

Adirondack Fall HOD Meeting 11/16/2025

Lucas Santiago	Angelina MacLeod	Christian Jerome	Alison Vitullo	Jerry Adams	Marco Greico
JoAnn Faucett	Dan Tanski	John Splendido	Bill Faucett	Rossi Maldonado	Rob MacLeod
Chuck Dunham	Amanda Nappi	Debbie Erickson	Carl Hatt	Jim Hennessy	Lindsay Noles
Brian Strickler	Jarrett ODonnell	Dennie Swan Scott	Jacob Hershberg	Adam Hershberg	Parker Putnam
Erin Massoud	Jack Greenleaf	Scott Waner	Josh Wolin	Lindsey Bailey	Tom Orcutt
Mat Robinson	Josh Jock	Jon Parks	Erin Quinn	AJ Bette	

Meeting was called to order at 11:06 am

- I. Approval of Fall Minutes
 - a. Motion by Jerry Adams. Seconded by Rob McLeod
 - b. Motion Passes
- II. Approval of the Spring Agenda
 - a. Motion by Jerry Adams. Seconded by Rob McLeod
 - b. Motion Passes
- III. Block I Reports
 - a. General Chair Report – Marco Greico
 - i. Marco Greico, Rob MacLeod, Christian Jerome, Angelina Macleod, Bill Faucett, JoAnn Faucett and Alicia Faucett all attended the USA Swimming Annual Summit in Denver, Colorado.
 - ii. Congratulations to Marco Greico for receiving the Adolph Kiefer Safety Commendation Award
 - iii. In the Board of Directors Meeting, there was an approval from the board to purchase 6 additional radios, Adirondack will be sending 5 radios to the Northern Tribs Swim Team to help conduct their meets
 - b. Finance Vice-Chair- John Splendido
 - i. Adirondack Swimming is up \$15,000 from last year financially
 - ii. John Splendido reviews the accounts every month
 - iii. Currently Adirondack Swimming holds \$415,000 in their account
 - iv. To be compliant with the bylaws, Adirondack Swimming finances are currently out in an audit.
 - c. Registration – Bill Faucett

- i. The number of athletes are staying consistent year over year. Bill did notice there are a lot of new athletes that are coming into the 25-26 year
 - ii. We have lost 1 team this year: Clinton Cudas
 - iii. The numbers reflected in Bill's report are as of the end of October
 - iv. From the insurance meeting at the annual summit: if the Head Coach is out of compliance with any of the USA membership requirements, everything is voided
 - d. Tech Planning – Jerry Adams
 - i. Short Course Championship Schedule
 - 1. Silver Meet- For 12 and under athletes that do not qualify for the championship weekend meet. Meet will be held the weekend before President's Day weekend. Site is TBD
 - 2. Championship Weekend Meet- 12 and Under Athletes will be a Prelim/Final Meet. 13 and Over athletes will be a timed final meet in between prelims/finals for those who have not qualified for golds. Meet would be held the weekend that RPI would be on break.
 - 3. Golds- 13 and Over Athletes will be a prelim/finals meet. Meet would be held the weekend after the NYS Boys State Meet. The site would be Shen
 - ii. Qualifying Times will be distributed out to all teams by next weekend
 - iii. A discussion was held as to why the change in the format of LSC Championships and the following items were mentioned:
 - 1. RPI does not want to host a meet while school is in session
 - 2. This new format allows for Tech Planning to slow the qualifying standards to allow for more athletes to qualify
 - 3. Teams can choose to attend more meets, the season does not have to end after silvers
 - 4. This will be the format going forward
 - e. Athlete Representative- Angelina McLeod & Christian Jerome
 - i. The following items were highlighted from the annual summit:
 - 1. Overseeing the rulebook amendments
 - 2. The role of responsibilities of the Athletes Representatives and creating Athlete Committees
 - 3. Ideas to implement to get more athlete involvement in the LSC
 - 4. Safe Sport: Recognizing and Prevention of Misconduct or Abuse
 - 5. There is another conference in June. The athlete representatives would like to send 4 athletes to represent the LSC. Plans for funding are in the works
 - f. Officials Report- JoAnn Faucett

- i. Currently we have 75 officials
 - ii. We had 2 clinics. 1 held in Potsdam that had 1 attendee. The other clinic was held at the Troy Boys and Gild Club that had 12 attendees from various teams
 - iii. JoAnn shared a link in her report about how to order a rulebook. Rulebooks are free with your membership.
 - iv. Every team should have an Administrative Official at their meets. It is highly recommended that they shadow meets
 - v. The following rule changes were mentioned: Swimmers must finish in the lane that they started in, At the backstroke start, any illegal starting position may be called by the stroke and turn officials now
 - vi. Process for Foreign Athletes:
 - 1. LSC/Host sends a form for the athletes to fill out.
 - 2. Once the form is filled out, it will be sent to Deniese Thomas who will verify the athlete's registration with that country
 - vii. A reminder to check the expiration dates of both Safe Sport (every year) and Background Checks (every 2 years)
 - viii. A discussion was held about the recruitment and retention of our officials. An idea was presented to share out the information about the apprentice officials with coaches or club presidents
 - g. Approval of the Block I Reports
 - i. Motion by Motion by Rob McLeod. Seconded by JoAnn Faucett
 - ii. Motion Passes
- IV. Block II Reports
- a. Approval of the Block II Reports
 - i. Motion by Rob McLeod. Seconded by JoAnn Faucett
 - ii. Motion Passes
- V. New Business
- a. At the Board of Directors meeting, it was voted that we table the discussion on officials' reimbursement in order to clarify the language in the report
 - b. At the Board of Directors Meeting it was voted to approve the amount of money received to the athletes who apply for Outreach. This change will take effect immediately
 - i. \$300 for short course season. An additional \$100 if the team matches the amount
 - ii. \$200 for long course season. An additional \$100 if the team matches the amount
 - c. Sunday April 26th date for the Spring HOD Meeting
 - d. Elections

- i. Alison Vitullo reached out in August to the candidates who are up for election and are eligible to run for another term
 1. John Splendido said he would be interested in a second term as finance vice-chair, Dan Tanski would be interested in running for Senior Age Group Chair, Lucas Santiago would be interested in running for Secretary.
 2. Alyssa DiFabio stated she would not like to re-run for Age Group Vice Chair. Amanda Nappi stated she would not like to run again for Admin Vice Chair
 3. The following nominations were proposed by the governance committee:
 - a. General Chair- Sean Caron
 - b. Admin Vice Chair- Lucas Santiago
 - c. Age Group Vice Chair- Jim Hennessy
 - d. Secretary- Alicia Faucett
 - e. Finance Vice Chair- John Splendido
 - f. Senior Vice Chair- Dan Tanski
 4. A nomination by Rob MacLeod seconded by Angelina Macleod for Rob MacLeod to run for Admin Vice Chair
 5. A motion for all unopposed positions to be elected into their respective positions was made by Jery Adams seconded by Rob MacLeod
 - a. Motion Passes
 6. A vote was held for the Administrative Vice Chair position. Lucas Santiago won the election by a vote of 13-12
 7. Alison Vitullo will be in contact with the newly elected board members
- ii. A discussion was held about the championship meet format for this upcoming year and the following items were discussed
 1. This format not having a real championship feel/atmosphere for the athletes
 2. There is still time to rework the format
 3. There is a big gap between the silvers and golds meets
 4. Format for the 10 & under athletes is a lot of strain on the athletes
 5. Trying to mirror what other LSC's do for championships
 6. The size of our LSC and the region that we make up
 7. We are at the mercy of our facilities and who is willing to rent out their facility

8. Other teams can choose to host a “championship” meet at their pool given the current calendar. 1 meet at Clark Sports Center and the other at SUNY Potsdam

VI. Motion to Adjourn

- a. Motion by Jerry Adams Seconded by Marco Greico
- b. Motion Passes

Meeting was adjourned at 12:15 pm

Denver Swimming Workshop 2025

Christian Jerome & Angelina MacLeod



Table on Content

Slide 3	Rules + Regulations +HOD Overview
Slide 4	ZAEC, Points of Contact, LSC Collaboration
Slides 5-6	Athlete Committees + Keys to Success
Slide 7	Safe Sport Overview + Prevention
Slides 8	Integrating DEF into Projects
Slides 9-10	Call to Action + Next Steps/Ideas
Slide 11	Conclusion

Overview

Learn about USA swimming structure, House of Delegates (HOD), athlete leadership, Safe Sport, how to integrate Diversity, equity, and Fairness (DEF)

Rules + Regulations + House of Delegates (HOD) 101



- Overseeing of the rulebook amendments for HOD
- Focus on legality and functionality (not merit)
- Makes reconominations to HOD; in favor, against, no commonet
- HOD; Only time stakeholders meet to discuss and change USA Swimming Rules
- Uses black voting and separate discussion voting on pulled legislation
- 'Call to question' = end debate
- Underline = added info
- Strikethrough = remove language



ZARC & Points of Contact

Zarc can assist athlete reps with projects
and events

- Connects LSC Athlete Reps across the country
- The Athlete Executive COmmittee (AEC) and ZAEC work together
- LSC athlete reps represent clubs and swimmers to further enhance collaboration, networking, and summit opportunities





LSC Athlete Committee

Key Components to LSC Success

- Organization
- Communication
 - Projects
 - Policy

Athlete Committee Structure

- Junior and Senior Reps
- Board at Large athletes
 - Committee Reps
 - Task Force

Success of Athlete Committees

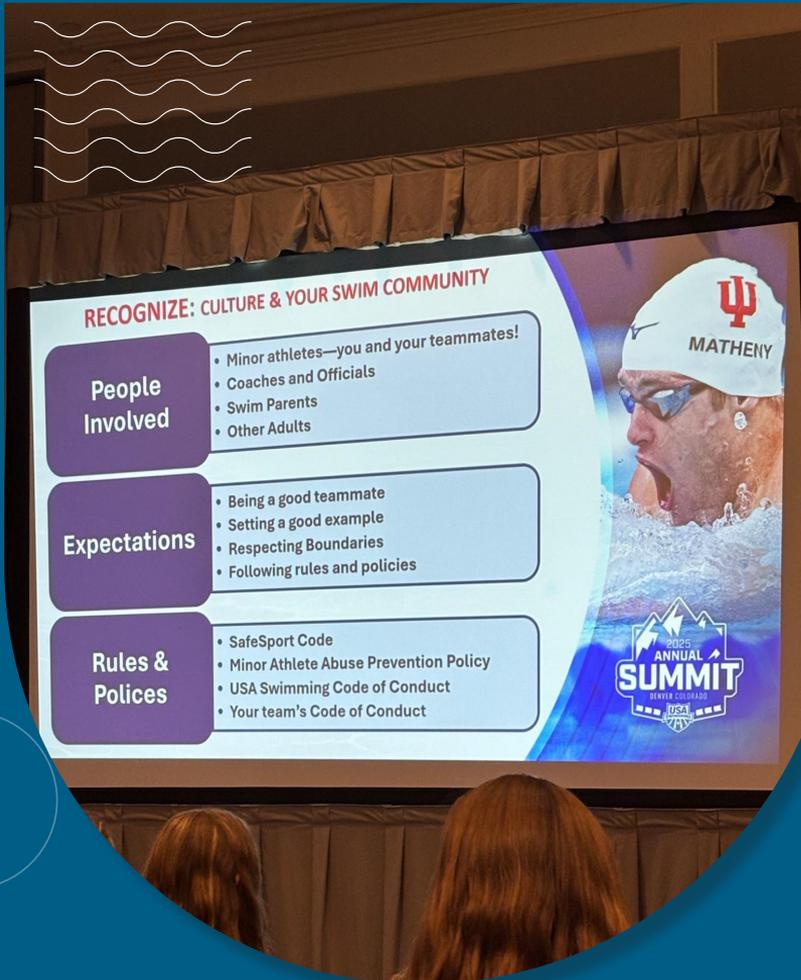
- Frequent communication through meetings, emails, and newsletters
- Engaging with non athlete members and other athletes in the LSC
- Email and social media updates to promote swim meets and other local swimming events

What The Athlete Committee Does

- Creates Projects
- Help shape policies
- Build community
- Build team culture
- Hold monthly zoom meetings to discuss progress and concerns from other athletes

Ideas we want to implement

- Instagram challenges
- Athlete interviews
- Coach and official interviews
- Swim - a - thon fundraiser for event of choice





SAFE SPORT

Safe sport is to help prevent abuse for all of USA swimming members. It aims to stop misconduct before it starts and to identify red flags.

Recognizing Red Flags

- Athlete to athlete bullying
- Coach to athlete bullying
- Parent conflicts
- Boundary violations (physical, emotional, behavioral)
- Inappropriate communications
- Physical, emotional, or sexual misconduct

Prevention & Stopping Misconduct

- Trust your instincts
- Use body language to assert boundaries
- Speak up
- Tell a trusted adult or teammate
- Don't Make assumptions
- Follow ME APP: Minor Athlete Abuse Prevention Police



Integrating DEF into Projects

1. Identify wants and needs (coaches, parents, officials, athletes) – research LSC demographics
 2. Review past and current solutions (leadership, communication, service, legislation)
 3. Find multi-faceted solutions that fit your community – consult your board
 4. Ask for feedback and continuously improve
- 

Looking Forward



Conference



There is another conference in June in Carolina that we are waiting for more information on but we can save the date and bring it back up as the date inches closer.

New Ideas

This year we are really hoping to do more for adirondack. We are hoping that coaches and other teams would like to help us with some of these events.

- College Night/ Recruiting 101
- ADK Swim Outreach Day
- Splash and Learn Mini Swim Camp
- Gear for Good Drive

These are just some of the ideas we hope that you would all be willing to assist us in to help grow the swimming in adirondack and the community



LinkedIn

- Social media for your professional career
 - Great networking tool for both establishing and maintaining relationships
- Your resume is directly transferable to a LinkedIn profile
- Join the USA Swimming Athlete Representative group on LinkedIn!




In Summary...

Stay attentive – Things move fast! Know what you're voting on!

Before you speak – Come find Josie or I! We will help you practice/get your message across. You ***MUST*** tell us first!

Know the Rules – This presentation! But, read, review, and ask questions if you are unsure. Josie and I are always around to help!

If you would like to have a private discussion with Josie and I about any of these rules and/or speaking from the floor, text us BOTH at 412-735-1413 (Topher) & 918-527-7854 (Josie)



Conclusion

Effective athlete leadership combines rule knowledge, communication, inclusivity, and safety awareness. By strengthening collaboration and integrating DEF principles, every LSC can help USA Swimming thrive



ASK FOR FEEDBACK AND IMPROVE IT

Document your experience

- Write down your process so it can be replicated/continued
- Ask people to share how they felt about it
 - Don't take it personally!
 - What went well?
 - What didn't go well?
 - What can you build upon?
- Quantify the impact

Share out results with LSC stakeholders to engage and encourage another version of the project.





Thank you for the
amazing
opportunity!

Any questions?

Email:
adathletereps@gmail.com