planning Report- Andre Paradis

Summer Long Course Championship

Adirondack LC Championships July 26-28, 2019, Colgate

Will follow the same flighted meet schedule as last year.

Speedo Long Course Super Sectional July 18-21, 2019, Rutgers

Senior LC Zone Meet August 1-4, 2019, Buffalo

Age Group LC Zone Meet August 7-10, 2019, Richmond

2019 Championship Meet Dates

Silver Championships: February 28-March 1, 2020

Gold Championships: March 8 and 13-15, 2020

Spring Speedo Sectionals: March 26-29, 2020, LC-North Buffalo, SC-Super Richmond or Lynchburg

Short Course Age Group Zones: April 1-4, 2020, Webster, NY

Speedo Long Course Super Sectional Late May/Early June, Richmond or Lynchburg

Adirondack LC Championships July 24-26, 2020, Colgate

Senior LC Zone Meet August 6-9, 2020, Buffalo

Age Group LC Zone Meet August 5-8, 2020, Richmond

Championship Meet Rotation

	2020	2021	2022	2023
Golds	SCHE	ALBS	CPP	DELM
Silvers	ALBS	CPP	DELM	SCHE
Silvers	CPP	DELM	SCHE	ALBS
Off	DELM	SCHE	ALBS	CPP

Cut times for the 2020 Silver and Gold Championships will be updated and distributed at the Fall HOD meeting.

Team distribution for the 2020 Silver Championships will be distributed at the Fall HOD meeting.

Any input on the format or changes to the championship meet should be submitted to Andre Paradis by August 1, 2019 at ajparadis@yahoo.com.

AD Records Report for Spring 2019

Dan Tanski

15 New District Records

Natalie Mannion (CS-NE)- Girls 13-14 100 Free, 200 Free, 1000 Free, 100 Back, 400 IM

Kate Douglass (CPAC-CT)- Girls 15-18 50 Free, 15-18/Open 100 Fly, 15-18/Open 200 IM

Elizabeth Boeckman (CPAC-CT)- Girls 15-18 1000 Free

Megan Deuel (VICT-NI) Girls 15-18 200 Fly

Nareg Minssian (CRIM-NE) Boys 13-14 50 Free

Sam Brown (BFIN-AD) Boys 13-14 100 Free, 100 Back, 200 Back

11 New Resident Records

Sam Brown (BFIN)- Boys 13-14 200 Free, 500 Free, 100 Back, 200 Back, 100 Fly, 200 IM

Brayden Henkel (CPP) Boys 13-14 100 Breast

Leo Kuyl (HAWK) Boys 15-18 50 Free, 100 Free

CPP 13-14 Boys 200 Medley Relay (C. Xiang, B. Henkel, J. Homan, L. Marshall)

ALBS 15-18/Open 400 Free Relay (J. Gravino, B. Henkel, J. Chiarella, B. Liu)

A few corrections/adjustments were made to older records, thanks to Jerry for his help on that.

Diversity & Inclusion: Rossi Madonnado

Alan Xiang from Clifton Park Piranhas has been selected to participate at the 2019 Eastern Zone Select Camp and Regional Diversity and Inclusion Summit at the University at Maryland, June 6-9, 2019.

I'll be participating as a Coach and presenting at the Summit as well.

Attached is the information from EZ Diversity Select Camp.

We had award Grants for the neediest families with smallest per-family request first. 13 families were award \$300 or less.

Net result would be \$4350 disbursement, which is what Alison rolls up.

Here were the final numbers on requests in November 2018:

For Wave 2, we have 13 families making requests

For Wave 2, we have 25 Athletes making requests

For Wave 2, and we have 7 teams making requests

Total grants requested \$5000

Total team match requested \$1200

Total requested \$6200 above budget.....!

We had to stay in budget for 2019.

Operational Risk Coordinator Report Chuck Dunham

- No significant safety concerns to report
- Question arose regarding locker room supervision; Do we need to have a Marshall for locker rooms for meets? After researching it is to the LSC discretion

Safe Sport Coordinator Report

Laura Davis



There are 21 out of 34 clubs that have a designated Safe Sport Coordinator in Adirondack Swimming.

No clubs in Adirondack Swimming are Safe Sport Recognized. Two clubs in the district have emailed with questions regarding the program.

Safe Sport messages are being sent to the club Safe Sport coordinators and club contacts on a monthly basis. This effort started in January. The theme for the next several months will be focusing on the Safe Sport Recognition Program because all clubs in Adirondack Swimming can and should be Safe Sport Recognized.

During the short course season, there were concerns with parents “camping out” in the locker rooms during meets. This was addressed by placing signs outside the locker rooms that say, “Athletes only”. And by the officials periodically walking through the locker rooms in order to keep them clear of adults during meets.

There was one issue of bullying by a coach and swimmers that was brought to the attention of the General Chair and myself. This issue was worked out and stayed at the LSC level.

Senior Athlete Rep Report

Mark Lipkin

Athlete’s Mock Meet Proposal

Overview:

- **What:** Informational session followed by mock swim meet
- **Why:** To help introduce young swimmers and their parents to the competitive side of the sport
- **Who:** Free to all interested (must be USAS members)
- **When:** 9/22/2019 at 2:00 P.M.
- **Where:** Duaneburg YMCA (thank you!)
- **Signups/ information** to be posted on Adirondack website
- **Information** to be distributed through coaches and team athlete representatives

Tentative Timeline:

2:00- Introduction and agenda

2:05- Athletes’ personal experiences on why we swim competitively (panel format)

2:25- Athletes explain seasonal meet schedule for typical age group swimmers

2:35- Swimmers change and prepare to swim, set up pool area.

2:45- short “meet” experience (30 minutes), run a few races, show heat/lane assignments and race procedure, include role of officials and timers

3:30- closing remarks to swimmers, swimmers go to change, time for questions from parents
We will be reaching out in the near future in search of volunteers to help with the event.

Athlete At-Large Report

Amaya DiGiovanni

Athlete at Large Nomination Proposal

Upon receiving all applicants for the position, each of the current athlete reps would individually interview one or two of the applicants. The interview could take place in person, over the phone, or over a video call. After interviewing their candidates, each current rep would write a brief but sufficient report on how the interview went and how well they believe, based on the interview and their application, that candidate would do in the position. After all of the interviews have been completed and the reports have been shared with the other athlete reps, each rep would individually rank the candidates from which they think are the most qualified for the position. The rankings would award a certain number of points to the candidates, 1st rank being awarded 5 points, 2nd rank 4 points, and continued on down the ranking. Then, the point values assigned to the candidates from each athlete rep would then be added together. The athlete with the most points would then be our first choice nominee for the position. In the event that our first choice athlete is elected to the position of Junior Rep, the athlete with the second highest amount of points will be named our second choice and will be elected to the position of the first choice nominee is elected Junior Rep.

National Operational Risk Report

Marco Greico

Marco is currently serving as the National Athlete Representative on the National Operational Risk committee.

Adirondack is one of the LSC's he is directly responsible for.

Please follow the appropriate chain of command, forward all Operational Risk issues inside Adirondack to Adirondack Operational Risk Chair, Chuck Dunham. If you have an issue that requires emergency attention, I can be reached by email at mgreicoadlsc@yahoo.com or at 315-520-5746.

1. Zone Workshops

Eastern and Central - May 9-11, Southern and Western May 17-19.

Operational Risk has full presentations each day of the Zone meetings.

I will be at both giving a presentation on warm up safety, meet marshal responsibility, and other related issues. If you have any questions or want any of the hand outs from the workshops please let me know.

2. 2018 Incidents

3 reported incidents in Adirondack in 2018 as of 01/30/19 (Adirondack in lowest tier of reported accidents)

1699 Reported Incidents across USA Swimming in 2018, graph (figure one) attached.

Make sure if an incident occurs, you file a report of occurrence form found on USA Swimming's website Throughout the year many incidents occur at practices and meets that go unreported.

3. Emergency Action Plans (EAP)

USA Swimming will be requiring a formal EAP at sites for meets.

There will be a speaker at the Zone Workshop from the Red Cross providing information on Red Cross procedures for an active shooter situations.

If you have any questions about creating or revising an EAP for a meet site inside Adirondack, please contact me.

4. Locker Rooms

Questions have been raised across USA Swimming (Adirondack being one), about who is allowed in the locker room.

The policy of who is allowed in the locker room is determined by each individual LSC.

USA Swimming's recommended policy currently is "Discourage parents from entering locker rooms and changing areas unless it is truly necessary. It should only be a same sex parent and parents should let the coach or administrator know in advance. This is also the case for any athlete requiring assistance due to a disability"

5. Housekeeping Items

Check all USA Member Cards or Deck Passes for current dates for each of the required items, not just registration year. Expired members are prohibited from being on deck. Expired or Non Registered members on deck, puts the organization at a high risk. Many LSC's have check in tables at meets to make sure credentials are valid before entering the deck.

6. Topics being discussed in committee currently

Official's Fitness - There has been several instances with officials on deck. It has been observed that some use knee walkers or have had medical issues necessitating an ambulance being called but declined to leave the meet. Our committee has been working on a policy regarding this but the issue rises with balancing safety and being inclusive for those with temporary or permanent disabilities.

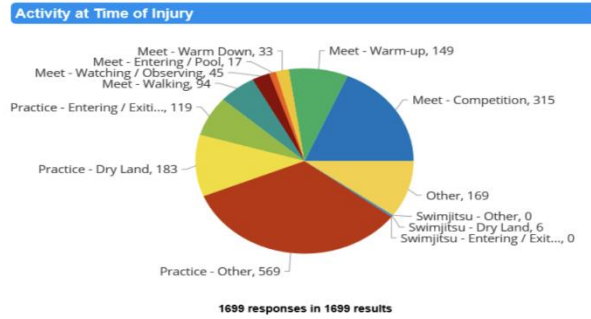
Air Quality- Standards being reevaluated for outdoor meets following the recent CA fires.

7. Questions

Any questions regarding Operational Risk inside Adirondack? I can take them at BOD/HOD meeting, but any in advance can be emailed to me.

USA Swimming 2018 YTD Accident Summary

WHEN ACCIDENTS HAPPEN



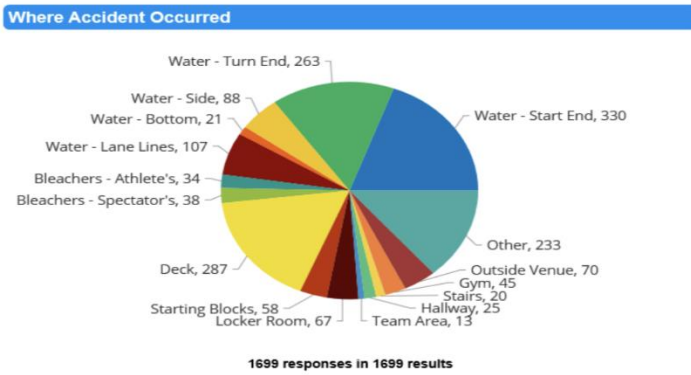
Greico, M. COPY

1/31/19 Summary Report

FigureOne:

Figure Two:

WHERE ACCIDENTS HAPPEN



Greico, M. COPY

1/31/19 Summary Report