



CERTIFICATION TABLE HOURS

Wednesday 8:00am – 5:00pm
Thursday 7:00am – 7:45am
Exhibit Area/Grand Foyer

Thursday afternoon thru Saturday
Back of HOD or come find Mary

PRESENTATIONS

USMS Keynote Speakers

Friday 12:00pm – 1:00pm
Regency C & D

USMS Sports Medicine Presentation

Friday 1:15pm – 2:15pm
Regency C & D

MEET & GREETS

NEW DELEGATE LUNCHEON

Thursday 12:30pm – 2:00pm
Gateway East
(Located on the 18th floor of the HYATT)

MEET THE CANDIDATES FORUM

Friday 2:30pm - 4pm in Regency C & D
Meet the candidates running for
USMS Officer Positions

USMS HOSPITALITY SUITE
Gateway West (18th Floor of the HYATT)

The Ozark LMSC has graciously agreed to staff
the USMS Hospitality Suite.

Wednesday – evening
Thursday thru Saturday – opens at 7am and will be
open whenever the HOD is not in session or during
the LMSC Social.

Full Hospitality Suite Schedule

WORKOUTS

Thursday, Friday & Saturday morning
6:00am – 7:00am

SWIM

Maplewood Family Aquatic Center
Coaches on Deck (sign up)

Busses will arrive at 5:20am and depart for the
pool **PROMPTLY** at 5:30am from **North 4th Street**
entrance of the HYATT by the Brewhouse.

DRYLAND

Room: **Regency Foyer**
Coach at Dryland (sign up)

EVENING ACTIVITIES

WELCOME RECEPTION

Wednesday 7:00pm - 9:00pm
This will take place in the **Grand Foyer** with cash
bar and hors d'oeuvres.

LMSC SOCIAL

Hosted by the Ozark LMSC
Thursday 7:00-9:00pm
Kiener Plaza/Old Courthouse
(depending on weather)

IMSHOF INDUCTION

Friday 6:00pm – 8:30pm
6:00-7:00pm – Reception (cash bar)
7:00-8:30 pm – Induction Ceremony

Gateway East

All USMS delegates are invited (complimentary
tickets) to attend the **induction of U.S. Masters**
Swimmers:

Rick Colella
Ambrose “Rowdy” Gaines
Caroline Krattli
Jim Miller, MD
Willard Lamb

USAS BANQUET

Saturday 7:00pm – 10:00pm
Grand Ballroom

Each USAS organization will present their annual
awards. USMS presents the **Coach of the Year**
Award and the **Ransom J. Arthur Award.**



EDUCATION

ADULT LEARN TO SWIM INSTRUCTOR AND COACH CERTIFICATIONS

USMS is hosting the following educational opportunities on Wednesday, September 11, 2019:

- [USMS Coach Certification, Level 1-2](#)

Hilton Garden Inn St. Louis Airport
4450 Evans Place
Saint Louis, Missouri, 63134

Levels 1 & 2 Coach Certification - [Register here](#)

- [USMS Coach Certification, Level 3](#)

Hilton Garden Inn St. Louis Airport
4450 Evans Place
Saint Louis, Missouri, 63134

Levels 3 Coach Certification - [Register here](#)

- [USMS Adult Learn to Swim Instructor Certification](#)

Location of classroom instruction

Doubletree by Hilton Chesterfield
16625 Swingley Road
Chesterfield, MO 63107

Location of pool instruction

Chesterfield Athletic Club at the Doubletree
16625 Swingley Road
Chesterfield, MO 63107

Adult Learn to Swim Instructor Certification – [Register here](#)



MEET & GREETINGS

NEW DELEGATE LUNCHEON - Thursday 12:30pm-2:00pm

Gateway East

All new delegates (first timers to convention) will be invited to a New Delegate Luncheon on the 18th floor of the HYATT in Gateway East. This is your chance to meet some of our experienced delegates and staff members and ask any questions you might have in a relaxed and informal atmosphere, while grabbing a bite to eat.

ORIENTATIONS

COMMITTEE CHAIRS – Wednesday 5:30pm – 6:00pm

Sterling Studio 9

If you are a committee chair, Greg Danner, USMS Secretary, will provide a Committee Chair Orientation on Wednesday pm. Greg will explain the procedure for producing minutes and for getting reimbursement. Zone Chairs should also attend this orientation, since they too will be chairing a meeting. USMS will be sending an email with the forms for you to print out or download to your laptop prior to convention.

LEADERSHIP ORIENTATION - Saturday 11:15am – 12:30pm

Sterling Studio 3

We will provide a “New Board Member Orientation” for newly elected officers on Saturday. This orientation includes information on your responsibilities as an officer and a member of the USMS Board of Directors. This meeting is also open to those who are interested in serving as an officer in the future.

Presentations

Masters Stories from Opposite Ends of the Pool

Olympic gold medalist Josh Davis and ALTS graduate Pat Mathison - Friday 12:00pm – 1:00pm

Regency C & D

U.S. Masters Swimming's membership is diverse in many ways, and our appeal has broad reach among various demographics, ability levels, and motivations to swim. Spend your lunch hour hearing from two members with distinctly different Masters swimming experiences. Three-time Olympic gold medalist Josh Davis and Adult Learn-to-Swim graduate Pat Mathison will share their reasons for swimming and the passion they have for USMS. Please join your fellow delegates and welcome Josh and Pat to the USMS Annual Meeting – Presented by Pacific Maste

Training Design for Masters Based of the Recovery and Rate of Adaptation

Dr. Genadijus Sokolovas (Dr. G) - Friday 1:15pm – 2:15pm

Regency C & D

Presentation includes scientific data on rates of recovery for Masters using the lactate tests as well rate of adaptation in training. It will also include examples of training plans for Masters.



LMSC WORKSHOPS

WORKSHOP #1

Friday 9:30am-10:30am - Regency C & D

Presented by: Teri White

Subject: Developing Officials in your LMSC: Tools and process for training, certifying, and encouraging Officials within your LMSC. Training tools for LMSCs.

WORKSHOP #2

Friday 10:45am-11:45am - Regency C & D

Presented by: Clare Kubiak and Maria Elias-Williams

Subject: Registrar as Membership Coordinator and the new Volunteer Coordinator Role - The Volunteers Task Force will hold an interactive workshop to discuss changes to volunteer positions at the LMSC level. The Task Force will discuss the new Volunteer Coordinator role and the changing role of Registrar to a Membership Coordinator.

WORKSHOP #3

Friday 10:45am-11:45am - Regency E

Presented by: CJ Rushman and Jeff Strahota

Subject: The Combined Sanctions/Top Ten Role - For meet directors, anyone hosting meets, and other LMSC volunteers, The Volunteers Task Force will discuss their proposal to combine the Sanctions role with the Top Ten role in an interactive environment.

WORKSHOP #4

Friday 1:15pm-2:15pm - Regency A

Presented by: Laura Winslow

Subject: Proposed National Committee Structure - The Volunteers Task Force will hold an interactive discussion on their proposed changes to tasks performed by volunteers on the National-level Committees.

WORKSHOP #5

Saturday 11:15am-12:30pm - Regency C & D

Presented by: Diversity and Inclusion Committee

Subject: The Ways We Differ--How to Include Others: Jeff Commings will moderate a panel of USMS coaches who will share their perspectives for creating an inclusive culture and approaches for more diversity in masters swimming. Coach panelists will address ethnic and cultural diversity, language, generational differences, gender differences, different abilities including how para-athletes can contribute to your programs. Throughout the workshop, the Diversity and Inclusion Committee will share resources, best practices and coach interviews developed for clubs, workout groups and LMSC organizations.

WORKSHOP #6

Saturday 11:15am-12:30pm - Regency E

Presented by: William Kolb, Holly Neumann

Subject: How to Run a Successful Adult Learn to Swim Program: An overview of how to run a successful Adult Learn to Swim Program in your local area. Key topics of discussion will include securing pool space, marketing, fundraising, tax and legal structure, and community outreach.



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- Vice President of Administration
 - Chris Colburn
 - Frank "Skip" Thompson
- Vice President of Community Service
 - Chris Campbell
 - Jack Groselle
- Vice President of Local Operations
 - Ed Coates
 - Phil Dodson
- Vice President of Programs
 - Donn Livoni
- Treasurer
 - Teddy Decker
 - Homer Lane
- Secretary
 - Greg Danner

Executive Committee Reports

- President
- Vice President Administration
- Vice President Local Operations
- Vice President Programs
- Vice President of Community Services
- Treasurer
- Secretary
- Legal Counsel

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- Coaches
- Diversity & Inclusion
- Fitness Education
- History & Archives
- Legislation
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- Records & Tabulation
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- Rules
- Sports Medicine & Science

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- Finance
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- Colonies Zone
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- ISHOF Liaison
- National Senior Games Liaison
- UANA Representative
- USMS Liaison to IGLA

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- Open Water Strategy Task Force
- Volunteers Task Force
- Unified Fee Memo

Proposed Amendments

- Rules
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- Legislation

2020 Proposed Budget

- 2020 Business Plan Budget Memo
- 2020 Pre-Convention Draft Budget
- 2020 Budget Preparation Timeline

Attachments

- Check In & Certification Procedure
- Proposed Rules of the Annual Meeting
- USMS Leadership & Staff
- Roberts Rules of Order – The Basics



2019 U.S. Masters Swimming Annual Meeting Schedule USAS Convention – St. Louis, MO September 11-15, 2019

Wednesday, September 11th

9:00am	2:00pm	- Board of Directors	Regency B
2:30pm	4:30pm	- Investment #1	Sterling Studio 8
4:00pm	5:30pm	- Finance #1	Regency B
5:30pm	6:00pm	- Committee Chairs Orientation	Sterling Studio 9
7:00pm	9:00pm	- U.S. Aquatic Sports WELCOME RECEPTION	Grand A, B, C

Thursday, September 12th

6:00am	7:00am	- Swim Practice	Maplewood Family Aquatic Center
		- Dryland Workout	Regency Foyer
7:00am	8:00am	- LGBTQ Affinity Breakfast <i>(separate registration required)</i>	Grand C
8:00am	8:30am	- New Delegate Orientation	Regency C & D
8:30am	9:30am	- House of Delegates #1	Regency C & D
9:45am	11:15am	- Breadbasket Zone	Sterling Studio 9
		- Colonies Zone	Regency C
		- Dixie Zone	Sterling Studio 3
		- Great Lakes Zone	Regency F
		- Northwest Zone	Regency E
		- Oceana Zone	Regency B
		- South Central Zone	Sterling Studio 1
		- Southwest Zone	Sterling Studio 2
11:30am	12:30pm	- Open Water	Regency C & D
		- Coaches	Regency E
		- Recognition & Awards	Regency F
		- Rules #1	Regency B
		- Investment #2	Sterling Studio 1
12:30pm	2:00pm	- New Delegate Luncheon	Gateway East (HYATT 18 th floor)
2:00pm	3:00pm	- Officials	Regency F
		- Fitness Education	Regency E
		- History & Archives	Sterling Studio 3
		- Legislation #1	Regency C & D
		- Finance #2	Sterling Studio 8



3:15pm	4:15pm	- Long Distance #1 - Sports Medicine & Science - Records & Tabulation - Championship #1 - Governance - Registration	Regency F Sterling Studio 8 Regency E Regency B Sterling Studio 1 Sterling Studio 3
4:30pm	6:30pm	- House of Delegates #2	Regency C & D
7:00pm	9:00pm	- LMSC Social	Kiener Plaza/Old Courthouse (depending on weather)

Friday, September 13th

6:00am	7:00am	- Swim Practice - Dryland Workout	Maplewood Family Aquatic Center Regency Foyer
7:00am	8:00am	- Women in Aquatics Breakfast (separate registration required)	Gateway East
8:00am	9:15am	- Long Distance #2 - Rules #2 - LMSC Development - Audit	Regency F Regency A Sterling Studio 9 Sterling Studio 2
8:00am	9:30am	- Championship #2	Regency B
9:30am	10:30am	- <u>Workshop #1</u> - Developing Officials in your LMSC - Legislation #2 - Finance #3	Regency C & D Regency A Sterling Studio 1
10:45am	11:45am	- <u>Workshop #2</u> - Registrar as Membership Coordinator and the new Volunteer Coordinator Role - <u>Workshop #3</u> - The Combined Sanctions/Top Ten Role - Rules #3 - Diversity & Inclusion	Regency C & D Regency E Regency A Regency B
12:00pm	1:00pm	- Josh Davis & Pat Mathison: Masters Stories from Opposite Ends of the Pool	Regency C & D
1:15pm	2:15pm	- <u>Workshop #4</u> - Proposed National Committee Structure - Sports Medicine Presentation - USMS Swimming Saves Lives Foundation	Regency A Regency C & D Sterling Studio 2
2:30pm	5:00pm	- House of Delegates #3	Regency C & D
5:00pm	5:15pm	- Board of Directors to Approve Budget	Regency C & D
6:00pm	8:30pm	- International Masters Swimming Hall of Fame - Induction Ceremony Reception - Cash Bar (6:00-7:00pm) Induction Ceremony (7:00-8:30pm)	Gateway East



Complimentary Tickets to USMS House of Delegates Members

Saturday, September 14th

6:00am	7:00am	- Swim Practice	Maplewood Family Aquatic Center
		- Dryland Workout	Regency Foyer
8:00am	11:00am	- House of Delegates #4	Regency C & D
11:15am	12:30pm	- <u>Workshop #5</u> - The Ways We Differ--How to Include Others	Regency C & D
		- <u>Workshop #6</u> - How to Run a Successful Adult Learn to Swim Program	Regency E
		- Leadership Orientation	Sterling Studio 3
12:30pm	1:30pm	- Lunch on your own	
		- Rules #4 (from USA-S)	Regency F
1:30pm	5:30pm	- House of Delegates #5	Regency C & D
7:00pm	10:00pm	- AQUATICS AWARDS BANQUET	Grand Ballroom

Sunday, September 15th

8:00am	9:00am	- USAS Board of Trustees	Regency A
9:00am	11:00am	- Board of Directors	Regency B



U.S. MASTERS SWIMMING

**U.S. Masters Swimming
House of Delegates Agenda
2019 United States Aquatic Sports Annual Convention – St. Louis, Missouri**

Thursday, September 12

HOD #1: 8:30-9:30 a.m.

- Welcome and Convention Overview
- 2019 Update
- Floor Nominations for Officers
- Announcements

HOD #2: 4:30 –6:30 p.m.

- Unified Fee
- Financial Presentation
- Legislation/Rules/Long Distance Forum

Friday, September 13

HOD #3: 2:30-5:00 pm

- Meet the Candidates
- Elections

Saturday, September 14

HOD #4: 8:00-11:00 - a.m.

- Remembrance
- Awards
- Rules
- Long Distance
- Legislation
- Committee Reports

HOD #5: 1:30-5:30 p.m.

- USMS Club Tools and Integrations
- Committee Reports
- Budget Approval
- Feedback Session



DATE: September 4, 2019
TO: USMS House of Delegates
FROM: Dawson Hughes
SUBJECT: **2019 CEO Report to the USMS House of Delegates**

The National Office has a multitude of metrics that we use to evaluate the performance of USMS and ourselves. Membership growth, actual expenses vs. budget, event participation, the number of clubs and how many have Gold Club status, coach and ALTS certification attendance, partnership revenue, return on marketing investments, and USMS Swimming Save Lives Foundation donations all quickly come to mind. Many of these measures are objective and easy to quantify on an annual basis. There are other measures of success that are more subjective, such as board and volunteer relations, effectiveness of communication, appropriate level of human resources, operational efficiency, membership value, and how to best deploy our staff and passionate volunteer base. These are harder to quantify but equally important. Perhaps the most important is how we are performing in relation to the USMS Strategic Plan.

It has become my annual ritual to review reports submitted to the House of Delegates from the prior year's gathering before starting my comments for the upcoming meetings. It serves as a reminder of where we stood a year ago and what we have accomplished. While reading the 2018 report, the closing remarks struck me as the logical place to begin this year's report. So, as a refresher for many of you and to get those of you up to speed that may not have seen last year's information, here is that excerpt:

2019 and Beyond (from Sept 2, 2018, CEO Report)

Over the last 2 ½ years, USMS has innovated in support of our traditional core products. The USMS team has embarked on significant modernization projects, including USMS 3.0 - digital transformation; College Club Swimming; greater support for USMS clubs and coaches as the day-to-day connection for our members; partnership strategies with USA Swimming and other relevant NGBs; integrated marketing initiatives to attract new members and capitalize on periods of increased interest in swimming; the creation of new events to appeal to a greater percentage of our members; and championing adults learning to swim as an organizational cause-marketing initiative. This was all accomplished while also transitioning several new staff members into the National Office.

We have just begun to see the results of these initiatives and the impact they will have over time. We all know there isn't a 'silver bullet' answer to our challenges. Demographic and cultural changes require creative and innovative approaches to keep USMS relevant as a health, wellness, fitness, and competition option into the future.

We have also heard from our membership for years about more flexibility in membership offerings. Options such as automatic processing of renewals, multi-year membership choices for clubs and individuals, and segmented membership based on interest (e.g., coach, triathlon, fitness, event, open water) have a value. The expectations for these options are created based on our members' experience with other organizations. And while plenty of research and discussion must happen to determine the right approach for USMS, our only hurdles to offer new options for our members are longstanding structure and processes built before technology created more efficient methods.

With the right strategies and execution, we have an opportunity for incredible exposure in 2020 with the 50th anniversary of USMS combined with an Olympic year. 2019 can be a transformative year that sets us up for success in 2020. To do so, we must allow recent changes to take shape,



consider new initiatives to overcome challenges, and make sure we are providing benefits and services that keep our members coming back year after year, whether it is their first time renewing or their 50th.

Change can be difficult for organizations such as ours, particularly with a structured decision-making process and highly engaged and tenured volunteer leadership. Many of our processes were built for a time when paper and the post office were required for USMS membership and event registration, instant communication tools were not the norm, and expectations from consumers were lower. So, innovation for the future health of USMS may require change to some of our longstanding processes, adjustment in our approach to the business guardrails in our rule book, shifts in the technology we use and how we use it, updates to our marketing and branding, and transition in how we administer and structure the business side of Masters Swimming.

What won't change are the daily interactions enjoyed at pools with teammates, coaches, and competitors; the health benefits realized through a regular swimming routine; the motivation provided by USMS events; or the need for passionate volunteers to help operate events, support members and programs locally, and provide perspective and input on how USMS can best engage with the numerous segments of USMS's membership.

As we look to the future, a key ingredient of our success will be the ability of volunteers and staff to work as a cohesive team to clearly promote USMS and build value in our offerings. On behalf of the USMS National Office, we look forward to continuing to work together with each of you to provide the best possible swimming experiences for our members.

This excerpt remains as relevant today as it was a year ago. We continue to innovate. We continue to press forward with initiatives developed out of strategic planning, evaluate their results, and adjust accordingly. We have focused on strategies to provide more flexible membership options, increase access to events for fitness swimmers, and build a [new plan to attract more open water events and swimmers to USMS](#). We have expanded on current partnerships and built new ones. And we have evaluated changes in our approach to membership fees that create the desired flexibility in membership offerings (i.e. [the unified fee concept](#)). Change in process and structure continues to be a necessary element, as we continue to build a strong partnership between staff and volunteers to provide the best possible membership value for our members.

We are beginning to see encouraging signs of growth from our strategies that are yet to be fully implemented. Compared to 2018, membership has increased the past four months and five of the last six. The digital transformation, while only halfway complete, is already showing returns through many of the initiatives like the digital trial membership form and [Club Finder](#). (More details on those, among others, are provided below.) Coaches and Clubs are beginning to see more direct contact from interested swimmers through improved USMS digital marketing. The [Gold Club](#) program is helping us determine the best allocation of marketing resources so we can track our success. And the [USMS National Championship pool events](#) are either breaking records or are close (Spring 2018 – 2,376, Summer 2019 – 1,386, [CCS 2019](#) – 1,863). And we are more effectively engaging with USMS members who haven't previously participated in events through the [SmartyPants Vitamins USMS Fitness Series](#) and our recent [partnership with Swim.com](#) to provide a more modern swim tracking application.

But there is much work to be done. The digital transformation still has many new features to develop and current functions to refine. The future of the [USMS online community](#) (i.e. transition of forums, improved workout delivery, member account self-management, etc.) is in the late stages of



planning and implementation. The [integration with Swim.com](#) has launched, but there are many more fitness, achievement tracking and motivational functions to be released. Over the next several months we are transitioning to a new email platform that will help with member engagement, campaign automation and allow members more personalization of the types of communication they wish to receive. We need to better engage with our first-year members to improve retention beyond their first year (currently only 50% of first-year members renew).

Technology continues to be a focus given the ubiquitous and efficient methods of communication and automation available. But it cannot be viewed in a silo. The digital components of the strategy must align with the local and human elements of USMS in order to provide the best experiences possible.

During the 2019 annual meeting, you'll have the opportunity to hear more about the tools and initiatives we are refining to support USMS Club marketing efforts. You'll also learn more about the efforts of the Volunteer Task Force in building volunteer roles and structure for the future. The desired outcome is for each USMS delegate to have a better understanding of our strategic vision; how technology complements our staff and volunteer resources, nationally and locally, to provide the best possible membership experience; and how each of us fit into the vision, regardless of which USMS hat(s) we wear.

If you haven't reviewed the [USMS Strategic Plan](#) recently, here is a [simple infographic overview](#) that'll help as you peruse the following updates and plans for 2020.

Membership Marketing and Benefit Strategies

Clubs

Many of you experienced the updated club registration process when registering your club or workout group for 2019. This expanded registration process is critical to the success of the integrated marketing strategy that has been developed and implemented over the last several years. The Club Registration Form now collects detailed information that allows us to present better information to members and potential members, communicate information to the accurate club contact(s), capture information about the coach(es) and ALTS instructor(s) who are a part of the club, display badging on the club profiles, collect accurate facility location(s) to make searching for clubs and geo-targeted marketing campaigns easier, and gather other data that allows us to market clubs in our various campaigns accurately.

Nearly 235 USMS Clubs have achieved the [Gold Club designation](#), an initiative that is tracked through the new registration process. Gold Clubs have USMS-certified coaches, participate in at least one of the [SmartyPants Vitamins USMS Fitness Series events](#), include USMS branding and registration links on their digital platforms, offer a free trial and join in the Try Masters Swimming Week campaign. Every swimmer on these clubs is a registered USMS member, and these clubs receive additional benefits given their integration into our core marketing campaigns throughout the year.

Perhaps the most important measurement pinpointed from this initiative is that Gold Clubs have reached the same levels of membership to date as in 2018, while non-gold clubs to date



have reached 94% of last year's membership. That difference represents nearly 1200 members or 2% of the total USMS membership. Continuing to grow the number of Gold Clubs is a goal and expanding on the value and benefits these clubs receive will be a consideration for the future.

To further support USMS clubs and future members, we built a digital contact form into Club Finder to connect swimmers directly with coaches or club contacts. This information helps clubs communicate and prepare in advance for visiting swimmers and potential new members.

During House of Delegates Session 5, you will have an opportunity to learn more about the tools and integrations that are built around the new club registration process, how these tools feed into annual marketing strategies that drive swimmers to registered clubs, and how LMSC's can provide support it.

Swimmers:

Membership Marketing Database/Membership Survey

From strictly a marketing perspective, one of the most exciting developments of the digital transformation thus far is the new database of potential swimmers that we are beginning to build. Previously, the data that was available to market USMS membership was limited to former members, paper trial forms, and spreadsheets of one-event registrants. The latter two were not received in a timely manner for marketing purposes and required manual data entry to be useful.

We moved the trial membership form online, have data capture tools throughout the website (including a better idea of the type of content and benefits in which a potential member may be interested), and are working (with event registration partners) to gather one-event participate data in a timely manner. This data will be used in continued automated marketing campaigns.

A membership-wide survey was sent in August to help understand how different types of members view and use different types of benefits (this will be compared to past survey data to see how the membership has changed as well). The survey is also being used as a research tool to see how we can best implement our 2020 Olympic campaign. Increasing the size of the database, understanding how our members are interacting with USMS, and refining our strategies will lead to an increase in first time members.

Try Masters Swimming Week

This year's Try Masters Swimming Week had new marketing materials available: social graphics, templates for club response emails, club website text, and local press releases, mailed boxes of goodies to clubs that signed up, posters, flyers, and infographics. It also saw the addition of email notifications to club contacts when a [digital trial membership form](#) was completed, added focus on Gold Clubs since we know they offer a free trial and are participating in [Try Masters Swimming Week](#), and the ability to track how many swimmers filled out the digital trial membership form. We added nearly 3,000 potential members to the



database, connected them directly with coaches and clubs, heard and saw numerous success stories from across the county, and generated 150 new members. Results from this year indicate that additional touchpoints are needed during the campaign from the LMSC or Club level to overcome the 'intimidation factor' for these potential Masters swimmers (i.e. trial participants need specific detail on what to expect, when to be at the pool, who to look for on deck, etc.) We'll continue this campaign into 2020 with adjustments to make it the most successful TMSW yet.

SmartyPants Vitamins USMS Fitness Series

The Fitness Series continues to be successful while evolving in its second year. It has proven to be an asset for many coaches to engage with their swimmers, an opportunity for individual swimmers to participate in an event with the larger USMS community and an opportunity to raise funds for the USMS Swimming Save Lives Foundation. In 2019, we added the option to sign up for all three events at the start of the year. This led to over 500 'bundled' registrations. At the request of coaches and the Fitness Committee, we also allowed nonmembers to participate. Nonmembers paid \$5 more than members, creating a member value, and the additional benefit of adding those nonmembers to the marketing database.

The 2019 Summer Fitness Challenge had the highest level of participation since the inaugural challenge in February 2018. This is an integral part of the annual campaign to attract new swimmers and engage with members, particularly those who may not participate or have access to other USMS events.

Swim.com

In July, we launched the beta version of the Swim.com integration with the USMS Fitness Logs (FLOGS). The FLOGS and Go the Distance program have historically been valuable motivational and tracking tools for members. But the number of users has been declining in recent years as calls for a more user and mobile friendly interface have increased (i.e., "We need an app."). The level of expertise and resources necessary to build a custom USMS fitness tracking app, to include integration with wearables such as the Apple watch, and to then continue updates and support, wasn't a feasible path for USMS. Fortunately, one of our largest partners, Spiraledge (the parent of Swimoutlet.com), owns a leading swim tracking application. We built on that relationship to integrate our two systems to provide our members greater flexibility and functionality. This project is still in its early stages, so stay tuned for more exciting updates such as tracking for Fitness Series events, new challenges, and open water tracking in the future. You can learn more about the [partnership with Swim.com](#) and [how to link your My USMS and Swim.com accounts](#) on [usms.org](#).

College Club

[College Club Swimming](#) continues to grow, as does our advisory and support role. With nearly 5,500 swimmers on 155 Clubs, these swimmers represent the next generation of USMS members. We are continuing to build relationships through the USMS-CCS Bridge Membership, connection with local events and LMSCs in their area, and event support. Lastly,



FINIS, a current USMS partner, expanded its partnership to include becoming the title partner of the 2019 FINIS College Club Swimming Championships.

Other National Office Updates

Partnerships

Despite not continuing our relationship with longstanding partner Speedo, our partnership and events department has secured six new partnership in recent months. After a year of discussion, USA Swimming and USMS have agreed to work together to expand the reach of our partnership sales efforts. Through that relationship, USMS has secured agreements with Marriott, Toyota, Golden Road Brewing, and Streamline Brands, totaling nearly \$90k in annual revenue. The Race Club, owned and operated by Gary Hall Sr., is a new partner offering USMS members free content for two months and ongoing discounts on technique content and clinics. The final new partner is Insurance Office of America, and more information on them is immediately following. And current partner FINIS expanded its agreement by becoming the title sponsor of the FINIS College Club Swimming National Championships.

Risk Management

Over the past 18 months, the National Office has been reviewing the broader insurance and risk management marketplace to ensure USMS is properly covered and at the appropriate cost. That research determined that our rates are in line with the market but also led to a unique proposal from Insurance Office of America, one of the risk management partners we met during the process. IOA offered similar rates to our previous provider with the following added benefits:

- A participant accident claims portal, allowing USMS to have real time knowledge on progress on any claims, a service that was not available with our prior partners.
- IOA is an official USMS partner and their investment is effectively reducing our insurance costs.
- IOA is providing a new member benefit in the form of an insurance marketplace. The USMS Marketplace will be customized and will incorporate other USMS partners. (USA Swimming has implemented a similar portal for their members.)
- Enhanced customer service surrounding the program/facility certificates of insurance. This should minimize the amount of USMS staff time involved and ensure we are closing holes in the coverage of our clubs and the facilities they utilize.



Looking Forward

Open Water Strategy Task Force

The chairs and vice chairs of the Open Water and Long Distance Committees, and the VP of Programs, worked in partnership with Jay Eckert to research and build a list of 10 recommendations to reset USMS Open Water Strategy. They made great progress to establish a plan for 2019 and have identified topics for further consideration. The financial resources required to support this plan are included in the [2020 Business Plan Budget Memo, Draft Budget](#) and details of the [Open Water Strategy](#) can be reviewed on usms.org.

USMS Digital Community

Implementation has begun on the new USMS community. This new platform will incorporate USMS discussion (i.e., forums) with a more user-friendly interface; new account self-management tools; and fitness, event, and achievement tracking (i.e., badging of accomplishments), among other features being considered. The community will also allow USMS members to select the types of communication they would like to receive USMS. Like all our technology projects, the initial version won't have every feature included, but we expect it to be an improved membership experience from the start, with new functions rolled out over time.

Online Workouts

The online workouts we currently offer are stored in our discussion forums and are not utilized as much as they should be. The workouts are great pieces of content and a powerful membership benefit. We plan on making these workouts easier to find on the website, providing more search capabilities to find the workout that best fits you, and potentially customizable based on skill level.

LMSC Websites:

The [New Mexico LMSC](#) and the [North Dakota LMSC](#) have taken part in the beta version of the LMSC website template. These sites are hosted through the usms.org platform and are free to LMSC that wish to use the template. There is minimal customization available as the standardized template is easily scalable to any LMSC that wishes to participate. The template incorporates most features and information that LMSCs are offering through their sites. After reviewing all of the LMSC sites, it became clear than many are duplicating data that is available in the USMS database. This template provides automation as it relates to club listing, event calendars, results and LMSC officers. And the template allows for adding newsletters and limited content updates throughout the year. The New Mexico and North Dakota sites have been up and running for several weeks and we are ready to open this up to other LMSCs that are interested in saving on the cost of hosting and the time of managing their own website. Email volunteer@usmastersswimming.org if you are interested in learning more.



50th Anniversary

We have exciting plans to celebrate the 50th anniversary of USMS throughout 2020. Spring Nationals in San Antonio will be our signature event, with plans for upgraded hospitality, special events, and appearances from many that were instrumental in the early years of USMS, and there may be a few surprise guests (hint: Olympic swimmers). Also being discussed are a travelling roadshow created by the Masters International Swimming Hall of Fame that will be at major swimming events throughout the year, special 50th anniversary content in each issue of *SWIMMER* magazine and on usms.org and our social media channels, along with fundraising opportunities for the USMS Swimming Saves Lives Foundation.

Unified Fee

The concept of unified USMS Membership fees has been batted around USMS volunteer circles for at least a decade. Ideas like automatic renewal of membership, multi-year memberships, various types of membership, allowing clubs to renew their swimmers in bulk, and/or the opportunity to include USMS Membership in club dues have all been discussed and are worthy of consideration. Those benefits, along with others, have one common barrier: our current national + LMSC fee structure. While some benefits may have a path forward through creative workarounds, unifying USMS membership fees opens the door to flexibility this organization doesn't currently have. You may review the [USMS Unified Membership Fee Memo](#) on the [USMS Annual Meeting webpage](#) for more information.

With noted major projects completed (e.g., risk management partner change, 2020 strategy and budget preparations), the National Office will be turning our attention to continued implementation of ongoing projects, executing a great 50th anniversary celebration, and 2020 marketing strategy, while driving new strategic initiatives forward (e.g., open water). None of this is possible without the dedicated and committed USMS volunteers throughout the country. The staff and I recognize the time you set aside from family, personal, and professional responsibilities to support Masters Swimming. We stand prepared to support your efforts, gather input, and communicate USMS strategies regularly, and answer any questions you may have along the way.

Thank you for all you do for USMS.

SEGMENTS OF MEMBERS



ENHANCED BENEFITS FOR ALL MEMBERS



CLUB AND EVENT SUPPORT



WORD OF MOUTH



BRAND AWARENESS

81%

of actively swimming adults don't know or know little about USMS



External

Engage and activate partnerships with organizations that align with USMS's mission, vision and values, for the purpose of increasing benefits to our members, enhancing and expanding the USMS brand, and improving access to swimming facilities.

PARTNERS AND SPONSORS



FORMALIZING OTHER RELATIONSHIPS

College Club Swimming and Triathlon organizations

MEMBERSHIP VALUE

Enhance and customize value and deliver it to consumer segments based on needs and interests.

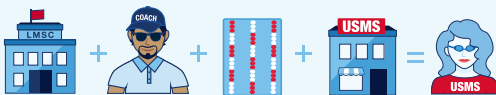
STRATEGIES

BRAND CLARITY

Simplify USMS branding and marketing to clearly communicate the essence of the USMS brand and to build affinity.

PARTNERSHIPS

STRONG PARTNERSHIPS



POSITIVE VOLUNTEER EXPERIENCE



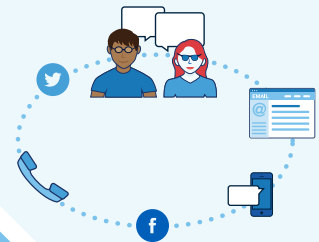
Internal

Enhance the partnership between volunteers, coaches, and the National Office with the shared focus on providing the best membership experience possible.

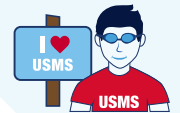
INNOVATION

Transform USMS offerings to align with the changing environment.

CONSISTENT COMMUNICATION ACROSS ALL CHANNELS



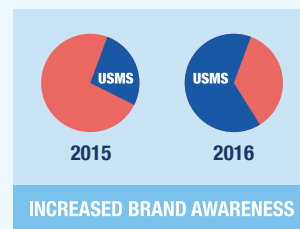
BRAND AFFINITY



NEW FITNESS PROGRAM HERE



METRICS TO SHOW IMPROVEMENTS



Peter Guadagni - Candidate for President



The Election Committee has deemed that Peter Guadagni is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Clare Kubiak* and received letters of recommendation from *Ralph Davis* and *Kerry O'Brien* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

I have attended every convention from 2010 through 2018. I was present for all HOD meetings at each convention.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

Like many Masters members my initial involvement with USMS was to continue swimming as a vehicle for staying fit. Overtime I came to value the camaraderie I found at my local club, pool competitions, open water swims, volunteer groups and most recently as a member of the national leadership team. The joy I have received from my USMS membership has made me

passionate about its mission. I want to be president to further serve the organization and believe I have the skills and experience to lead USMS to greater success.

My volunteer experience leading one of USMS' most prominent clubs, chairing its largest LMSC, and serving as one of its officers along with my professional experience as the leader of a marketing consulting group, IT executive, small business owner and utility general manager have prepared me for the role of president. As an involved member, I have my ideas on what USMS should do. However, I have found that successful leadership comes from forging consensus and building support for initiatives. As a professional and volunteer I have built and lead teams that accomplished their goals by working together with a shared vision. My ability to combine a relentless pursuit of progress with an open mind and a respect for my colleagues has enabled me to guide teams to success.

My role as an official, meet director, and sanction chair and involvement in the Championship, Finance, Legislation, Registration, and Rules Committees have exposed me to the most detailed aspects of our organization from an operational and business perspective. While this detailed knowledge informs my thinking, as a leader I try to focus on the broad initiatives that will move USMS forward.

My years in business trained me to be prepared, rely on sound business practices and effectively assess the skills of potential contributors. These skills should help me conduct meetings that are organized and focused, appoint volunteers to roles in which they can successfully contribute and set expectations that are understood by our volunteers and professional staff.

My optimistic attitude and unshakeable belief that our programs should be fun for participants and volunteers are some of my more important qualifications. Your president should believe there are solutions to our most difficult challenges. As president one of my most important barometers of success would be the smiles I see at our events and meetings.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

Local Programs. Certainly, the membership declines over the last few years rank as one of the more important issues facing USMS. To address this challenge, we must recognize that very few people join USMS solely to become members of our national organization. Most of us join a local program and learn USMS membership is required to attend practices or participate in events. Therefore, a primary mission of USMS nationally must be to help local clubs and work out groups grow and thrive. The professional staff and board already understand the importance of supporting local programs; as president I will strengthen this focus.

Listening. Our staff has improved the communications from the national organization to members; we have a quality magazine and email communications on items of interest to regular members, volunteers and coaches. The IT modernization project will help us produce more targeted content while addressing privacy concerns. However, we may not have placed enough emphasis on listening to our stakeholders. Providing effective local support and member services that deliver value can only happen if we understand our audience. As president, I will challenge the board and staff to spend more time listening to our constituencies, explore systematic methods to better understand and track member interests, and encourage volunteers to listen and be open to ideas that may be different from their own.

Coaches. Since the establishment of our national office we have worked to find what outgoing President Patty Miller called the balance between activities best conducted by the professional staff versus those that should be performed by volunteers. These efforts have improved role clarity and should continue but the focus on volunteers and staff may have led us to neglect the

importance of coaches to our organization. On deck coaches and the clubs they guide are USMS to most of our members. USMS has a coaches committee but its charter does not reflect the importance of coaches to the organization. As president, I will work with the board to expand the role of coaches in charting the development of USMS.

Added Value. The number of nonmember adults who swim for fitness undoubtedly exceeds our membership. In some cases, they swim on their own; in others, they swim on non-affiliated clubs; and some swim on USMS clubs that do not rely on our insurance and do not require membership. We need to enhance our value to entice these potential members to join. There is a task force exploring strategies to grow our open water events, an important source of member value. As president, I will support the task force's ideas and consider the establishment of a parallel group oriented toward growing our competitive pool events. Outside of swimming, there is a multi-billion-dollar fitness industry that has attracted millions of customers with a wide variety of products and services. We should learn from the innovations created by fitness companies and other adult sports organizations to develop products, expand services, and consider partnerships that will enhance member value. As president, I will challenge our professional staff, leaders, coaches, and volunteers to think beyond our traditional boundaries.

Fun. Finally, while we need to take our mission seriously, our involvement in USMS should bring us joy. Sometimes we forget that the staff and our fellow volunteers care for the organization as much as we do. As president, I will remind everyone that our participation should be fun and if we are not smiling, something is wrong.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Legislation Committee, 2011 – 2013, Sean Fitzgerald Chair

Finance Committee, 2014 – present, Jeanne Ensign Chair

Executive Committee, 2017 – present, Patty Miller Chair

USMS Board of Directors, 2017 – present, Patty Miller Chair

As Vice President of Administration I have been an ex officio member of the Championship (Jeff Roddin & Jim Clemmons Chairs), Legislation (Richard Garza Chair), Registration (Susan Ehringer Chair), and Rules (Charles Cockrell Chair) Committees since my election in 2017.

Please list any other experience that relates to your qualifications for the position.

Team Captain/President, Walnut Creek Masters, 2007 – 2010

Chair, Pacific Masters Swimming, 2012 – 2015

Certified Official (USA Swimming 2007 – present, USMS 2017 – present)

Meet Director, Pacific Masters Short Course Yards Championships, 2007-2010, 2016, 2017

Co-founder, Walnut Creek Aquatics Fund/Foundation

Chair, Finance subcommittee on Sanction Fees, 2015

Member, planning committee for first LMSC Leadership Summit, 2015

Member, Finance subcommittee on Use of Reserves, 2016

Chair, Finance subcommittee on Budget and Fees, 2017

Pacific Masters Meet Operations and Sanction Coordinator, 2017 - present

President, Walnut Creek Downtown Business Association, 2 years

Board member, Playhouse West (local theater group), 3 years

30 years management experience at leadership levels

Please list any other information you would like included.

Creator of Coach Appreciation Week, first at local club, Walnut Creek Masters, and later extended to the Pacific Masters LMSC.

My proudest accomplishments relate to volunteer recognition; I have written the nomination letters for 10 Donnelly Award winners, 1 Fitness Award Winner, 1 Open Water Service Award Winner and 2 Krauser Award Winner and contributed to the nominations of 2 USMS Coach of the Year Winners and 1 Ransom Arthur Award Winner.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

As your president I will strive to reflect your passion for swimming and channel our joint efforts to fulfill the USMS vision. Together with the CEO, my fellow officers and board members I hope guide the organization in its pursuit of its goals and objectives while being responsive to member needs.



UNIVERSITY OF
SAN FRANCISCO

CHANGE THE WORLD FROM HERE

Department of Recreational Sport

March 15, 2019

Dear Elections Committee,

I, Clare Kubiak, nominate Peter Guadagni for President of USMS.

Respectfully,

A handwritten signature in blue ink that reads "Clare Kubiak". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Clare Kubiak

Member, Futures Task Force 2015- present
Member, Volunteers Task Force 2017- present
Member, Sports Medicine Committee 2015-2017
Vice Chair, Sports Medicine Committee 2017- present

Ralph Davis

Erin Sullivan
Chair of the Election Committee
Elections@usmastersswimming.org

Dear Erin,

I am writing to recommend Peter M Guadagni for the position of President of United States Masters Swimming. Peter is uniquely qualified for this position because of his varied 30 year career experience in senior level management positions and his over 30 years as an active USMS member.

Peter has served USMS at the local and national level. At the local level, Peter has served the Pacific LMSC as official, meet director, club president, sanction chair, and 4 years as of the Chair of the LSMC. The Pacific LMSC has over 19% of the total USMS membership which is great training ground for the Presidency of USMS.

At the national level he has been member of the Legislation Committee and Finance Committee. As the Vice-President of Administration he has served an ex officio member of the Championship, Legislation, Registration, and Rules Committees. Peter's time on the Board of USMS has exposed him to all facets of the national office and the challenges of our organization

I have served with Peter on various committees for the last 5 ½ years. Peter is a consummate professional in handling himself on the Board and showed me that he is ready for the next step to serve as the USMS president. I don't know anyone more qualified to serve as the President of USMS.

Peter's recent retirement will provide him time to dedicate himself to lead our USMS organization.

I am very pleased to recommend Peter for the Presidency of USMS

Ralph Davis, USMS Treasurer

Recommendation Letter for Peter Guadagni

From: Kerry O'Brien, USMS Coach of the Year 1987

Date: March 20, 2019

To: The Elections Committee

As Peter Guadagni's coach of 33 years, I am submitting this letter of recommendation for President of USMS.

Peter has followed the path you would want your top prospect to follow. Ever observant and engaged, there is that unique ability to be in the moment and at the same time have your radar pinging for what lies ahead in a bigger picture.

Peter has been a member of the Walnut Creek Masters (WCM) for the last 33 years. When new to this great team, he understood the importance of learning its culture and the expectations that have come to be associated with WCM. Over the years his growing interest in the club was paralleled by his willingness to contribute to the sustainability and improvement of the WCM team. There are very few aspects of this team's success where he has not left his fingerprints. Team Captain, President, Webmaster, and newsletter editor are ways that Peter found to establish leadership within WCM. When it became time to separate the team from the City of Walnut Creek, he was instrumental in drafting new by-laws to help its transition. Hosting Championship meets for the largest LMSC in the country has always been in the DNA of WCM. These meets often have over 600 swimmers and last several days. As a six time Meet Director, countless occasions as Head Referee and Meet Official, Peter unselfishly gave his time, sacrificing his own competitive goals, for the benefit of the LMSC.

All this afforded Peter an opportunity to see the importance of clubs and their LMSC to work together to provide the best experience for all, which he used as the next step into a new role as Pac Masters LMSC Chair. Peter brought new energy and life to Pac Masters with fresh ideas and innovation. New programs and services, and a redistribution of positions produced a more shared vision and larger workforce moving forward. Reorganizing the administration of Pac Masters by replacing the traditional offices with a plan consisting of elected officers and the committees for which they are responsible. Examples are new positions of Vice Presidents for Pool Meets, Open Water, Clubs and Coaches, and Communications and Technology, along with the traditional Chair, Secretary, and Treasurer.

Additionally, Peter has given back by totally restructuring the Pac Masters Annual Meeting from the small required annual business meeting with few in attendance to an annual celebration that also includes a workout, a tech talk, a catered lunch, and an inspirational keynote speaker (Rowdy Gaines, Janet Evans, Matt Biondi, Anthony Ervin, Dana Vollmer) all free of charge to our membership. Attendance at our annual meeting has gone from at most 30 to over 300.

Since 2011 Peter has become an integral fixture at Convention and on the National Committee level, serving with the Legislation and Finance Committees, chairing two sub-committees and a member of a third.

Peter is about leadership, empowerment, creativity, and fulfillment. He can be counted on to use all available resources to complete a task and to offer creative alternatives to the status quo. Couple his vision, talents, expertise, and great experience with the pace at which he has journeyed through USMS, and the end result is a seasoned candidate with a full understanding of the genesis our great organization, a very knowledgeable grasp of where we stand today, and the passion and ability to lead us beyond the scope of where most candidates might venture.

I go back to Peter not only using his 33 years in USMS to become fully immersed in every aspect of Masters Swimming, but to gain considerable experience in serving those aspects at every level that has brought him to this point at this time.

Again, I strongly recommend Peter Guadagni for President of USMS.

Chris Colburn - Candidate for Vice President of Administration



The Election Committee has deemed that Chris Colburn is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated and recommended by *Peter Guadagni* and received a letter of recommendation from *Jim Clemmons* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

Dearborn, MI (September 13-17, 2006)
Anaheim, CA (September 26-30, 2007)
Atlanta, GA (September 24-28, 2008)
Chicago, IL (September 16-20, 2009)
Dallas, TX (September 15-19, 2010)
Jacksonville, FL (September 14-18, 2011)
Greensboro, NC (September 12-16, 2012)
Anaheim, CA (September 11-15, 2013)
Jacksonville, FL (September 17-21, 2014)
Kansas City, MO (September 30 – October 4, 2015)
Atlanta, GA (September 21-25, 2016)

Dallas, TX (September 13-17, 2017)
Jacksonville, FL (September 26-30, 2018)

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in the office of Vice President of Administration because I firmly believe in giving back to the sport that has had such a positive impact on my life. Besides the obvious health and wellness benefits of swimming, Masters Swimming has afforded me lasting friendships and an extended family of like-minded individuals who are passionate about participating in and giving back to the sport we love. I have been and would continue to be honored to serve among their ranks.

During two terms as Secretary and one term as Vice President of Local Operations, I have learned a great deal about not only the present workings of our organization, but the work of both the National Office and all of the volunteer infrastructure to bring about positive change. I believe I would make a good candidate because I maintain a deep interest in the both the strategic plan and the operational workings of U.S. Masters Swimming, and in doing my part to help us to support our current membership and programs while leading us into the future.

I believe I will be a good candidate because I am passionate about our products and services, as well as our abilities to provide unique perspectives to contribute to and deliver those products and services to the membership. I have formed good working relationships with many members of both the volunteer and staff leadership that can facilitate collaboration between the local and national levels to strengthen and evolve the Administration division for the benefit of our members.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

In recent years, we have worked to grow the membership through a two-pronged approach that focuses on attracting new members and retaining those who have already joined us. Over the last two years, our retention numbers have been at record levels, while we have not been as successful in attracting new members. This has resulted in a two-year slide in membership that we must continue to work to reverse. I believe that we must strike a more consistent balance between what we do to attract new members and what we do to retain existing ones. Further, we need to find better ways to do that simultaneously, not only through the National Office, but throughout the organization. Over time, I believe this balance of initiatives will help USMS to stabilize its current membership numbers and to grow more consistently over time.

As USMS grows, we must evolve along with our changing membership. As a strategic leadership body, the Board, in conjunction with the National Office, needs to continue to pay attention to data related to membership numbers, trends in event and program attendance, and other key indicators to ensure that we can both listen to our membership and allocate resources (both human and financial) toward those areas that will best serve our membership.

An important step in that evolution comes with it the evolution of the volunteer infrastructure. The Volunteers Task Force has done some important work in the past two years to understand the needs of our membership and our volunteers, and to make recommendations that can help us to effect positive change for the organization. As our membership evolves at both the local and national levels, some of our infrastructure must begin to change to support that shift in

focus. As Vice President of Administration, I want to continue to work to better define what that shift can and should look like at the LMSC and National levels so we continue to attract and engage ALL our volunteers to promote and support USMS at every level of the organization.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Board of Directors and Executive Committee:

- Secretary, September 2013 – September 2017 (Nadine Day, President 2013-15; Patty Miller, President 2015 - present)
- Vice President of Local Operations, September 2017 – present (Patty Miller, President)

Coaches Committee:

- 2000 (Scott Rabalais, Chair)
- 2007 – May 2008 (Vice Chair; Mo Chambers, Chair)
- June 2008 – 2010 (Chair; Chuck Burr, Scott Bay, Kerry O'Brien, Vice Chairs)
- 2011 (Craig Keller, Chair)

Registration Committee:

- 2014 (Leo Letendre, Chair)

Legislation Committee

- 2016 (Meg Smath, Chair)

Rules Committee

- 2017 (Charles Cockrell, Chair)

History and Archives Committee

- 2017 – Present (EC Liaison: Barbara Dunbar, Chair)

LMSC Development Committee

- 2017 – Present (EC Liaison : Michael Moore, Chair)

Records and Tabulation Committee

- 2017 – Present (EC Liaison : Jeanne Seidler, Chair 2017-8 ; MJ Caswell, Chair 2019 – present)

Recognition and Awards Committee

- 2017 – Present (EC Liaison : Ray Novitske, Chair 2017-8 ; Megan Lassen, Chair 2019 – present)

Governance Committee

- 2019 – Present (Jim Miller, Chair)

Please list any other experience that relates to your qualifications for the position.

- Head Coach, Delaware Swim Team Old Dawgs, 1996-1999
- Pilot Coordinator, Colonies Zone Regional On-Deck Coaching Program, 1999
- USMS On-Deck Coaching Coordinator, 2000, 2007-2010

- Illinois LMSC Vice Chair, 2005-2009
- Illinois LMSC Webmaster/IT Director, 2005-2011
- Head Coach, Academy Bullets Masters, 2006-present
- USMS Club Development Task Force, 2008-2009
- Illinois LMSC Chair, 2009-2011
- Illinois LMSC/ILMSA Coach of the Year, 2009
- USMS Kerry O'Brien Coaching Award, 2009
- USMS Dorothy Donnelly Service Award, 2009
- Allegheny Mountain LMSC Vice-Chair, 2011
- USMS Discussion Forums Task Force, 2014
- USMS Discussion Forums Moderator, 2014-present
- USMS Futures Task Force, 2016-2017
- USMS Convention Rules Task Force, 2016-2017
- USMS LMSC Leadership Summit Task Force, 2018-2019

Please list any other information you would like included.

When I'm not hanging out with my kids, coaching, swimming, or working with technology, my hobbies include cars and driving (especially Mustangs and Thunderbirds); watching sci-fi (*Dr. Who* and *Star Trek: Discovery* are current favorites); checking out new and different eateries; and NEVER wearing a red shirt on an away mission.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

In addition to coaching Masters swimmers for many years, I have volunteered at the local, regional, and national levels in three different LMSCs since 1998. Most recently, I am finishing a term as Vice President of Local Operations. I have given back to Masters Swimming wherever possible in coaching, leadership, and communications-related roles, and hope to continue to do so as the next Vice President of Administration. I have a deep interest in the strategic and operational workings of U.S. Masters Swimming at both the local and the National levels. Further, I am interested in helping USMS evolve as an organization that can support and promote positive change for the membership. My experiences with technology, linguistics, and coaching have given me the organizational, communications, collaborative, and strategic thinking skills to succeed in this position. If I am elected, I will continue to work with all levels of our staff and volunteer infrastructure to bring about a better future for our sport and our members.

From: Peter M. Guadagni, Vice President of Administration
Date: March 25, 2019
Subject: Nomination of and Recommendation for Chris Coburn

It is with great pleasure that I nominate Chris Coburn for Vice President of Administration and recommend him for that position.

Already a member of the USMS leadership team, Chris has the experience and knowledge to continue his service in a new role. As the previous Secretary and current Vice President of Local Operations he has been a member of the Board and Executive Committee for over 5 years. He is well versed in the challenges and opportunities facing USMS and the organization's current programs and strategies for the future. He brings an upbeat attitude to meetings and a level of energy that is infectious. Chris is particularly well qualified to be VP of Administration having been a member of three of the committees the position oversees (Legislation, Registration, and Rules) and his participation in multiple national championship meets gives him an appreciation for the work of the position's fourth committee (Championship).

Although Chris has recently served in national roles, he knows the ultimate success of USMS is dependent on robust local programs and the volunteers who support them. As a past LMSC leader and contributor and current Vice President of Local Operations, he has first-hand knowledge of the role LMSCs and clubs play in delivering member value. This perspective is important as a board member and particularly so for the Vice President of Administration since the actions of the Legislation, Registration, and Rules Committees can have their biggest impact at the local level.

One of Chris's most important qualifications is his background as an on-deck coach. The coach-swimmer relationship is a core component of the USMS experience. Like most of our coaches, he knows which programs support his efforts and resonate with his swimmers. The Championship, Legislation, Registration and Rules Committees can have a significant impact on our members and as Vice President of Administration, Chris can insure the coaches' viewpoint is included in committee deliberations.

Chris is passionate about the USMS mission and I enthusiastically recommend him to be our next Vice President of Administration.

Respectfully submitted,
Peter Guadagni

From: Jim Clemmons, Championship Committee Chair
Date: April 13, 2019
Subject: Letter of Recommendation, Christopher (Chris) Colburn
To: The Elections Committee

This letter of recommendation is on behalf of Chris Colburn for the position of Vice President of Administration.

Chris has demonstrated a passion for supporting not only masters swimming but swimming in general, having coached age group, high school, and masters teams. In addition to coaching, Chris has served to further swimming both at the local level, as well as at the national level. He has attended the national convention every year since 2006. He has filled numerous roles within teams he has started or coached, participated in LMSC structures as well as having served on the BOD continuously since 2013 to the present as Secretary and now VP of Local Operations. Through the years, Chris has been a member of a number of Committees including coaches, rules, legislation and registration.

I had the pleasure of first working with Chris while on the Board of Directors as the at-Large Director, Oceana Zone, while he was Secretary in 2013 and 2014. Chris immediately demonstrated to me that he is the consummate professional. He has the ability to accurately capture minutes of BOD discussions and conference calls even with conversations occurring quickly on multiple topics. Whether a meeting was held in person or over the phone, Chris was still able to participate in the discussions offering valued input while capturing the essence of the discussions for the minutes. He would publish the first draft of the minutes quickly, within a day or two of the meeting.

Chris is personable, friendly and a key resource to provide information and guidance to people new and "old" within the organization. He has strong communication skills, is able to have respectful dialog and has developed good relationships with people across the country. Chris has proven that he has a good sense of how decisions at the national level affect all facets of the organization. He has strong analytical and organizational skills that will be valuable in his role as VP Admin.

Respectively submitted,

Jim Clemmons
Chair, Championship Committee
Chair, Snake River LMSC

Permission is granted by the author for the elections committee to publish this letter for election purposes.

Skip Thompson - Candidate for Vice President of Administration



The Election Committee has deemed that Skip Thompson is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Dan Cox* and received letters of recommendation from *Nadine Day* and *Jeff Roddin* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

Attended all from 1988 to Present.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I have been a USMS member for 38 years and have served as an Officer at the Club and LMSC level for 37 years. I have been a National delegate and active committee member for 32 years. I served as a member of the USMS Board of Directors for 8 years, from 1992 through 1999. I have held every elected position in the Michigan LMSC except Registrar. During my tenure with USMS I have been a Swimmer, Coach, Event Host, Meet Director, Official, and

Championship Liaison; all of which gives me experience to address the issues and opportunities that best serve our membership.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

A major issue is the transition from a volunteer lead organization to one in which the Chief Executive Officer and the National Office staff perform operational duties and manage the day to day affairs of USMS. How do we most appropriately balance the workload between staff and the volunteer base? How rapidly should we transfer duties from the volunteers to staff? And, in the future years, does USMS envision itself someday as having the majority of volunteer positions become staff positions? How do the LMSCs and Committees fit into this structure? The Volunteer Task force is currently working on solutions to this challenge of Volunteer engagement. In the future a balance of volunteer and staff functions must be determined for the overall health of the organization. USMS is dealing with this now and this is one of the main issues to be resolved in the next 5 years.

The growth and survival of Open Water Swimming is, and continues to be, a major issue. In the last 9 years the increase in open water events insurance have created Open Water surcharges for USMS, LMSCs, and host Clubs. This has definitely impacted the vigor and growth of Open Water Swimming (that has been a tradition in USMS). The Open Water Task force and the Open Water and Long Distance Committees are working hard to take USMS Open Water to the next level but we as an organization need to solve this problem because it is not going away.

Another major issue that impacts the future success of USMS (and even the LMSC) is the development of programs for the large part of our membership that does not participate in competition. The E-Postal Fitness Series is a great start. As an organization, we have a commitment to provide programs in fitness for these members.

Membership retention and growth are two areas that are critical to the future health of USMS. We need to attract new members as well as retaining those who have joined in the past and we must develop a consistent balance of interests to both groups for their continued membership in USMS. The provision of consistent programs for both groups will ensure that we can deliver a valued product, the worth of which can best be reflected by our members' continuing support and membership.

USMS should become more involved and have successful interaction with other bodies such as the YMCA, NSG, FINA, USA-S, USAT, Health Clubs, Fitness Centers, and Park Departments. Our involvement with these organizations could carry USMS to the next level in membership and allow our many resources to be utilized by a much larger constituency.

In addition to developing programs that will increase our membership, we have to continue to expand our marketing concepts to broaden our financial base so that we do not rely strictly on registration, club, and program fees to run our organization. Support of corporate sponsors who have sought to assist us as loyal partners needs to be continued and explored in the future.

We need to ensure effective communication between all levels of the organization from the National Office to LMSCs and the LMSCs to the members. The development of effective lines of communication with LMSCs and their respective members is imperative. The LMSC Development Committee's peer to peer conference call meetings is a tremendous start for the LMSCs in the different operation functions as well as the three LMSC Summits that have taken place in the last 5 years. The BOD, National Office, and the LMSCs must be partners in achieving the goals of the 5 year strategic plan for that to be a success.

Another major issue I see is the lack of enough younger and newer volunteer talent to contribute at both the local and national level. The Futures Task force is a great start for

strategic direction to recruit newer and younger members for volunteer positions in the future. This is very important because these individuals will be the leaders of USMS in future. If we do not achieve this, it will become increasingly difficult to acquire adequate leadership for future success of USMS.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Championship Committee – 1989 to 1993 Bill Barthold. Zone Committee – 1992 to 1995 Betsy Durrant, 1996 – 1997 Stephanie Walsh Beilman, 1998 – 1999 Hugh Moore. Planning Committee – 1994 to 1995 Stephanie Walsh Beilman, 1996 – 2000 Nancy Miller, 2001 Betsy Durant. Ad Hoc Professional Management Committee 1998 – 1999 Hugh Moore, Coaches Committee 2000 – 2001, Scott Rabalais, 2002 – 2003, Michael Collins, 2004 – 2006 Bob Bruce, 2007 Mo Chambers. Rules Committee 2008 – 2011 Kathy Casey. Legislation Committee 2012 – 2013 Sean Fitzgerald, 2014 – 2015 Meg Smath. History and Archives Committee 2013 – 2015 Megan Wilson. USMS BOD Executive Committee as VP of Community Services responsible for Coaches, Diversity & Inclusion, Fitness Education, and Sports Medicine Science Committees 2015 – 2019 Patty Miller.

Please list any other experience that relates to your qualifications for the position.

LMSC Responsibilities

1987 - 1991 - Treasurer of the Michigan LMSC
1989 - 1991 - Vice Chairman of the Michigan LMSC
1991 - 1993 - Chairman of the Michigan LMSC
1993 - 1995 - Fitness Chairman of the Michigan LMSC
1993 - 1997 - Records & Top Ten Chairman of the Michigan LMSC
1999 - 2001 - Secretary of the Michigan LMSC
2001 - 2003 - Vice Chairman of the Michigan LMSC
2003 - 2005 – Chairman of the Michigan LMSC
2005 - 2013 - Sanctions Chairman of the Michigan LMSC
2009 - 2013 - Officials Chairman of the Michigan LMSC
2010 - 2019 - Records & Top Ten Chairman of the Michigan LMSC
1984 - 2019 – Coach – Team Representative of the Michigan Masters Club
2013 - 2015 - Vice Chairman of the Michigan LMSC
2015 - 2017 - Chairman of the Michigan LMSC

Meet Administration

Meet Director – Michigan Masters State Championship Meet – 1985, 1989, 1992, 1996, 1997, 1999, 2002, 2004, 2005, 2006, 2008, 2013, 2015, 2016, and 2018

Meet Director - Great Lakes Zone Championship Meet - 1988 LCM, 1990 SCM, and 1997 SCY.

Meet Director - Local SCY South Oakland Seals Swim Team Meet - 1984 - 2019

Meet Director – Local LCM Meet – 1984 – Present

National Championships Meet Administration

Records/Top Ten National Liaison - 1996 USMS Long Course Nationals – University of Michigan

USMS Championship Committee - Served as a Meet Evaluator/Liaison for the following USMS National Championships - 1990 SC Nationals USC Los Angeles, 1991 LC Nationals Elizabethtown KY, 1992 LC Nationals Federal Way, WA and 1993 LC Nationals, University of Minnesota, Minneapolis, MN.

USMS Rules Committee – Served as a Rules Evaluator/Liaison for the following USMS National Championships - 2008 SC Nationals, University of Texas, Austin, 2009 LC Nationals, IUPUI Indianapolis, 2010 SC Nationals, Georgia Tech University, Atlanta, 2011 SC Nationals, Mesa, Arizona and 2011 LC Nationals, Auburn University.

Coaching – Team Accomplishments

Coach/Team Representative of the South Oakland Seals from 1984 until 2008. Responsible for administrating workouts 12 months a year. The team has been Michigan Masters State Champions 15 times (82, 85, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 00, 02) more than any other team in Michigan Masters history.

Coach/Team Representative of the Plymouth YMCA from 1988 until 2009. Overall Team Combined National YMCA Champions (1993). Men's National YMCA Championships (1993) and Women's National YMCA Champions (1994).

Coach/Team Representative of the Michigan Masters Club from 1984 until the Present. 1996 USMS Long Course National Champions in Women, Men, and Combined Categories. 2002 USMS Long Course Nationals - Highest Scoring Visiting Club in Women, Men, and Combined Categories. 2004 USMS Short Course Nationals – Women's National Champions. 2009 USMS Long Course Nationals – Regional Club National Champions. 2013 USMS Short Course Nationals – Regional Club National Champions. 2014 Canadian National Championships - Highest scoring Club in the meet. 2015 USMS Long Course Nationals – Regional Club National Champions. 2018 Regional Club 2nd place finish with the highest attendance of 185 swimmers in the highest attended National Championship meet in USMS history

Committee Projects Assignments and Accomplishments

Championships Committee – USMS Time Standards for National Championship Meets.

Planning and Zone Committee - USMS Election Survey for National Officers.

Great Lakes Zone – Implemented a Zone Championship Meet for all 3 courses.

History and Archives Committee – Contributed as a key member in the early stages of the project.

Coaches Committee - Chair of the USMS Coach of the Year subcommittee from 2001 – 2008.

National Board Review – 2011 Served on the Grievance Panel.

Achieved Level 4 USMS Certification – April 2015.

Selected to serve as a Coach for the 2015 USMS High Performance Camp in Greensboro, North Carolina.

USMS and Michigan Masters Achievement Awards

- 1987 - Received the YMCA Service Award from the Greater Detroit Metropolitan YMCA.
- 1991 - Received the Chetrick Award for Outstanding Service to the Michigan LMSC.
- 1995 - Received the Lawrence Award for Outstanding Swimming Performances in the Michigan LMSC.
- 1999 - Received the USMS Dorothy Donnelly Service Award for Outstanding Service to USMS.
- 2000 - Received the USMS National Coach of the Year Award from the USMS Coaches Committee.
- 2010 - Received the USMS Kerry O'Brien Coaching Award from the USMS Coaches Committee.
- 2011 - Received the Michigan Masters Lifetime Achievement Award from the Michigan LMSC.
- 2011 - Received the USMS Club of the Year as part of the Michigan Masters Club as Coaches Rep.
- 2013 - Received the Michigan Masters Coach of the Year Award at the LMSC Awards Banquet.
- 2014 - Received the USMS June Krauser Communications Award from USMS Awards Committee.
- 2018 - Received the Kalamazoo ZOOM Coaching Award for the 2018 USMS Spring Nationals

Please list any other information you would like included.

Longest tenured LMSC Volunteer at both the Local and National level in the Michigan LMSC. I have been a Meet Director of the Michigan LMSC State Championships on 15 different occasions. This meet has the largest participation per registered swimmer in the LMSC than any meet in USMS. I, along with Sally Guthrie, initiated one of the most comprehensive LMSC Awards Banquets in USMS. The primary Award given at the banquet is the Continuous Loyalty Membership Award where LMSC members are honored for their continuous loyalty by renewing their LMSC membership for continuous years. Awards are given for 5 to 30 years of membership and swimmers are eligible for awards at 5, 10, 15, 20, 25, and 30 years. I organized two stroke clinics with the 2013 NCAA Championship University of Michigan Men's team that featured Mike Bottom and his Olympic-caliber coaches. With 72 swimmers, it was the largest sanctioned clinic that the Michigan LMSC has ever held.

As Vice President of Administration, I will work with the Championship, Legislation, and Rules Committees and I have served 4 years on each committee during my 31 year involvement as a USMS committee member.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

I am excited to have the opportunity to run for the position of Vice President of Administration. My membership in USMS for 38 years and my involvement as a volunteer at the USMS and LMSC level for over 34 years qualifies me to help lead USMS in the future. USMS faces a lot of challenges in the future and I believe I can be an asset to helping USMS address those challenges. USMS has shown great initiative in creating new programs, but will need to continue to create and expand programs to offer new opportunities for adult swimming. USMS has shown great progress to achieve the goal to become the best adult aquatic fitness organization in the world. USMS is a great organization and has greatly added to my quality of life. I want to give back to this organization that has given me so much. I have worked with many outstanding volunteers and USMS Staff in the past and want continue to help build USMS to be the best primary fitness organization in the country. I look forward to helping to promote USMS's mission and values in the future.

April 25, 2019

Erin Sullivan
Chair of Election Committee
elections@usms.org

Dear Election Committee:

It's my honor to nominate Frank "Skip" Thompson for the officer position of Vice President of Operations of USMS. You may publish this nomination letter.

Sincerely

A handwritten signature in black ink that reads "Dan D. Cox". The signature is written in a cursive style with a large initial "D" and a stylized "Cox".

Daniel Cox
At-Large Director Great Lakes

Letter of Recommendation for Frank "Skip" Thompson for Vice President of Administration

From: Nadine Day

Date: April 20, 2019

To: The Elections Committee

I am honored to write this letter of recommendation for Frank "Skip" Thompson for USMS Vice President of Administration. The VP of Administration has oversight of Rules, Legislation and Championships committees. Skip has served on all these committees. I feel that it is important to have knowledge of these committees. These committees are highly functioning committees. In addition, these committees are impactful in the direction of USMS. However, we are all aware USMS is changing and we are facing different challenges. I am confident that Skip can handle the changes and also be a champion for the membership. Skip is very transparent in expressing his feelings and thoughts. He communicates and keeps people in the loop about issues that arises.

Skip has been on the Executive Committee for the past four (4) years. He has shown that he stays updated with the current situations of USMS. As VP of Community Service, Skip was an advocate for the committees he had. He communicated what he knew and if he did not he would ask questions. Skip has been the consciousness of the organization. He is diligent in reading meeting minutes and reviewing the status of the organization.

Skip has the membership as a priority. He is inquisitive and tries to get clarification on issues. As a current officer, he has shown that he is not afraid to speak up. He also supports what he believes what is best for the organization. Skip's passion and dedication has been proven over the years nationally and locally. Even when he is in the minority on issues; he will make sure that his voice is heard. He has the voice of the membership. I consider Skip as being of sounding board and is very resourceful. He has helped with providing resources for members.

I support of Frank "Skip" Thompson as the next USMS Vice President of Administration. Thank you for the opportunity to address the elections committee and recommend Skip for this position. I know that he will be a great ambassador and advocate as VP of Administration

Respectfully,
Nadine Day, Immediate Past President



**U.S. MASTERS
SWIMMING**

From: Jeff Roddin
Date: April 30, 2019
Subject Line: Letter of Recommendation

To: The Elections Committee

I am writing a Letter of Recommendation for Frank "Skip" Thompson for the Vice President of Administration position. I have known Skip for over 20 years and have always known Skip to be passionate about all things swimming. Skip has institutional knowledge of USMS from a grass roots perspective at the club and LMSC level in Michigan all the way to the national organization by serving on countless USMS committees and serving on the USMS Executive Committee and the Board of Directors. Skip knows exactly what this position entails and is prepared for its workload. I know Skip will hit the ground running to make an immediate positive impact on our organization if he is elected to this position.

Sincerely,

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Jeff Roddin | Registrar | Potomac Valley LMSC | U.S. Masters Swimming

Chris Campbell - Candidate for Vice President of Community Services



The Election Committee has deemed that Chris Campbell is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *John King* and received letters of recommendation from *Scott Bay* and *Chris Colburn* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

2008 Atlanta, 2009 Chicago, 2010 Dallas, 2011 Jacksonville, 2012 Greensboro, 2013 Anaheim, 2014 Jacksonville, 2015 Kansas City, 2016 Atlanta, 2017 Dallas, 2018 Jacksonville

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

Currently, I serve on the USMS Board of Directors as the At-Large Director for the Oceana Zone. I also serve on the USMS Coaches Committee, where I have been a seated member since 2009. I have served as the Coaches Liaison to the Recognition and Awards Committee from 2015 through 2018. I believe that my Board position, long-standing membership on the Coaches Committee, and my expertise as a USMS Level 4 Coach and Certified USMS Official provide me great insight into the needs and desires of the USMS membership at the local, LMSC and National levels. The position of VP-Community Services would better and more

impactfully allow me to bring my strengths to bear in the service of USMS and its membership.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

1. In a word, Growth. While expanding our membership is a noble goal, uncontrolled expansion, expansion without purpose does not serve our interests as a National organization- it would dilute the services we offer to our membership. To me, it's not just about growing our membership, it's about growing our volunteer base as well. How do we get our membership, both new and old, to engage with our community? As a start, it is worthwhile to note that the first contact than any member has with USMS is the coach on deck. This organization cannot have an effective and sustainable growth strategy without far more extensive engagement and buy in from the member coaches. My experience, contacts and relationships in the USMS community will help to make that happen.

2. I firmly believe that the power and authority to determine and direct USMS policies and governance rests with the membership and is manifested through the LMSCs and the Board of Directors. While Staff may perform trade studies and analyses, making recommendations based upon the findings, Staff does not set policy. Rather, Staff implements policy at the direction of the Board of Directors and the Executive Committee, both of which answer to the membership. I will actively seek to maintain that balance and that accountability to the membership through transparency of processes and decisions, as well as enhanced two-way communication and accessibility. So long as our members are stakeholders and feel empowered in the governing *and* decision-making processes, the growth and evolutionary potential of USMS is unlimited.

3. Another issue of concern is the overly-rapid implementation of new technologies and methodologies for conducting USMS business. While the march of technology is inexorable, USMS, despite having a professional staff, is still a volunteer-driven organization at its very core. The expertise and commitment of our membership is a force to be reckoned with. The volunteer spirit of our membership should be encouraged and nourished at all levels. It is by leveraging the existing expertise of our membership, along with the knowledge _and vision of our National Office staff, determining "best practices" from our LMSCs and membership prior to implementing new procedures, that we can grow effectively and efficiently as an organization. While there are many areas of work that can be handled more efficiently by paid staff, it is not in the best interests of USMS to ignore existing expertise, much of which is very high level and available to USMS free of cost.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Coaches 2009-present. Chairs: Chris Colburn 2009, Craig Keller 2010-2011, Scott Bay 2012-2016, Bob Jennings 2017-present

Recognition and Awards 2017-2018 Chair: Ray Novitske

Please list any other experience that relates to your qualifications for the position.

I have been a Masters Coach with Mountain View Masters since 1998, attaining USMS Level 4 Coaching Certification in 2015. I have served as MVM Head Coach from 2006-2009, as Co-Head Coach in 2012, and as Interim Head Coach in 2016. I was Pacific Masters Swimming Coaches Chair from 2006 through 2009. A USMS Member since 1988, I was the Pacific Masters Coach of the Year in 2010, recipient of a Kerry O'Brien Coaching Award in 2011,

recipient of a Dorothy Donnelly Service Award in 2012, and recipient of a Pacific Masters Appreciation Award in 2017. In 2017, I became certified as a USMS Stroke and Turn Judge and Starter. In 2018, I was elected to serve as the USMS At-Large Director for the Oceana Zone. In 2019, I became certified as a USMS Referee. I have participated in 31 USMS Nationals, FINA World Championships, and National Senior Games as a swimmer, coach and official as of 2018.

Please list any other information you would like included.

I have been employed as a Satellite Systems Engineer since 1985. I was one of the original 4 members of the Morrison Swim Club in 1973, and I was the first male from this Team to compete collegiately (Northwestern University Varsity Men's Swimming 1979-1981).

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

A long-time member of USMS as swimmer, coach and official, I believe in the passion, creativity and expertise of our USMS membership. I firmly believe that the power and authority to administer and govern USMS derives from its volunteer base, flowing up through the LMSCs and Committees to the USMS Board of Directors. Clear, open and respectful communication between all levels is crucial to the growth and evolution of USMS.



| *Serving Northern California and N.W. Nevada*

To: Elections@usmastersswimming.org

From: John King, Pacific Masters Swimming Chairman

Date: April 24, 2019

Subject: Nomination of Christopher Campbell for Vice President of Community Services

It is with great pleasure that I nominate Christopher Campbell for the position of Vice President of Community Services.

A handwritten signature in black ink, appearing to read "John King", is written over the printed name.

John King

Chairman, Pacific Masters



**U.S. MASTERS
SWIMMING**

From:

Scott Bay

Date:

3.31.19

Subject Line: Recommendation of Christopher Campbell as VP Community Services

To: The Elections Committee

Members of the Committee,

This letter serves as a letter of recommendation for Christopher Campbell of Pacific LMSC to serve as VP of Community Services. As a member in good standing and as a colleague who has worked with him in many volunteer service roles across more than a decade, I would like to draw attention to his qualifications for the position.

Coach Campbell has distinguished himself as a servant to the masters swimming community on many levels including that of Club Coach, LMSC officer, USMS Committee Member and most recently as a member of our Board of Directors. His technical knowledge and understanding of the operations of USMS are only surpassed by his ability to understand complex situations and build consensus among divergent opinions.

He has honed these skills throughout a decades long career in Masters Swimming as both an athlete and leader that included work on the USMS Masters Coach Certification Curriculum, hosting clinics and events and serving on numerous committees and task forces at the local, regional and national level.

It is my distinct honor to recommend Coach Campbell for the position of VP of Community Services.

Kindest Regards,

Scott Bay
ASCA Level 5 Certified Coach
USMS Coaches Committee Member
Florida LMSC Coaches Chair
2016 USMS Coach of the Year
Past USMS Coaches Chair
Past Florida LMSC Chair
Managing Partner RSJ Event Specialists
Co Meet Director Rowdy Gaines Masters Classic

Date: April 5, 2019

Subject: Recommendation for Christopher Campbell for Vice President of Community Services

To: The Elections Committee

I am writing today to recommend Chris Campbell for the office of Vice President of Community Services. I have known Chris for almost 20 years as a coaching colleague, national volunteer, and fellow member of the USMS Board of Directors. Chris' skills and experience in each of these roles has prepared him to make significant contributions as a member of the Executive Committee.

Chris' strengths as a coach and official are well-documented. As a USMS Level IV Coach, he has provided reasoned leadership and important expertise to his time on the Coaches Committee and as both a Head and Assistant Coach at Mountain View Masters. Always a visible and encouraging presence on deck, Chris' wisdom about the sport, its history, and its workings have provided a shining example of how our coaches are key to the success of both our clubs and the long-term strength of our membership.

Chris' work with the Coaches and Recognition and Awards Committees has furthered the coaching profession and the recognition of his colleagues for their important work. He has worked with the certification subcommittee for many years, and has been instrumental both in creating and strengthening the Coach Certification program we have today. His work as Coaches' liaison to Recognition and Awards has shown how he helps various interests in the organization to work together as a cohesive team.

What has impressed me most about Chris is how he has stepped up in his first year of work as the Board's At-Large Director from the Oceania Zone. He strives to make informed decisions, and is quick to ask a question if it will help him to further his and others' understanding of an issue. Chris always works with both the best intentions and the greater good of USMS in mind. It is that wisdom and ability to analyze and solve complex issues which makes Chris a superior candidate for an officer role.

In conclusion, Chris Campbell has demonstrated through his talents and insights that he will make an effective leader for the Community Services division of USMS. To that end, I look forward to the opportunity to endorse Chris Campbell as the next Vice President of Community Services.

Sincerely,

Chris Colburn, Vice President of Local Operations

Jack Groselle - Candidate for Vice President of Community Services



The Election Committee has deemed that Jack Groselle is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Jeff Roddin* and received letters of recommendation from *Tracy Grilli* and *Sandi Rousseau* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

2007 Anaheim, Calif., 2008 Alanta, Ga., 2009 Chicago, Ill., 2010 Dallas, Tx., 2011 Jacksonville, Fl., 2012 Greensboro, N.C., 2013 Anaheim Ca., 2014 Jacksonville, Fl., 2015 Kansas City, 2016 Alanta, Ga., 2017 Dallas, Tx., 2018 Jacksonville, Fl.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I have held many positions and been involved in many parts of the national organization. I have enjoyed working on the Championship Committee and the Finance Committee. I was ask by many USMS members to run for this position.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

Membership, Membership, Membership, Membership, and the next issue is way, way down on the list. The majority of the funds to operate USMS come from the members and they need to be our focus. We need to look at how we respond to members concerns and questions and work on getting more members.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Championship 2007-2016
Finance 2016-2017

Please list any other experience that relates to your qualifications for the position.

I have been a coach for over 30 years, coaching college, high school, and age group swimming. I have been a competitor at many of the USMS National Championship events and I have been a meet liaison for two USMS national championships. I understand what it takes to create a good experience for both the meet organizers and the athletes.

Please list any other information you would like included.

I am a proud member of the Masters International Swimming Hall of Fame. I worked very hard for many years to achieve this accomplishment. I hold and have held many national and world records both individually and on relays.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

The strength of USMS is in its members. We need to utilize the great leadership and knowledge that our present members have and strive to increase the total membership.

I am a seventh-generation farmer farming over 2000 acres of soybeans, corn, wheat, alfalfa hay, and grapes for wine. I am a sole proprietor and have run the successful business for over 40 years.

Swimming has been one of the most important parts of my life from age group, high school, to college, to being a USMS member for over 30 years. In addition, I have coached age group, high school and college swimming for over 30 years.



**U.S. MASTERS
SWIMMING**

From: Jeff Roddin
Date: May 13, 2019
Subject Line: Nomination

To: The Elections Committee

I am writing to nominate Jack Groselle for the Vice President of Community Services position.

Sincerely,

Jeff Roddin

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Jeff Roddin | Registrar | Potomac Valley LMSC | U.S. Masters Swimming



**U.S. MASTERS
SWIMMING**

From: Tracy Grilli

Date: April 19, 2019

Subject Line: Letter of Recommendation – For Jack Groselle to the position of USMS Vice President of Community Services
To: The Elections Committee

It is my pleasure to recommend Jack Groselle to the House of Delegates as a candidate for the position of Vice President of Community Services. I have known Jack for many years starting in the late 1990's as "campers" at the USOC High Performance Camp in Colorado Springs. We crossed paths again in 2002 during my son's college search when he was seriously considering Hiram College and the Terriers swim team where Jack was the head coach. Since then our swimming social circles have merged while both living part time in Sarasota, swimming and socializing with Masters team mates.

Professionally, Jack is a seventh-generation farmer. For the past 40 years he has directed the daily operations of his 2000-acre grain farm. He recently retired as the head coach of the Hiram College Men's and Women's swim team which he led for 22 years (1988-1995, 1999-2014). He was named Ohio Athletic Conference Coach of the year 4 times (1991, 1994, 1995, 2006).

Many of us know that Jack is a GREAT swimmer and has been for a very long time. Jack became involved with Masters in 1981, attending his first meet in Canton, Ohio at the USMS Long Course Nationals. Since that first meet Jack has worked very hard, has broken several National and World Records and has become one of the best swimmers in the world. Through passion for swimming, hard work and dedication, he was rewarded in 2015 by being inducted into the International Masters Swimming Hall of Fame as an Honor Masters Swimmer.

Jack was a 25-year volunteer for the Hiram Fire Department. For many years, Jack has applied for and received a \$2,500 grant from America's Farmers Grow Communities (a program where farmers across the country partner with this organization to give back to rural nonprofit organizations). The Hiram Fire Department Association has been the recipient of these donations which they have used to purchase valuable equipment that will assist them in keeping themselves and the community safe. Jack also volunteers as Vice Chairman of the Hiram Township Trustees. As a Trustee he considers issues big and small while making the best decisions that are fair to all constituents of the township.

It is swimming that led Jack to USMS. It is his passion for Masters that motivated him to give back to the organization. Jack was a volunteer for both the 1989 YMCA Nationals and 2002 LC Nationals both held at Cleveland State. He attended his first convention in 2007 and has been a convention delegate from 2008 to present.

Jack was an active member of the USMS Championship Committee from 2008-2016 and served as the meet liaison for both the 2014 Summer Nationals at the University of Maryland and the 2015 Summer Nationals in Geneva, Ohio. Jack understands what it takes to create a good experience for both the meet organizers and athletes and why he was selected by the committee to assist in this position. He also served on the Finance committee for two years, 2016-2017.

Our members (individuals and coaches) are our strength, our "community". The position of Vice President of Community Services must be a person who understands "who" our members are. The VPCS is someone who works together with the committees that fall under this division (Coaches, Diversity and Inclusion, Fitness Education & Sports Medicine and Science) in offering education, resources, opportunities, lifetime benefits or whatever may be needed for a positive Masters experience for our members. Our members are our future!

Jack's passion for swimming, his energy, experience and sense of community make him an ideal candidate for this position. It is my pleasure to recommend Jack as the next Vice President of Community Services.

Tracy Grilli

Member, U.S. Masters Swimming



From: Sandi Rousseau

Date: April 28, 2019

Subject Line: Recommendation Letter for Jack Groselle for Vice-President of Community Services

To: The Elections Committee

It is my privilege to endorse Jack Groselle for the position of USMS Vice President of Community Affairs. Jack has been involved in Masters Swimming since 1981 and has been active at the national level since 2007. This Vice President position oversees the Coaches, Fitness Education, and Sports Medicine and Science Committees, and these are areas in which Jack has valuable experience. Consequently Jack will be capably able to offer guidance to these committee chairs and members and will have appreciation for the tasks that these committees are undertaking.

Jack has been a coach at the college and Masters levels. He is accomplished in his own swimming but has concern for the experience that everyone in Masters swimming is having. As a member of the Championship Committee he served as liaison to two national championship events and was tuned in to improving the experience for all athletes including the very competitive and the fitness swimmer.

Jack is a farming business owner, so he possesses first hand knowledge of how to run a business successfully. He has experience as a local township trustee which involved overseeing staff and implementing policies as well as balancing the needs and desires of all constituents in a fair and balanced manner.

Within USMS, Jack's eight years on the Championship Committee and two years on the Finance Committee provided him with valuable experience in assisting with shaping and implementing USMS policies. He has the ability to delve into discussions, question the possible implications of actions, and look for what is best for our organization. He is not afraid to question decisions and ask for explanations, and these are characteristics that are needed and will be beneficial to our Executive Committee and our Board of Directors. Jack is a team player and can build consensus with rational and productive discussions about topics.

Jack has been a valuable contributor to USMS and would be an asset in a position in which he can help guide the future of USMS. I hope that all delegates will realize the breadth of Jack's knowledge and understanding of USMS and appreciate his ability to help lead our organization.

I give permission for the Elections Committee to publish this letter of support in the election packet.

Sincerely,

Sandi Rousseau

Oregon LMSC

Ed Coates - Candidate for Vice President of Local Operations



The Election Committee has deemed that Ed Coates is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Colin Smiley* and received letters of recommendation from *Whitney Hedgepeth* and *Steve Limberg* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

I have attended Annual USAS convention and USMS HOD in 2005, 2007, 2008, 2010, 2012, 2013, 2014, 2015, 2016, 2017, and 2018

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I have been active in both local LMSC as Chair and USMS national operations as the Chair of the Compensation and Benefits Committee. I also believe the 3 years I have served on the USMS Board as the at-large Board member from the South Central Zone has given me

exposure the VP of Local Operations duties and board operations. I believe all of these experiences make me well qualified to serve in this Vice-President role on the Board. My professional work experience with Boards also give me a good framework for participating in Board and performing the duties of the VP of Local Operations.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

The biggest issue for USMS is to determine what services to provide its diverse membership. We have competitive swimmers, fitness swimmers and triathletes. We also need to offer a standardize set of services to our members that is consistent throughout the country. Additionally, we need to make sure we effectively utilize our volunteers and give volunteers the necessary support and resources help USMS accomplish its strategic objectives.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

I have served on the Compensation and Benefits committee since 2011. Sarah Welch was the committee chair when I joined the Committee. I have served as the Compensation and Benefits Chair since 2013. I was appointed to the Governance Committee for 2018. I have served on the convention task force in 2018.

Please list any other experience that relates to your qualifications for the position.

I have served on our LMSC Board and as LMSC chair for many years, so I have the unique experience of understanding the needs of local operations like an LMSCs and Zones. I also have served as chair of other local non-profit Boards and how they interact with a national Board and staff. I served as chair of the Central Texas Compensation and Benefits Association, a local affiliate to WorldatWord and chair of the Wisconsin Alumni Association of Austin, an affiliate organization of the Wisconsin Alumni Association.

Please list any other information you would like included.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

My goal as a Board member is to help USMS achieve it strategic goals. I think my 3 years as an at-large board member, combined with my experience as an LMSC chair gives me unique exposure to the needs of LMSCs and volunteers. I will work the Board members to help improve delivery of services to our memberships and enhance the volunteer experience.



**U.S. MASTERS
SWIMMING**

**Letter of Nomination
Colin Smiley**

April 20, 2019

USMS Election Committee

To Whom This May Concern:

I hereby nominate Ed Coates (South Texas LMSC Chair) for the position of Vice-President of Local Operations on the USMS Board.

I do this as a member of the South Texas LMSC and the South Central Zone

Respectfully submitted by,

Colin Smiley



**U.S. MASTERS
SWIMMING**

From: Whitney Hedgepeth
Longhorn Aquatics(TXLA)
Head Masters Swim Coach

April 21, 2019

Subject: Recommendation for Ed Coates

To: The Election Committee

I would like to recommend Ed Coates for the Vice-President of Local Operations on the USMS Board of Directors. Ed continues to be such a huge asset to Longhorn Aquatics. He is our team leader and the person that keeps things running smoothly within our program. He is always the first to welcome new members and he gets our team events organized. He worked tirelessly to make sure the 2008 spring Masters Nationals and most recently the 2018 Spring Zone Meet held at the University of Texas were run well and people enjoyed it. He was the most instrumental individual in the overall success of these meets. Ed's leadership of the South Texas LMSC is outstanding. He is continuously keeping members informed of local meets, membership renewals and any masters upcoming events. Ed swims 4-5 days per week with the Longhorn Masters group and regularly attends Masters Nationals where he promotes the sport that he loves to others.

Sincerely,

Whitney Hedgepeth



**U.S. MASTERS
SWIMMING**



RED McCOMBS SCHOOL OF BUSINESS
THE UNIVERSITY OF TEXAS AT AUSTIN

Department of Accounting • CBA 4M.202 • Austin, Texas 78712-1172 •

From: Steve
Limberg

Date: April 21, 2019

Subject: Recommendation for Ed Coates

To: The Elections Committee

It is my pleasure to enthusiastically recommend Ed Coates for the Vice-President of Local Operations on the USMS Board of Directors. He is a leader in every sense of the word. He has been Chair of the South Texas LMSC for over a decade, for which I chaired the election committee. In these roles he has been an avid representative for the sport at the local, regional and national levels. He is passionate about the organization, swimming, and its participants. The best interests of masters swimming and everyone involved have always guided his well-reasoned voice. His efforts have been tireless and steady, and his ability to work with others is premier.

Beyond Ed's impressive contributions in his official role, he is the heart and sole of Longhorn Aquatics (TXLA). He is a strong voice in encouraging everyone whether young or old, elite or not, and competition or fitness oriented. Ed is a central force in acknowledging achievements, whether official awards, records, fitness goals, or simply casual kudos for a good meet or workout. His organizational skills are impressive and range from TXLA hosting the 2008 USMS nationals and the 2018 USMS zones in Austin, team year-end ceremonies for our beloved coach, group trips for swimming events, and non-swimming occasions, among others. He is a hub of information including, to name a few, competitions and activities, weekly workout schedules posted on his Facebook page, and TXLA social events for which he is often the instigator and which add so much to the team's cohesiveness and *esprit de corps*. TXLA would not be the strong organization it is without Ed and his contributions to USMS promise to be the same.

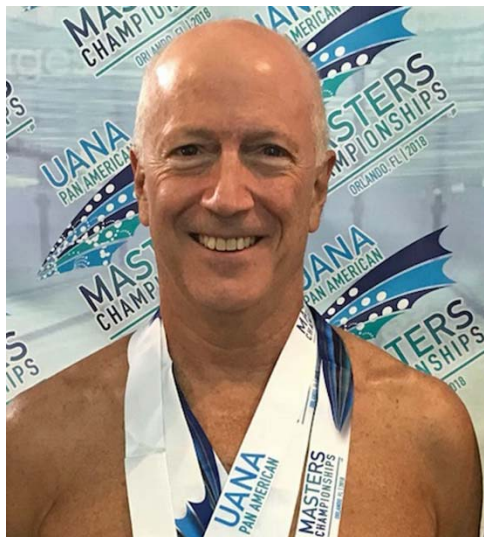
I cannot imagine a better candidate than Ed Coates for the Vice-President of Local Operations. I forward my unqualified recommendation on his behalf.

Please do not hesitate to contact me if I can be of any further assistance.

With sincere regards,

Associate Dean for Graduate Programs
PricewaterhouseCoopers Centennial Professor
McCombs School of Business
University of Texas at Austin, Austin, TX

Phil Dodson - Candidate for Vice President of Local Operations



The Election Committee has deemed that Phil Dodson is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated and recommended by *Ralph Davis* and received a letter of recommendation from *Tom Boak* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: X Yes No

I am planning to attend the HOD Meeting for this election year: X Yes No

I am planning to attend all HOD Meetings during my tenure in office: X Yes No

I have attended 1 or more HOD Meeting in the past five years? X Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

Dearborn - 2006, Greensboro - 2007, Anaheim - 2008, Chicago - 2009, Dallas - 2010, Jacksonville - 2011, Greensboro - 2012, Anaheim - 2013, Jacksonville - 2014, Kansas City - 2015, Atlanta - 2016, Dallas - 2017, Jacksonville - 2018

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in the VP of Local Operations position because of my passion for Masters swimming, my personal and professional enjoyment of advising small business owners and non-profit boards and belief I will make a positive impact on USMS.

Specifically VP of Local Operations; because I want to work with the Board and LMSC Development Committee in educating our local volunteers to be more effective LMSC leaders

and promoters of US Masters Swimming. We are on the cusp of an historic opportunity to reshape our local volunteer base. The Volunteer Task Force has been working for nearly two years on a bottom up and top down approach to rationalize and reorganize volunteer roles and reallocate resources between LMSCs and the National Office. The task force's recommendations have been reviewed by the Board with a majority recommended for further development. This includes socializing the concepts and educating the volunteer base on the proposals, both at the local and national levels to prepare the House of Delegates to adopt the changes to the national committees. This is a big challenge. I am qualified to participate in the path to success.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

USMS leadership strives for strong membership growth. It is important to remember the goal is not membership growth, rather increased value to the membership, then growth will follow. Initiatives, new and under development, to enhance membership value are ongoing but insufficient to counter the competition in our adult fitness market. That is the cause of our current declining membership. We have a strong economy with a growing emphasis on individual health and fitness. We should be growing too. Opportunities in adult fitness are much broader and easier than 27 years ago when I reengaged with Masters Swimming. We have competition from more health clubs, condo and apartment exercise centers and do it yourself health apps. All these address the Millennial's desire for more personal and family time better than Masters Swimming. We have to adapt and innovate. It will take strong leadership to keep the organization focused on a path of innovation and new marketing and not over focus on the same old volunteer activities and USMS programs.

USMS needs a vibrant and empowered volunteer base at the local level. The organization has an opportunity to reshape our local volunteer base by rationalizing and reorganizing volunteer roles and reallocating resources between LMSCs and the National Office. These recommendations will need to be socialized to the LMSC leaders including educating them as to the benefits of the proposals. It will take strong leadership to encourage the national volunteer base and leadership to look back to their roots for more emphasis on volunteers at the local level.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Finance Committee, 2007- current under Jeff Moxie, Ralph Davis, Homer Lane and Jeanne Ensign

Audit Committee, 2010 - current under Jill Gellatly and Elyce Dilworth

Investment Committee, 2013 - current under Ralph Davis, myself and Stan Benson

Please list any other experience that relates to your qualifications for the position.

I am a self-employed CPA, providing financial and management services to small business entrepreneurs since 1991. I bring an entrepreneurial spirit with a professional and unique business perspective to this Officer position. I am also currently engaged with 9 different non-profit organizations (4 involved in swimming), providing services ranging from accounting and tax return services to Board advisor, permanent part time CFO manager and volunteer Treasurer. I am professionally qualified with both, a strong financial management background and a general business operating experience to serve on our policy-making body.

USMS experience: 2 years USMS Treasurer (2014-2015), 3 years USMS Director from Great Lakes region (2011-2014), very active member of Finance Committee (2007- current) have chaired several sub committees, FOG revisions, presented LMSC accounting workshop 2007, team member of 2019 Chart of accounts revision, member of audit committee (2010-current), chaired task force to draft the Audit Committee Charter, chaired the investment committee 2015-2017, chaired the BOD Open Water Sanctions Task Force, one of five USMS volunteers who researched and developed the USMS Strategic Plan adopted by HOD in 2011.

LMSC experience: Treasurer or Finance Chair since 2005. Guided fiscal responsibility in the LMSC such that LMSC dues have decreased from \$14 to \$8. Implemented an investment policy for ILMSA excess reserve funds in 2010.

Please list any other information you would like included.

I am 66 years old, married 39 years with three children, 34, 32 and 30. The two oldest are LAX coaches and my youngest is a learning disabilities teacher. Besides my passion for swimming, as a 6 time cancer survivor I also enjoy living. I adopted the Swim Across America cancer awareness and fund raising efforts in Chicago as a personal mission to battle this disease. I have organized the largest fund raising team in Chicago. I support the SSL adult learn to swim mission, but my passion is to provide learn to swim programs for disadvantaged inner city youth. In the summer of 2011, I started a fund raising effort (over \$24K since inception) which continues today that teaches more than 200 Chicago inner city youth every summer.

I work with several small business owners. While I primarily provide tax and accounting services to them, they value me most as a business advisor. These entrepreneurs have a unique perspective on business and strategic thinking. I work with several small not for profits Boards, as a volunteer of paid financial consultant. I have learned a lot from my clients over the years. I bring my accounting discipline and entrepreneurial spirit to the Board of USMS. I also bring a wide range of business and not for profit experiences that will provide cross fertilization of ideas and practices to benefit USMS.

As a self-employed individual, I have the flexibility to commit the time required to involve myself. As an individual driven and motivated to excel, I can make a difference.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

I am interested in the VP of Local Operations position because of my passion for Masters swimming and my belief that I can make a difference. I have 43 years of business experience working with both small business entrepreneurs and non-profit organizations, an interesting and unique combination. There are major, but achievable challenges facing USMS. I bring the experience and discipline to serve as a Officer on our policymaking body to face these challenges.

Ralph Davis
USMS Treasurer

April 25, 2019

Erin Sullivan
Chair of the Election Committee
Elections@usms.org

Dear Erin,

I am writing to recommend and nominate Phil Dodson for VP of Local Operations officer position of United States Masters Swimming. Phil is uniquely qualified for this position because of his 40 years of professional finance and business management career experience and his over 25 years as an active USMS member.

Phil has served USMS at the local and national level. At the local level, Phil has served the Illinois LMSC as the Treasurer or Finance Chair since 2005. Under Phil's financial leadership the Illinois LMSC has become one of the premier LSMC's of USMS in financial stability.

At the national level he has been a long time member of the Finance, Investment, and Audit Committees. He has also served 3 years as the At- Large Director of the Great Lakes Zone. As the Treasurer of USMS, he has served an ex officio member of the Finance, Investment, Audit and Benefits Committees. Phil's 5 years on the Board of USMS has exposed him to all facets of the national office and the challenges of our organization.

I have served with Phil on various committees and as a Board member for 3 years. Phil is a consummate professional in handling himself and will add value to the USMS Board. I don't know anyone more qualified to serve as the VP of Local Operations.

I am very pleased to recommend Phil for the VP of Local Operations.

His honesty, loyalty, creativity, and ambition will serve our organization well.

Ralph Davis, USMS Treasurer

April 18, 2019

To: USMS Elections Committee

From: Tom Boak

Re: Phil Dodson Letter of Recommendation for Vice President of Local Operations

This letter is being written to support Phil Dodson for the position of Vice President, Local Operations of United States Masters Swimming. This is an easy letter for me to write.

Phil and I first met each other when he began serving on the Finance Committee. To say that we had a rocky beginning would be an understatement. He was very vocal and confrontational, and I did not deal well with his style. To his credit, he reached out and we talked about ways that we could work together. As time went on, he softened his approach and I quickly recognized his incredible wealth of experience and value to the Committee.

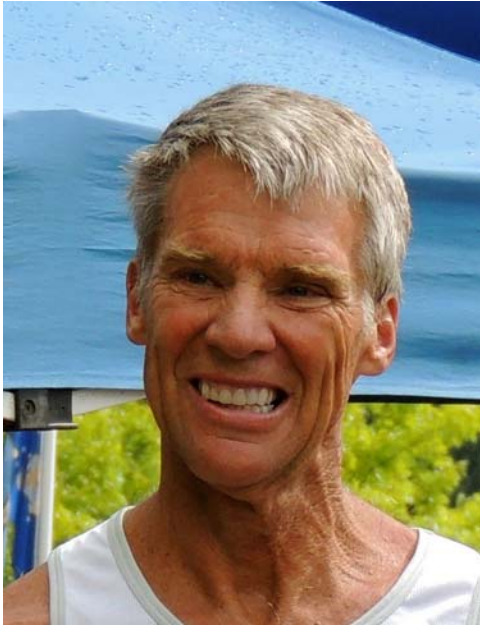
Phil and I have similar backgrounds in that we both have dealt with small businesses, from financial and entrepreneurial perspectives. This type of experience is invaluable when working with many different personalities and will serve Phil well in this position.

I am so glad that Phil has decided to run for office and strongly support his candidacy.



4/25/19

Donn Livoni - Candidate for Vice President of Programs



The Election Committee has deemed that Donn Livoni is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

Anaheim 2007	Anaheim 2013
Atlanta 2008	Jacksonville 2014
Chicago 2009	Kansas City 2015
Dallas 2010	Atlanta 2016
Jacksonville 2011	Dallas 2017
Greensboro 2012	Jacksonville 2018

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

My interest is in serving the membership by increasing the quality of programs and services in the three committees under the VP of Programs – Officials, Open Water and Long Distance.

Additionally, I am a member of the Open Water Task Force and there will be continuing work to be done on it. It is important to have a continuity of leadership within the task Force.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

The major issues facing USMS are membership growth and value. As noted above my contributions to the Open Water Task Force and the strategic actions taken from the task force will increase the overall value to our members.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

2008 Open Water/Long Distance -- Marcia Cleveland

2009 Open Water/Long Distance – Marcia Cleveland

2010 Long Distance – Heather Hagadorn

2011 Long Distance – Heather Hagadorn

2012 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2013 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2014 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2015 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2016 Long Distance – Donn Livoni & Open Water – Bob Bruce

2017 Long Distance – Donn Livoni & Open Water – Bob Bruce

2018 Long Distance – Ali Hall, Open Water – Bob Bruce, & Officials – Teri White

2019 Long Distance – Ali Hall, Open Water – Bob Bruce, & Officials – Teri White

Please list any other experience that relates to your qualifications for the position.

Past President of Montana Masters Swim Club (now Big Sky Masters)

Past Chair of Montana LMSC

Current member of USMS Board of Directors

Current member of USA Triathlon (active participant)

Please list any other information you would like included.

First joined USMS in 1982 and have participated in numerous pool and open water events including national championships

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

My interest is in serving the membership by increasing the quality of programs and services in the three committees under the VP of Programs – Officials, Open Water and Long Distance. Additionally, I am a member of the Open Water Task Force and there will be continuing work to be done on it. It is important to have continuity of leadership.

Greg Danner - Candidate for Secretary



The Election Committee has deemed that Greg Danner is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

- 2010 – Dallas
- 2011 – Jacksonville
- 2012 – Greensboro
- 2013 – Anaheim
- 2014 – Jacksonville
- 2016 – Atlanta
- 2017 – Dallas
- 2018 – Jacksonville

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in being elected for a second term as Secretary so that I can continue contributing to the mission of the organization and providing a voice for the younger generation. I am a good candidate because in my first term I adhered to the standards expected of a Board member and I performed the responsibilities of the position in a timely manner. I would encourage any curious delegates to ask other Board members about my performance and hopefully they would approve.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

The market is saturated with fitness options for the public and we are very much in a competition with those organizations for members. Our four strategic pillars continue to be the driving force for continuous improvement: membership value, brand clarity, partnerships, and innovation. Each of these pillars will be useful tools for membership growth and overall organizational health.

We have a valuable volunteer base and motivated National Office, but our size leads to a challenge common with large organizations: pace of change. Emerging fitness activities and sports have the benefit of being small, which lends to their agility and adaptability in business. We must be supportive of measures that will help our organization transform and become more efficient. If elected, I plan to address our issues by supporting initiatives geared toward increased LMSC support and advancing our technological footprint to make data-driven decisions.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Records and Tabulation 2011-2012 (Chris Stevenson - Chair)
- Records and Tabulation Vice Chair 2012-2014 (Chris Stevenson - Chair)
- Records and Tabulation Vice Chair 2014-2015 (Jeanne Seidler - Chair)

Please list any other experience that relates to your qualifications for the position.

- USMS Secretary (2017 – current)
- USMS IT Advisors Group (2017 – current)
- Niagara LMSC Chair (2011 – current)
- Niagara LMSC Webmaster/Social Media Coordinator (2010 – current)
- Niagara LMSC Top Ten Recorder (2011-2014)
- Niagara LMSC Records (2010-2012)
- Niagara LSC Athlete Rep (2010-2017)
- Niagara LSC Board of Review (2011-2014)
- USMS Certified Coach (Level I and II)
- Attended the 2017 LMSC Leadership Summit
- 15 years as IT professional (currently a Director of IT for a private food manufacturer)

Please list any other information you would like included.

My wife gave birth to our first child, Sebastian Paul, on January 16, 2019. Feel free to ask me about our adventures in parenting!

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

As the current USMS Secretary, I am excited to be a part of the Board of Directors and hope that I can continue in this role. I will do my best to help USMS adjust to meet the needs of aquatic fitness and competition throughout the country.

Teddy Decker - Candidate for Treasurer



The Election Committee has deemed that Teddy Decker is a member in good standing of USMS. The candidate has indicated she is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by *Elyce Dilworth* and received letters of recommendation from *Tom Boak* and *Nadine Day* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

- 2013, Sept 11-15 Anaheim, CA
- 2014 Sept 17-21 Jacksonville, FL
- 2015 Sept 30-Oct 4 Kansas City, MO
- 2016 Sept 21-25 Atlanta, GA
- 2017 Sept 13-17 Dallas, TX
- 2018 Sept 26-30 Jacksonville, FL

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I started swimming competitively when I was 12 years old. Swimming has given me so much throughout my lifetime (including my husband!) and I am excited to be able to give something back to swimming and the swimming community. In addition to being a competitive swimmer, I

have also coached, and I am an active meet official for both USA and USMS swimming. I believe giving back to the community and volunteering is important in life and it gives me great joy to be able to combine this important duty with something I also enjoy a great deal.

I believe I would be a good candidate partly because of my passion for swimming, but also because I have an extensive background in business and in professional situations. I have been a CPA for 22 years and have had my own business for 10 years. During my tenure as a CPA I have been a business consultant for small businesses as well as auditing and consulting for many not-for-profit organizations. I believe this group of skills and experience will be a benefit to USMS as well as helping me to continue to grow and learn.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

I feel the current most important issue facing USMS is attracting new younger members and providing programming that will enhance the member's experience and make life-long members. I think that continuing to develop the college club initiative and get new college age swimmers involved in USMS is a key to the continuing success of USMS. Also, continuously taking the pulse of the current members is important to determine what attracted them to USMS in the first place and why they have continued their membership.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- 2015 - Audit Committee Member; Elyce Dilworth, Chair
- 2016 - Audit Committee Member; Elyce Dilworth, Chair
- 2017 - Audit Committee Vice Chair; Elyce Dilworth, Chair
- 2017 - Planning Committee Member for the 2nd Leadership Conference
- 2018 - Audit Committee Vice Chair; Elyce Dilworth, Chair
- 2018 - Finance Committee Member; Jeanne Ensign, Chair.
- 2019 – Audit Committee Vice Chair, Elyce Dilworth, Chair.
- 2019 – Finance Committee Member, Jeanne Ensign, Chair.
- 2019 – Southwest Zone At Large Director

Please list any other experience that relates to your qualifications for the position.

In addition to being active at the national level for the past seven years, I have also been the Chair, Vice Chair, Treasurer, and Officials Chair for the New Mexico LMSC and have been working to increase membership and offer a good value to our local members by setting up stroke clinics, supporting swim meets and open water events, and also supporting other swimming related activities within New Mexico. It has been my goal to "get the word out" to our local membership about what USMS is all about at the national level and what the NM LMSC can do to help support our local swimmers and our local swimming community.

In running my own business for the last ten years, I have developed a good skill set to help me work with lots of different personalities and to be efficient and organized, as well as being highly self-motivated and efficient. I strive to do be the best I can be in both my personal and private life and to continually grow and learn from new and challenging experiences.

I have been a CPA for 22 years. My early experience in public accounting was almost entirely in auditing not-for-profit organizations. I currently have several not-for-profit clients and thoroughly enjoy supporting this sector of the business world.

Please list any other information you would like included.

When I was first asked to be a member of the New Mexico LMSC, I had been a member of USMS for about 5 years and I had no idea what USMS did at a national level or the amount of support and resources that were available. My LMSC had not been compliant with the minimum LMSC standards for quite a while and there was not much information disseminated by the LMSC. After I got involved at the LMSC board level, I made it part of my mission to make sure that all of our LMSC members were at least given the opportunity to learn what happens at the board level and what support is available to them.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

It would be my honor to be chosen as the USMS Treasurer. I believe my years of experience developing my public accounting practice and auditing and consulting for not-for-profit organizations gives me the skill set needed to be treasurer, and my enthusiasm and love of all things swimming makes me a great candidate to represent USMS at the national board level.



**U.S. MASTERS
SWIMMING**

From: Elyce Dilworth, Audit Committee Chair

Date: April 21, 2019

Subject Line: Nomination of Treasurer Candidate

To: The Elections Committee

I am the current Audit Committee Chair. I would like to nominate Teddy Decker for the position of Treasurer.

Sincerely,

Elyce Dilworth
Wisconsin LMSC
Audit Committee Chair

April 18, 2019

To: USMS Elections Committee

From: Tom Boak

Re: Teddy Decker Letter of Recommendation for USMS Treasurer

This letter is being written to support Teddy Decker for the position of Treasurer of United States Masters Swimming. To be qualified for this job, the applicant should have financial expertise. In addition, because the Treasurer is a member of the Board of Directors, the applicant should have experience working as a member of Boards of Directors and also have management experience. Teddy has all of these qualities.

Teddy holds a Bachelor of Arts degree in Business Administration with a major in Accounting. She has been a Certified Public Accountant in New Mexico since 1997, and has worked as an Accountant and Small Business Consultant since then.

She joined U.S. Masters Swimming in 2010. In her LMSC (New Mexico), she has served as Treasurer, then Chair, and now serves as the Vice Chair. At the National level, she was appointed to the Audit Committee in 2015, and has served as its Vice Chair since 2016. She was also appointed to the Finance Committee in 2017 and still serves in that capacity.

In addition to all of the above, Teddy is both a Certified Coach and a certified Official.

Teddy is dynamic, involved, and an accomplished member of the financial community and USMS. She would be an asset to the Board of Directors of the Corporation and would do a great job as Treasurer. I highly recommend her for this position.

Letter of Recommendation for Teddy Decker for USMS Treasurer

From: Nadine Day

Date: April 16, 2019

To: The Elections Committee

I am honored to write this letter of recommendation for Teddy Decker for USMS Treasurer. Teddy has the professional background of being a CPA and is qualified to be our Treasurer. I have known Teddy since her appointment as a member of the USMS Audit committee. She has proven that she is willing to do the work. She has the skill set that is required as Treasurer. With being elected last year as the Southwest At Large Director, she has gained an understanding of the function of the USMS Board of Directors. Teddy has an understanding that we are a membership organization and dedicated to ensure that our organizations best interests are a priority.

Respectfully,
Nadine Day, Immediate Past President

Homer Lane - Candidate for Treasurer



The Election Committee has deemed that Homer Lane is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated and recommended by *Ralph Davis* and received a letter of recommendation from *Tom Boak* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

I have attended National HOD meetings in 2002,2003,2004,2006,2007,2008,2009,2011,2012,2013,2015,2016, and 2017.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in this position because I have had been involved interacting with individuals in this role at USMS for almost two decades and with my recent retirement, finally have the time to dedicate myself to this leadership position. I feel I am a good candidate for this position as I have extensive and diverse experience in executive management roles at two non-profits including; strategic planning, asset & liability management, risk management, management information systems, treasury functions, and in budgeting & forecasting. I also have served on three non-profit boards and was a former commercial and investment banker with over two decades of experience.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

Clearly one of the major issues is attracting new members while retaining existing members as we go through a transition to newer generations of members. I believe key to this is providing sufficient financial transparency to make it obvious to members the value proposition USMS provides. I think the College Club Program is clearly a source of potential new members that needs to be mined in an effective fashion. Other ideas already underway may also make sense but it will require a new level of evaluation considering other metrics of success beyond just the financial impact. This may require application of more intricate cost allocation practices to factor in indirect costs to each program USMS explores. My experience in dealing with indirect cost allocations on federal grants should help in this potential effort.

Another major issue is the effective governance of the Swimming Saves Lives initiative. This recent initiative could also help with our efforts to expand our membership if effectively administered, utilizing those purpose restricted funds USMS has accumulated over the past decade.

Finally, I believe USMS has evolved to a point where it is imperative that the Board and their committees need to step back from their hands-on management inclinations to more of an oversight role of the management that has been put in place at the National Office. Having seen this first hand on the board at two membership organizations, I feel confident that I can be helpful in encouraging this essential shift in the culture of the USMS.

I look forward to the opportunity to help in these efforts.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Finance Committee from 2003 thru 2019 serving under Tom Boak, Ralph Davis, and Jeanne Ensign. I also served as the chair for this committee from 2010 thru 2012.

Investment Committee from 2011 thru 2019 serving under Dave Burgio, Ralph Davis, and Phil Dodson.

Please list any other experience that relates to your qualifications for the position.

I have served as the Chief Financial Officer at two federally funded independent research institutes (the Marine Biological Laboratory and the Benaroya Research Institute), and recently retired as the executive Director of the later institution. Before that I had a career in commercial banking, with experience in treasury and financial operations. I have also served on the board of a membership organization (Association of Independent Research Institutes) for ten years serving as the vice president from 2011 thru 2015.

Please list any other information you would like included.

I have been involved as a member and competitor in USMS and its predecessor AAU Masters since 1975.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

As USMS moves towards its 50th anniversary, please rely on me to provide the oversight and leadership to position the organization for its next half century of success.

Ralph Davis

Erin Sullivan
Chair of the Election Committee
Elections@usmastersswimming.org

Dear Erin,

I am writing to recommend and nominate Homer Lane for the position of Treasurer of United States Masters Swimming. Homer is uniquely qualified for this position because of his varied experiences as a Senior Vice President Banker, and Chief Financial Officer spanning over 35 years. Since 2012, he served as Executive Director of an \$84 million asset nonprofit with the responsibility of managing all resources through strategic planning, budgeting, financial planning, investment selection, cash & risk management, and intellectual property control. Homer's experience on three non-profit boards complements the responsibilities of this position's requirements.

During his successful career Homer has been involved as a member and competitor in USMS and its predecessor AAU Masters since 1975. Homer has been the Treasurer (1998-2004) and President (2002-2006) of the New England Masters Swim Club. He has served on the Finance Committee from 2003 to the present and was Chair from 2010 to 2012. He has been a member of the Investment Committee since its formation in 2009 and assisted in drafting the USMS Investment Policy.

Homer will add value to the USMS Board and will bring a fresh perspective to the major challenges of the organization. I don't know anyone more qualified to serve as the USMS Treasurer.

Homer's recent retirement will provide him time to dedicate himself to this leadership position.

I am very pleased to recommend Homer for the USMS Treasurer.

Ralph Davis

USMS Treasurer

Thomas D. Boak Jr.

March 13, 2019

To: Erin Sullivan
Chair of the USMS Election Committee

Re: Recommendation for Homer Lane
Position of USMS Treasurer

I have known Homer Lane for almost twenty years. During that time, he has served continuously on the USMS Finance Committee (2003-2019). During his tenure on the Committee, he served as Chair from 2010 to 2012. He came to the Committee with a great deal of expertise, having served as CFO for two research institutes and has also had experience in commercial banking.

So, all of that is great. But the job of Treasurer requires much more than financial expertise. USMS already has a highly qualified CFO who is responsible for the day to day operation of the organization. Because the Treasurer is a member of the Executive Committee and also serves on the Board of Directors, it is important that he/she not get bogged down in these details, but rather is more focused on larger financial issues and policies. He listens, he focuses, he talks when he has something to contribute. He also has management expertise in the working world. My perspective about Homer is that he is ideally suited for this role.

USMS has been very fortunate to have highly qualified people in the role of Treasurer, going back to Doug Church. Homer is the right person to continue this tradition. I highly recommend him for this position.

Yours truly,

Thomas D. Boak Jr.

Treasurer, United States Aquatic Sports

Director, United States Masters Swimming

USMS Past President

USMS Past Treasurer

Past Chair of the Finance Committee

President

Patty Miller

USMS is going to be 50 years old next year! What an exciting time to celebrate our past and look forward to the future. For almost 50 years, USMS has been promoting health, wellness, fitness and competition in adults through swimming. As USMS has evolved over those 50 years, one constant has been the dedication and passion of its volunteers. This past year has seen a continued focus on evolving volunteer roles and engaging volunteers as USMS moves forward with initiatives to further its mission with younger age groups and current technology.

We started the year with six new Board members. That's an unprecedented amount of turnover and a testament to concerted efforts by many of you to open USMS leadership to new people. These Board members have brought new perspectives that strengthen our discussions and direction.

In March, we held the 3rd LMSC Leadership Summit, bringing LMSC Chairs and other volunteer leaders together for a weekend of learning and sharing ideas. With each of the Leadership Summits held since 2015, we've discovered the value of LMSC leaders having the opportunity to learn from each other. We also use the Leadership Summit as a chance to speak directly with LMSC volunteers and get their feedback on key initiatives. This year, CEO Dawson Hughes explained the concept of having one fee for USMS membership, rather than a separate "national fee" and varying LMSC fees. We had the opportunity to hear LMSC leaders' feedback on this unified fee concept, as well as on some recommendations of the Volunteers Task Force, which has been examining volunteer roles for over a year.

The Leadership Summit is just one example of how we've worked to inform and engage our LMSC volunteers, who are so important to delivering the USMS experience at the local level. In addition to several Streamlines newsletter offerings that have been developed over the years, this year we started a monthly communication that alternates between the President and the CEO. We've used it to communicate about key initiatives and provide a capsule of in-person Board meetings. We also made a concerted effort to reach out to LMSCs to discuss the unified fee concept, which creates the opportunity for many membership innovations, such as multi-year memberships, automatic renewal, and membership types (e.g. triathlon, open water) by simplifying the fee that members and prospective members see. There was a dedicated group of Board members who formed a working group to systematically reach out to LMSC leaders and get their feedback on the concept. Given the time it will take to establish a unified fee structure and the fact that we're not proposing legislation to do so this year, some LMSCs are already contemplating voluntarily opting into a unified fee pilot for the 2020 membership year.

As we approach USMS's 50th anniversary and recognize USMS's evolution from a volunteer-governed and volunteer run organization to one that is volunteer-governed and managed

nationally by staff and locally by volunteers, we also continue to refine the volunteer role. This has been the work of the Volunteers Task Force since late 2017. Change isn't easy. And, to be honest, many recommendations of the task force were not accepted by the Board this year. However, the Board did agree with some recommendations and others will continue to be developed. At this year's convention, the Volunteers Task Force will hold workshops in which they'll discuss (1) the concept of combining local roles related to event sanctioning and results, and (2) proposed changes to national committees.

Along the same lines of refining volunteer roles and streamlining USMS's business to reflect modern realities, the Board of Directors has proposed legislation put forward by the Finance Committee that would change the structure for approving the budget. Under this structure, rather than estimating the next year's budget in July-August without full results from the current year, the Board would approve the next year's budget closer to year-end, after input on budget assumptions and approval of membership fees by the House of Delegates in September.

I will be concluding my term as President with this year's convention. It has been a pleasure to work with so many dedicated USMS volunteers who share my passion for bringing the fun, camaraderie, and tremendous fitness benefits of Masters swimming to as many adults as possible. I look forward to supporting my successor as he or she leads USMS's continued evolution from the organization that was founded half a century ago to an organization that is positioned to accomplish the Masters swimming mission for many decades to come.

Vice President of Administration

Peter Guadagni

One of the aspects of USMS I most treasure is the opportunity to be part of multiple communities. Whether it be my lane mates, fellow officials, competitive swimmers, open water swimmers, LMSC leadership colleagues, or any of the other Masters groups with which I have been involved, sharing experiences with like-minded individuals brings fun and fulfillment. As I complete my term as Vice President of Administration, it should be no surprise that I have enjoyed being part of the USMS volunteer leadership team. Together, the Executive Committee and the Board of Directors are a community that is passionate about Masters swimming and dedicated to improving USMS. While we may not always agree, there is no doubt that everyone is motivated to provide the best possible experience for our members. It has been an honor to serve in this group. I would like to thank President Patty Miller, past President Nadine Day, and CEO Dawson Hughes for their leadership to the organization and their support of me as a member of the Executive Committee and Board of Directors.

As Vice President of Administration, I am assigned to work with the Championship, Legislation, Registration, and Rules Committees. These committees are led by a talented group of chairs and USMS is fortunate to have the benefits of their service. Please refer to each committee's annual report for details of their work over the last year.

The Championship Committee, chaired by Jim Clemmons (vice chair, Erin Moro) chooses and supports the hosts of our national pool championship meets. As part of their efforts to provide a great experience for participants, they have been collaborating with the national office staff to evolve the model in which they work together. The goal is to allocate tasks to the group best able to perform the function. It is also appropriate to congratulate the committee's past chair, Jeff Roddin, on his selection as the year's Ransom Arthur Award recipient.

The Registration Committee, chaired by Susan Ehringer (vice chair, Marcia Anziano) has been working to redefine the role of registrars and function of the committee as we enter our second decade of online registration. Their work culminated in a legislative proposal redefining the committee and support for a board proposal renaming the registrar position. They have also been working with the national office staff on membership and registration issues.

The Legislation Committee, chaired by Richard Garza (vice chair, Brian Albright) is responsible for reviewing proposed changes to Parts 2, 4, 5, and 6 of the USMS Rule Book. They worked in the beginning of the year to consider items left over from the previous year and later to review proposals submitted to them this year. While they met by phone almost every month, they shared thoughts and opinions in an online forum.

The Rules Committee, chaired by Charles Cockrell (vice chairs Molly Grover & Claire Letendre) is responsible for reviewing proposed changes to Part 1 of the USMS rule Book. This group is passionate about ensuring our rules for pool meet swimming remain appropriately consistent

USMS Executive Committee Reports

with those established by USA Swimming & FINA, result in fair competition, and maintain clarity for both swimmers and officials. The committee has delegated responsibility for answering rules related questions and issuing interpretations and clarifications to the chair.

In 2018, both the Rules and Legislation Committees had large numbers of proposals to consider. Fortunately, there was a dramatic decrease in proposals this year. I hope this is the beginning of a trend. While updates to our rules and regulations are necessary from time to time, I believe the way to improve our organization is to bring new programs to pool decks or lake-sides rather than edits to the rule book.

In addition to my responsibilities as an elected officer, I am completing my sixth year as a member of the Finance Committee. It has been a privilege to serve under the capable and dedicated leadership of Finance Chair Jeanne Ensign and a pleasure to work with all the members of this committee.

Vice President of Local Operations

Chris Colburn

The Local Operations division consists of four committees (History and Archives; LMSC Development; Recognition and Awards; and Records and Tabulation). The Vice President of Local Operations (VPLO) is an *ex-officio* member of these four committees, and also works with

LMSC and Zone chairs on any local issues that might require the attention or advice of a Board member. The past year has been a busy one for the division's committees. The activities of the committees (and the VPLO) are summarized below. You can find more details in the annual reports and meeting minutes for each committee.

History and Archives (chaired by Barbara Dunbar) continues to perform detailed work on the tasks of collecting and preserving the history of the USMS organization and its membership. Many of their recent projects include locating, digitizing and consolidating paper documents, such as older registration files, USMS publications, and Top Ten and Records reports; identifying swimmers with missing, legacy, or duplicate registration IDs; and reviewing, fact-checking, and submitting for publication biographical and other historical information on the USMS web site. In addition, the History and Archives Committee assists the National Office and other organizations like the International Swimming Hall of Fame (ISHOF) with special requests for information and materials pertinent to the history of USMS and its members.

The **LMSC Development Committee** (chaired by Michael Moore) has had a busy year.

Many members of the committee were involved in putting together and running the well-received LMSC Leadership Summit in March in Phoenix. The committee conducted its annual survey of LMSCs to collect data related to compliance with current standards. Advice and remediation for LMSCs needing help meeting the established standards were conducted under the supervision of the zone chairs and the VPLO. The committee has continued its excellent series of peer-to-peer teleconferences for different LMSC volunteer offices and roles, giving volunteers across the country an opportunity to share ideas and best practices. Notes from these sessions have been posted in the Meeting Minutes section of the USMS website.

Recognition and Awards (chaired by Megan Lassen) oversees the national service awards that underscore the outstanding efforts of our volunteers. The committee continued their work to increase submissions for national awards. They coordinated the selection of the Ransom J. Arthur Award recipient Jeff Roddin, who was honored during Spring Nationals. The committee works with the National Office throughout the year with the writing and submission of press releases to recognize award recipients. They also continue to work to improve volunteer recognition at the local (LMSC) and national levels.

Records and Tabulation (chaired by MJ Caswell) continued its curation of Top Ten lists and USMS Records, as well as the list of measured/certified competition courses. The committee

USMS Executive Committee Reports

includes the National Swims Administrator (Mary Beth Windrath) among its members. Mary Beth works with the committee to coordinate the validation and entry of USMS Records and swims entered in the National Swims database. The committee continues to formulate, refine, implement, and publish policies related to these lists and records. They have continued to contribute to the process of meet sanctions and recognitions this year, and work with other committees (such as Rules) to update relevant forms and processes.

In addition to acting as a liaison to the Executive Committee for the Local Operations committees, I worked to implement LMSC remediation plans in conjunction with the Zone chairs and the LMSC Development Committee. I also served this year as a member of the **IT Liaisons Group**, a task force consisting of a number of current and former Board members. This group worked with the CEO to advise the National Office on the ongoing Digital Transformation and USMS 3.0 strategies. In addition to those duties, I worked with LMSC Development on this year's LMSC Leadership Summit, and with Recognition and Awards on the Club of the Year subcommittee. I also joined the Governance Committee to understand how we can better function as a Board and as an organization. As I conclude my term, I am happy to report that the Local Operations committees continue to move forward and make progress for the good of our organization and our members.

Vice President of Programs

Donn Livoni

The Programs division consists of three committees (Long Distance, Officials, and Open Water). The VP of Programs serves as an *ex-officio* member of these three committees. I am extremely fortunate to have worked with a committed group of committee chairs. All three of these committees work all year as they have a continuous work cycle preparing for pool meets and open water events and championships. For details of each committee's achievements, please refer to their annual reports and join them in one of their convention meeting sessions.

The Long Distance Committee, chaired by Ali Hall (vice chair – Phyllis Quinn) has been responsible for selecting the ePostal and Open Water National Championship venues and providing USMS members with an outstanding experience in these events. They also have the responsibility of administering Part 3 of the rulebook. Lastly, they will be awarding the first Long Distance Volunteer Award at convention.

The Officials Committee, chaired by Teri White (vice chair – Mike Abegg) have volunteered at countless USMS pool meets. The committee designed and implemented a USMS Referee Certification effective at the start of 2019. They are also selecting an outstanding official to receive the USMS Service Award for Officials. Lastly, they are working with the Open Water Committee on combining certifications onto one USMS Officials Certification card.

The Open Water Committee, chaired by Bob Bruce (vice chair—Karen Febre) have been diligently developing and promoting open water events. They have compiled a list of development and promotional topics and are now working on strategies to implement them. The committee is continually updating the OWGTO as needed. Lastly, they are preparing materials for a training course for event hosts/event directors.

I am honored to serve USMS in a leadership position and would like to thank all of our leaders at the national, LMSC or club level.

Vice President of Community Services

Frank Skip Thompson

This is my last convention report as VP of Community Services, a position I have served from the fall of 2015 until the conclusion of this 2019 USAS convention in St. Louis. I would like to thank all of the BOD, USMS National Office Staff, USMS Volunteers that serve the LMSC's and USMS Committees, and the USMS Task Forces for their contributions to the success of USMS. It's been a pleasure of mine working with these different groups in the last 4 years. The Community Services Division has 4 committees under its direction and those are Coaches, Sports Medicine and Science, Fitness Education, and Diversity and Inclusion Committees. I am going to highlight some of the major projects and successes of each committee in the last 4 years.

The first National Coaches Clinic took place in November of 2016 and the Pacific LMSC, USMS Coaches Committee, and the USMS National Office collaborated to make this event successful and set the benchmark for future clinics. In 2018, the NCC continued success with the Potomac Valley LMSC and this is going to continue in 2020 with the Southern Pacific LMSC. On Deck Coaching with registration online for volunteer coaches through Sign-Up Genius made it easier for coaches to contribute for multiple days at USMS Nationals and the USAS Convention.

International Coaching for International events has improved and continued to be a valuable service with the addition of a dedicated Facebook social media page. Tim Waud, Richard Garza, Nadine Day, and Howard Lee are responsible for this success and USMS can look forward to the 2020 UANA Pan Am Masters Championships in Medellin, Columbia and the 2021 FINA World Championships in Fukuoka, Japan. Web workouts continue to be popular with USMS members with expanded classifications such as Open Water, Triathlon, Limited Mobility, and Expecting Mothers workouts.

The USMS Coach Mentoring Program has been defined and developed in 2019 and will be launched in 2020. Information is available on the USMS website and 51 applications have been sent out to qualified coaches and clubs and 9 applications have been sent back applying. Coaching certification weekend packages have been developed and successful with the bundling of classes and clinics to major metropolitan areas of the country that cover education for swimmers, coaches, and ALTS.

The Sports Medicine and Education Committee continues to research areas with projects of interest to the USMS membership. The Sports Medicine Booth continues at USMS National Championships in the last 4 years. Sally Guthrie, Sally Berry, Jasmine Hansen, Meg Carlson, Carlos Rodriguez, and Arlette Godges have made successful contributions to the success of the SM Booth. The other major project of the last 4 years is the Sports Medicine Convention Presentation. Dr Tanaka (2016 and 2018) Sally Guthrie 2017, and 2019 Dr. Genadijus Sokolovas "Dr. G" present topics of interest to USMS delegates.

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The Fitness Education Committees major contribution for the last 3 years has been the transitioning of major fitness events like Virtual Swim events and the USMS Check-Off Challenge to the USMS e-postal Fitness Series that encourages participation in fitness events. The new fitness series of Winter (30 Minute swim), Summer (2K swim), and Fall (1 Mile swim) has been launched in 2018 and continues to grow with an increase in the 2019 Summer 2K swim. With a new vitamin sponsor (Smarty Pants) and a fundraising component with the majority of the registration fees going to the SSL charity, these actions help raise \$ for sponsorship and with the Learn to Swim cause. A new addition in 2019, is allowing nonmembers of USMS to participate in these events in hopes of joining USMS in the future.

The Diversity and Inclusion Committee is a new committee in 2019 after 3 years as a working unit of USMS Task Force reporting to the USMS BOD. In 7 months since their first meeting, the committee has accomplished major objectives it set out to achieve. A Strategic Plan has been developed after 3 years of activity that the Task Force developed and is ready to be approved at the committee meeting at this year's convention.

Some areas of interest during the committee meeting will be a discussion of projects undertaken by members of the committee including the having Diversity and Inclusion as part of the Coach Certification Levels 1 and 2. Coach Interviews initiated from a survey to select coaches on how their Clubs handle Diversity and gathering best practices that can be shared with the USMS community. The best practices that have been identified will be shared through Streamlines and the USMS website for LMSC's, Clubs, and Workout Groups to be adapted in their local programs.

The Diversity and Inclusion Committee will have its first ever USMS Committee meeting on Friday, September 14 from 10:45 AM to 11:45 AM and their first ever USMS Workshop on Saturday, September 15 from 11:15 AM to 12:30 PM titled "The Ways We Differ – How to Include Others".

USMS Community Services Detailed Committee Report
2018 USAS Convention – September 10 - 15, 2019

Coaches Committee (Bob Jennings, Chair; Kenny Brisbin Vice Chair)

Committee Members – New members for 2019 are: Steve Hall Ex Officio: Molly Hoover, Jeff Taylor and Trey Taylor.

Returning members: Scott Bay, Kenny Brisbin Chris Campbell, David Clark, Doug Fetchen, Marianne Groenings Ex Officio: Dean Hawks, Terry Heggy, Bob Jennings, Chris McPherson, Helen Naylor, Kerry O'Brien, Tim Waud, and Steve Weatherman. Ex Officio: Bill Brenner.

Meetings held: 11/12/18/ 1/14/19 2/11, 3/11, 4/8, 5/13, 6/10, 7/8, and 8/12.
2019 Goals and Subcommittee Assignments:

USMS Executive Committee Reports

1. National Coaching Clinic – There is no clinic scheduled for 2019, so no subcommittee was formed for planning this event. There will be one in 2020 and planning will start in the fall of 2019.
2. Coaching Education Resources – 13 Coach Certification Weekends are scheduled for 2019 year and eight have been completed with five remaining. Along with Coaches Certification classes there will be 18 ALTS certification class weekends and 11 have been completed with 7 remaining. 17 weekends for Clinic Courses for Coaches and 17 Stroke Development Clinics for both swimmers and coaches are scheduled for 2019 and 10 have been completed with 7 remaining for 2019.
3. USMS High Performance Camp – This camp is a joint venture from the Triangle Sports Commission, the Greensboro Aquatic Center, and USMS. The dates for the camp are 8-24-19 to 8-29-19 at the Greensboro Aquatic Center. Four coaches have been selected (Trey Taylor, Mike Hamm, April Cheadle, and Megan Lassen. For future High Performance Camps, USMS will have a solid contract with set expectations.
4. Level 4 Certification – The Level 4 subcommittee have been reviewing the Level 4 Application process and if there are any changes they will be sent to Marianne Groening's for publication. As of June 30, 2019 one application has been submitted for 2019.
5. LMSC Communications – Molly Hoover is the lead on this topic and she has been surveying the needs of LMSC Coaches Chairs and sending out minutes of the monthly USMS Coaches Committee and encouraged nominations for the two USMS Coaching Awards.
6. Fitness – David Clark chairs the Fitness subcommittee. The subcommittee is going to come up with strategies to help motivate coaches so their swimmers will participate in the three fitness series of events throughout the year. (Winter 30 Minute Swim, Summer 2K Swim, and the Fall 1 Mile Swim).
7. On Deck Coaching – David Clark leads this project and was responsible for setting everything up and coordinating this through Sign Up Genius at USMS Spring National Championship meet in Mesa, which was a success. He will not be at the Summer Nationals in Mission Viejo, and Kenny Brisbin and Chris McPherson will coordinate the scheduling. On deck coaches are planned for the USAS Convention in St. Louis in September 2019.
8. Awards – Ken Brisbin leads this subcommittee with assistance from Christine Maki, who is a member of the Recognition and Awards Committee. The Coaches Committee is responsible to select the USMS Coach of the Year and the Kerry O'Brien Grassroots Coaching Award and the deadline was July 1, 2019. Five applications have been received for both the USMS Coach of the Year and the Kerry O'Brien Award and selections will be announced at the convention.
9. Publications – Terry Heggy leads this subcommittee. An average of 2 articles to 3 articles have appeared in 2019 for both the Streamlines for Coaches and Streamlines for Members issues. Coaches still submit favorite workouts, drills, and ideas that are successful in the USMS Coaching community for future publications. Terry has proposed a quarterly webcast where a panel of coaches could discuss new and controversial techniques and what has worked and what hasn't. This is currently being investigated to be implemented in the future.
10. Web Workouts – Molly Hoover leads this subcommittee. The workouts have up and running on the USMS site since the beginning of January 2019. There are seven different categories (5 workouts a week) which try to cover all demographics of USMS swimmers. Coaches are paid a stipend and can write workouts in one category for two years. The 8 Coaches are: Elizabeth Miller – Basic Training, Dean Hawks – Stroke and IM workouts, Mark Stori – Open Water, Trey Taylor - High Intensity Training, Emily Von Jentzen – High Volume workouts, Shauna Payne

USMS Executive Committee Reports

Gold Triathlon Training, and Warren Rothman – Limited Mobility. A new triathlon coach was selected this past spring, Suzie Degazon. 6 of these coaches are on their second year and will need to be replaced in 2020.

11. International Coaching – The 2019 FINA Masters World Aquatic Championships was held in Gwangju, South Korea from August 5 to August 18, 2019 and was a success for all 128 swimmers that attended. Head Coach (Dr. Howard Lee) and Coach Nadine Day kept all of the USMS community updated on the dedicated USMS Facebook page during the event.

12. Coaches Mentor Program - Chris McPherson is the chair of this subcommittee.

Qualifications for the program have been updated on the USMS website. Mentor and Mentee applications are being taken currently. 51 applications were sent to Gold Club Coaches to be Mentors and 9 applications have been sent back to qualify.

13. ASCA World Clinic – Dates are September 3 – September 8, 2019 in Dallas, TX. USMS is scheduled to have a booth for the 2019 World Clinic Trade Show. The dedicated Masters Track at ASCA is not scheduled for 2019.

Sports Medicine Committee (Megan Carlson, Chair; Claire Rudd Kubiak, Vice Chair)

Committee Members – New members for 2019 are: Kimmie Inverso, Scot Raab, Christopher Rieder, and Greg Stoner.

Returning Members: Megan Carlson, Arlette Godges, Sally Guthrie, Jim Izzi, Clare Rudd Kubiak, Dr. Jim Miller MD, Jane Moore, Carlos Rodriguez, Jessica Seaton, and Robin Tracy. Ex Officio: Daniel Paulling.

Meetings held: 2/17, 4/2, and 7/30.

2019 Goals and Subcommittee Assignments:

1. USAS Convention Presentation - Dr. Genadijus Sokolovas “Dr. G” confirmed as speaker. Presentation entitled: “Training Design for Masters Based of the Recovery and Rate of Adaption” Synopsis- providing scientific data on rates of recovery for Masters using the lactate tests as well as rate of adaptation in training. Includes examples of training plans for Masters swimmers.
2. Sports Medicine Blog – In the past year, a non-interactive Sports Medicine Committee directed Blog to dispense sports medicine related articles and studies have proven successful. Jessica Seaton is highly involved with the blog, posting a variety of topics related to swimming, health and nutrition. The blog is updated regularly with a focus on current topics in research and the media. Looking at increasing visibility to USMS members with the help of Daniel Paulling in the National Office.
3. Approved research study from Dr. Hiro Tanaka and his team at the U of Texas at Austin. Research study will focus on sexual function and satisfaction of master’s swimmers via a questionnaire. Committee members reviewed questionnaire and gave feedback.
4. Nationals Booth - Booth to be held at LCM Nationals in Mission Viejo. Booth theme this year entitled “Roll It Out”, staffed by current SMS member Arlette Godges, MS, PT,

USMS Executive Committee Reports

OCS, GCS, focusing on swimmer specific, effective ways of stretching and mobilizing soft tissue areas as well as other structures of the body. Foam roller demonstrations available.

5. Dr. Jane Moore and Dr. Jim Miller provided feedback for onsite medical needs at LCM Nationals in Mission Viejo, specifically ambulance needs and a plan for having an ambulance always on site. Also looked at the current language still requiring a SMS Committee appointed Medical Coordinator for USMS National events. The Meet Director's Guide now under "ownership" of the National Office was last reviewed on 9/8/2015, pages 21, 22, 90 and 91 will need reviewed and potentially updated.
6. Volunteer Task Force recommendations for the future of the Sports Medicine Committee to have joint meetings with the Fitness Education Committee have been discussed in the 7-30-19 meeting and will continue in the future for ideas to be implemented.

Fitness Education Committee (Mary Jurey, Chair; Brian Cummings, Vice Chair)

Committee Members – New members for 2019 are: AJ Block, Emily Cook, Mary Jo Driscoll, Chip Glidden, David Morrill, Cynthia Myer, and Robert Perkins.

Returning members: Brigit Bunch, Anita Cole, Ann Marshfield, Andy Seibt Lisa Ward, Lisa Watson, and Karin Wegner. Ex Officio: Bill Brenner and Jay Eckert.

Meetings held: 2/4 and 6/27. Planned: 7/22.

2019 Ongoing Projects and Assignments:

1. The Fitness Committee has been promoting regional/local participation in the three USMS Fitness Series events and sharing best practices from feedback received in the USMS Fitness community to encourage participation from fitness swimmers for 2019. The 30 minute swim was completed from 2-15 to 2-28-18 and had 1273 participants. The Summer Fitness 2K Swim challenge was completed from July 15 to July 31 and had 848 participants. The 1 mile swim in the fall from November 15 thru 30th had 843 participants. The average participation was 988. The 2019 Winter Fitness series had 867 entrants and the Summer Fitness series had 988 swimmers with 30 non-members as One Event participants and that is an improvement of 16% from 2018.

2. Go The Distance Program – There are 2,336 swimmers registered in the program for 2019 which is down from the 2,583 swimmers in 2018 and 2,794 swimmers in 2017.

3. LMSC Communication with LMSC Fitness Chairs on ideas that are being done with success at LMSC level. Two successful LMSC Development Per to Per Conference Calls have been completed in 2018 on the interest and promotion of the three USMS Fitness Series. This needs to be explored in the future.

USMS Executive Committee Reports

4. Fitness Committee Blog – In the past year, a non-interactive Sports Medicine Committee directed Blog to distribute sports medicine related articles and studies as proven successful. A possibility that has been discussed is creating a Fitness blog, where it would be live on the USMS forum and fitness committee members could contribute with articles, ideas, and studies that are going on in the fitness community.

5. Integration of swim com as a resource for the fitness swimmer will be discussed in the future with the committee and how to get members to use the app for their advantage.

6. Volunteer Task Force recommendations for the future of the Fitness Committee to have joint meetings with the Sports Medicine Education Committee have been discussed in the 6-27-19 meeting and will continue in the future for ideas to be implemented.

Diversity and Inclusion Committee (Sarah Welch, Chair; Diana Triana, Vice Chair) New Committee that was approved at the 2018 Convention. A lot of activity will be a continuation of the Diversity Task Force that was set up 3 years ago. All members are new and most were on the DTF.

Committee Members – Virgil Chancy, Jeff Commings, Donita Flecker, Martha Fowler, Michael Malik, Janelle Munson-McGee, Tim Murphy, Carol Nip, Leslie Scott, Ally Sega, Diana Triana, and Sarah Wech. Ex Officio Daniel Paulling, Onshalee Promchitmart, and Jessica Porter Reilly.

Meetings held: 2/6, 4/3, 5/1, 6/5, 7/3 and 8/7. Meeting planned for 9/4.

1. A Strategic Plan has been developed and approved by the committee and in the 4th quarter of 2019 will start to implement ideas and projects of the plan.
2. USMS Coaching Profiles and Interviews have been ongoing to select best practices from Clubs that have a track record of diversity. These best practices will be shared with USMS at the convention.
3. Coach Training for Diversity is being developed to be added to Level 1 – 2 USMS certification.
4. Promotional Information on Diversity & Inclusion is being developed to share with LMSC's.
5. A Diversity & Inclusion Workshop is being developed to debut at USAS Convention.

Secretary

Greg Danner

As my term ends, I find it hard to believe two years have already gone by. I am happy to have worked alongside this Board of Directors, in addition to the quality National Office staff led by Dawson. BOD members approached discussions with poise and provided valuable insight on every topic. The leadership and dedication exhibited by Patty will not be forgotten; she set a great example for our future leaders. I know that our HOD will continue the trend of appointing members that will make a positive impact and address our greatest needs.

My activities for the past year included taking the minutes for the Convention HOD sessions, the Executive Committee and BOD conference calls, as well as in person meetings: several BOD meetings at convention, as well as the Winter and Summer BOD meetings. After the distribution of minutes and their subsequent approval, I posted them to the website. Additionally, I worked with committee and task force chairs to post their meeting minutes to the website. Lastly, I managed the digital recordings for all the meetings.

We have many great ideas to talk about at Convention that will propel USMS forward and I hope to have another term to support those initiatives!

Treasurer

Ralph Davis

This will be my last Treasurer's report. It has been my honor to serve USMS as Treasurer for 8 years, from Sept. 2009 to Sept. 2013 & Sept. 2015 to Sept. 2019. My goal was to provide senior finance executive leadership and implement the best practices from my 40 years of experience in accounting and financial management. As USMS Treasurer for 8 years, we completed the following major accomplishments: recruited & hired a new CFO; implemented quarterly forecasts; established a monthly CFO letter; developed & implemented a sound investment policy; created an Investment & Audit Committee Charter; established the SSL Foundation; modernized the Risk Management function and moved Swimmer Magazine in house and digitalized for \$200,000 in annual savings.

I will miss serving you as Treasurer and serving on the USMS Board.

Financial condition: Our financial condition as of June 30, 2019 is very healthy with reserves in excess of \$4.3M

There are three major reasons for this unprecedented health:

- USMS is well managed in a fiscally conservative manner.
- Investment portfolio (as of 7/31/19) has grown \$404,053 for 2019 and \$1,269,808 since its inception in February, 2011.
- We are in the fifth year of our dues increase program that was adopted to invest in programs and services under a secure financial foundation.

Our financial health gives USMS the resources to support our Mission and maintain USMS as the premier resource for adult aquatic fitness in the United States and make fitness through swimming available for as many adults as possible.

Our Audit, Finance and Investment Committees continue to play significant roles in assisting the board with its fiduciary responsibilities. We have much to thank these volunteers for as their oversight of our assets contributes greatly to our organization's outstanding financial condition. Our independent accounting firm, Kerkering, Barberio & Co of Sarasota, Florida, conducts an annual audit, provides a management review letter and makes an annual presentation to the Board of Directors. I am pleased to report that for the ninth year in a row there were no reported deficiencies by our auditor. Both are a direct reflection on our Chief Financial Officer, Susan Kuhlman.

The 2018 Financial Statements are complete and the certified audited financial report will be available on our website by the end of August. The USMS tax return for 2018 is completed and approved by the Board and will be filed with the IRS by August 15th.

Immediate Past President

Nadine Day

Dear House of Delegates,

I would like to say thank you for the opportunity that you gave me to serve USMS. I am very blessed. I am honored and humble to represent all of you. As this convention ends, though I will no longer have a vote, I will still be involved and serve the membership using my voice to speak on your behalf. It is important to serve our members.

This past year, I have been busy promoting aquatics within the Americas with various projects. We are excited for the 2020 UANA Pan American Championships on June 17-27th in Medellin, Colombia.

I was able to participate in the FINA World Masters Championships in Gwangju, South Korea. I had a great experience and was able to meet with many of the Masters leadership throughout the World. We discussed participation in various events and support from their various Federations. We also discussed allowing other Federations to participate in their respective national championships.

I will continue serve Masters swimming and Masters Aquatics throughout the World. I have been appointed to serve on the UANA Masters Technical committee for the next four years. I am looking forward to promoting masters in the Americas.

I am have been privilege to share in your commitment to serve and represent the members who have elected us. Follow your dreams. Keep swimming.



Mahalo Nui Loa,

Top Ten Words of Wisdom:

- 1) Learn2Swim; SavesLives
- 2) Swimming4Life
- 3) Swimming4ALL
- 4) SwimUNITED
- 5) It is more than medals and records
- 6) USMS Volunteer
- 7) Recognition-just say Mahalo Nui Loa
- 8) Opportunities 4 Others
- 9) We swim 4 Fitness
- 10) FunFitnessFriendship

Championship

Committee Members

Jim Clemmons, Chair; Erin Moro, Vice Chair

Barry Fasbender, Ken Halbrecht, Robert Heath, Linda Irish Bostic, Cheryl Kupan, Mark Moore, Sandi Rousseau, Ed Saltzman, Jeff Strahota, Jeff Roddin, Pete Tarnapoll, Natalie Taylor, Charlie Tupitza, Jillian Wilkins.

Ex-Officio: Ali Hall (Ex-O), Jay Eckert (USMS Staff), Peter Guadagni (Exec Com)

Introduction

Our mission is to serve in an advisory capacity to national championship hosts and make recommendations and decisions that enhance the quality of championship meets for all registered U.S. Masters Swimming members; to actively solicit and receive bid proposals, review bids and select the sites for national championship meets; and support marketing opportunities for U.S. Masters Swimming Corporate Partners.

Discussions and Projects Since Last Convention

1. Established Local and Regional Club classifications for 2019 USMS clubs
2. With assistance from the National Office, produced NQT Standards file for meet operations use at 2019 Nationals and made available to local meet directors
3. Interviewed three bid proposals to host 2021 Spring Nationals; tentatively awarded meet to one of the bidders
4. Interviewed three bid proposals to host 2021 Summer Nationals; tentatively awarded meet to one of the bidders
5. Developed and implemented Order of Events for Summer Nationals
6. Approved final seeding options for Summer Nationals after close of entries
7. Submitted two proposed Rules changes to Article 104
8. Discussed and implemented meet program size options
9. Tested meet program delivery options for participants – opt in (Mesa) versus opt out (Mission Viejo)
10. Discussed moving parts of Rules 104 to Policy
11. Supported relatively successful events at both Spring (Mesa) and Summer Nationals (Mission Viejo)
12. Working with Nat'l Office on 50th Anniversary celebration at 2020 events
13. Assigned meet liaisons to San Antonio and Richmond

Action Items

1. 2020 and 2021 Nationals: assist NO with NQT's, assign order of events; approve awards, update meet directors guide with 2019 data
2. 2021 Spring and Summer Contracts finalization and execution
3. Work with and support 2021 hosts in attending 2020 events for familiarization

USMS Committee Reports and Agendas

Agenda (Meeting 1) Thursday 3:15-4:15pm, Regency B

1. Approve Minutes from last meeting(s) as required.
2. Recap/debrief 2019 Spring Nationals (Mesa)
3. Recap/debrief 2019 Summer Nationals (Mission Viejo)
4. Review/discuss 2020 Nationals
 - A. 2020 Spring Nationals (San Antonio, April 23-26)
 1. Logo/awards
 2. Order of Events status
 - B. 2020 Summer Nationals (Richmond, August 12-16)
 1. Logo/awards
 2. Order of events status
5. Review/discuss any proposed Legislation/Rules changes that may affect the Championship Committee (Articles 103/104)
6. Proposed National Committee Structure discussion (special guest)

Agenda (Meeting 2) Friday 8:00-9:30am, Regency B

1. Certify three Spring bids and three Summer bids as meeting the bid standards from conference calls during selection process
2. 2021 Spring National Championship bids; Greensboro, Bryan College Station, Federal Way
3. 2021 Summer National Championship bids; Spire Institute, N. Charleston, Sarasota
4. Nationals procedures/activities
 - A. Online check in system changes/results
 - B. Foreign coaches, not USMS certified – hospitality considerations
 - C. Relay entry deadline – discuss possible deadline move to 0700 day of competition? CA claims to be good with it and encourages the change. May need rule change “day prior”
 - D. Spring (Mesa)
 1. Program changes
 2. Opt in option for program
 - E. Summer (Mission Viejo)
 1. Deck seeding by time, genders separate
 2. 6th event allowed to swim but 200’s not by age group
 3. Opt out option for program
 - F. Warm up periods
 1. Spring – devoted one pool during 30 min breaks to Salmon run experience for practicing starts
 2. Summer – no practice of starts during the one 30 minute break due to set up time and number of lanes

USMS Committee Reports and Agendas

5. Goals/tasks for 2020

- A. Continue to consider removing appropriate items from Rules 104 and shift to policy doc. Establish procedures for ownership, approvals, frequency of review and updating
- B. Determine whether to use opt in or opt out policy consistently for meet program distribution
- C. Coordinate 2021 event hosts attendance at 2020 events
- D. Continue to evaluate NQT policy
- E. 2022 events; seek bids, evaluate and award

Meeting #1: Thursday, 3:15pm-4:15pm, Regency B

Meeting #2: Friday, 8:00am-9:30am, Regency B

USMS Committee Reports and Agendas

Coaches

Committee Members

Bob Jennings, Chair; Kenny Brisbin, Vice Chair

Scott Bay, Chris Campbell, Davis Clark, Doug Fetchen, Dean Hawks, Terry Heggy, Molly Hoover, Christine Maki, Chris McPherson, Helen Naylor, Kerry O'Brien, Jeff Taylor, Trey Taylor, Skip Thompson, Tim Waud, Steve Weatherman

Ex-Officio: [Bill Brenner, Marianne Groenings, Steve Hall

Introduction

The Coaches Committee continued to provide safety and educational opportunities for swimmers and coaches through their work with the National Office, National Coaching Clinic, High Performance Camp, Web Workouts, On Line Coaching, and Nationals.

Discussions and Projects Since Last Convention

1. 2019 FINA World Masters Championships in Gwangju, South Korea (August 5 to 18). A Coach/Team manager was selected and a Facebook page was created to help the individuals participating in the competition.
2. High Performance Camp – Greensboro, North Carolina. August 24 to 29. Trey Taylor is the head coach.
3. National Coaching Clinic – College Park, Maryland, October 18 to 21, 2018
4. Awards – A subcommittee reviewed and selected the winners from the nominations for the Kerry O'Brien Award and the Coach of the Year Award.
5. LMSC Communications – Committee meeting minutes have been sent out to LMSC Coaches Chairs
6. Level 4 Coaching – A subcommittee has been working with this year's applicant.
7. Mentor Program – The subcommittee has been working very closely with the National Office in preparation of getting this program off the ground.
8. On Deck Coaching – Sign up Genius was used again as our method for coaches to sign up to supervise warm up sessions at the Spring and Summer Nationals. Sign up genius will also be used for coaches to sign up for morning workouts at convention
9. Online Coaching – The selection of Online Coaches was completed on time and the workouts continue to be available on the USMS website.
10. Open Water – The subcommittee has been working with the USMS Open Water Committee on an open water clinic in Knoxville, Tennessee this fall.
11. Publications - The subcommittee has been working with the National Office creating articles and has reviewed comments from certification classes and the N.C.C. for ideas for new articles.

USMS Committee Reports and Agendas

Action Items

1. Continue to provide On Line workouts and On Deck Coaching for warm ups and workouts at convention.
2. Continue working to launch the mentor program.
3. Select a coach for the 2020 Pan American Games in Columbia, South America.
4. Start preparing for the 2020 National Coaching Clinic

Agenda

1. Welcome
2. Introduce the committee
3. Subcommittee summaries (2019 World Championship, High Performance Camp, National Coaching Clinic, awards, LMSC Communication, Level 4 Coaching, Mentor Program, On Deck Coaching, On Line Coaching, Open Water, and Publications
4. Action items for next year

Meeting #1: Thursday, 11:30 -12:30pm, Regency E

Diversity and Inclusion

Committee Members

Sarah Welch, Chair; Diana Triana, Vice Chair

Carol Nip, Leslie Scott, Ally Sega, Jeff Commings, Janelle Munson-McGee, Donita Flecker, Tim Murphy, Virgil Chancy, Mike Malik, Martha Fowler

Ex-Officio: Skip Thompson, Vice President, Community Services. National Office Ex-Officio: Onshalee Promchitmart, Jessica Reilly, Daniel Pauling.

Introduction: The HOD authorized the creation of the Diversity and Inclusion Committee at the 2018 Convention, following three years of groundwork by the Diversity Task Force under the Board of Directors. In its inaugural year, the Diversity and Inclusion Committee built upon the plan the Task Force had developed focusing on key areas that will provide resources for Coaches, LMSC Leadership and volunteers.

Discussions and Projects Since Last Convention

1. Coach Level 1 and 2 Curriculum: Lead by Diana Triana and her team, the Diversity and Inclusion Committee gave input to Club and Coach Development to create a new module to introduce Diversity and Inclusion. The curriculum module is available online for participants to read prior to the training and a Q and A/discussion offered during the Level 1/2 course. Kudos to Diana and to Bill Brenner at the National Office for initiating this module.
2. Coach Interviews: The Committee initiated coach interviews following a survey in 2018 of USMS coaches to which more than 300 responded. The survey helped identify coaches who were working with a relatively diverse group of swimmers. Beginning in 2018 and continuing in 2019 Committee members interviewed coaches to learn 'best practices' and challenges they experience with their programs. The coaches also offered to be a resource to others who want to follow up on their experiences. The Committee will offer these interviews as resources. This working group is headed by Jeff Commings with Carol Nip, Donita Flecker, and Leslie Scott as members.
3. Best Practices: The Committee has identified a number of ideas and best practices to be shared as resources for Coaches and LMSC leaders. This group is writing up these best practices to be shared through Streamlines and the USMS website for volunteers to adapt for their local programs and clubs. This group is led by Diana, Triana with Janelle Munson-McGee, Tim Murphy, Mike Malik as members
4. Strategic Plan Update: Building from the Strategic Plan developed for the Diversity Task Force, this working group projected three years of activities for the Committee. The plan update is framed around three elements: Collect Data, Organize Data and Develop Resources/Share Data and Resources. The Committee is scheduled to approve this plan at our meeting at Convention.

Action Items

1. Approved Minutes (January, March, April, May, June, July, etc).

USMS Committee Reports and Agendas

Agenda

1. Welcome and Announcements
2. Approve Minutes of September meeting
3. Report and discussion: Best Practices Group (Diana)
4. Report and discussion Coach Interviews (Jeff)
5. Report, discussion and approval, Diversity and Inclusion Strategic Plan 2019-2021
6. Update Diversity and Inclusion Workshop at Convention
Announcements

Meeting #1: Friday, 10:45am-11:45am, Regency B

History and Archives

Committee Members

Barbara Dunbar (San Diego-Imperial LMSC), Chair

Meegan Wilson (Florida LMSC), Vice Chair

Maryanne Barkley (Ozark), Marcia Benjamin (Pacific), Ashley Braniecki (Lake Erie), Kirk Clear (Virginia), Kathy Gallagher (Arizona), Anna Lea Matysek (Florida), Walt Reid (Pacific Northwest), Gail Roper (Pacific), Jayne Saint-Amour (Metropolitan), Rick Schumacher (Southeastern), Ann Svenson (Adirondak), Sandy Thatcher (North Texas)

Ex Officio from the Executive Committee: Christopher Colburn, Ex Officio from National Office: Onshalee Promchitmart, Daniel Paulling

Introduction

The History and Archives Committee records, collects, and preserves documents, stories, photos, exhibits, oral histories, and other memorabilia in an appropriate repository and in durable formats to ensure that the achievements of USMS and Masters swimmers will be maintained for posterity. The archived information shall be made available. The committee consists of the committee chair and sufficient members to execute the committee function.

Thank you to the History and Archives Committee members for superb efforts and accomplishments since last convention and for working many, many volunteer hours. I am privileged to work with dedicated committee members.

History and Archives Active Projects and Progress

1. Relay Top 10s are being converted by year and course from paper hard copies into digital files for ID assignment and upload to the USMS Top 10 Relay database by committee members and by Mary Beth Windrath and Walt Reid. The Relay Top 10 Project requires transcribing Relay Top 10 data (names, times, ages, club, and LMSC) into a template for each year and course missing from the online database; proofing; researching and adding missing first names; and adding permanent IDs. The template is uploaded into the Relay Top 10 database. Data for 15 SCY years (1973-1987), 17 LCM years (1972-1987), and 11 SCM years (1986-1996) remain to be completed. Recently, Mary Beth and Walt finished the conversion of several Relay Top 10s, and Mary Beth upload the 1988 LCM, 1989 LCM, and 1997 SCM Relay Top 10s into the USMS Top 10 Relay database. Five other courses have been converted and are being proofed and having first names and permanent IDs added before being uploaded. This difficult project requires patience, careful transcription, and time-consuming research to locate first names and permanent IDs for each relay member and to correct spelling errors. A special thank you to the dedicated committee members who have been involved with this project. Many USMS member swimmers are grateful to finally see their relay accomplishments and times. Many have expressed their thanks.
2. The H&A USMS History Project involves locating, scanning, indexing, and archiving USMS documents and photos (convention, founding, committee, registration, and other).

USMS Committee Reports and Agendas

National publications, historical photos, and numerous other USMS documents are being collected, preserved, archived, and made available to members for viewing online. Many people have been involved in locating these documents and old photos.

3. 1974-1997 Open Water and Long Distance National Championship results are being located, scanned, indexed, and uploaded onto the USMS website.
4. Missing National Record dates are researched, located, and added to the list of USMS Chronological National Records for the Records Chronology Project.
5. Other History and Archives projects include correcting online Top 10 and All American errors (swimmer IDs, clubs, and LMSC affiliations), adding dates of death/birth to registration files, updating and editing swimmer biographies, scanning and uploading more legible or complete versions of AAU Masters and USMS National Championship Results, and locating other important documents.
6. USMS current or former members with multiple permanent Swimmer IDs have been reported. IDs are merged into a single ID. Issues with the format of new permanent IDs and use of previously prohibited letters are being reviewed.
7. Additional Olympians and Olympic event information have been added to the “Olympians who are USMS members” list at <http://www.usms.org/hist/oly/>.
8. Swimmer Stories navigation problems and unviewable title need to be resolved.
9. A complete index of 181 *Swim-Master* content was created and posted, and more legible copies are being located (see <http://www.usms.org/content/swimmaster>).
10. The USMS registration database is updated as deceased members and death dates are identified or as Top 10 swimmers are identified and assigned a permanent ID.
11. Fact-checking, registration file conversion, identifying swimmers on the 1970-1992 USMS Top 10 lists without assigned IDs, and other H&A projects continue.

Action Items

1. Reevaluate and prioritize various History and Archives committee projects.

Agenda

1. Call History and Archives Meeting to Order.
2. Roll Call – Committee members and ex officio.
3. Introduce and welcome new delegates.
4. Review the status of the primary History and Archives projects.
5. Action Item – Reevaluate and prioritize History and Archives projects.
6. Discuss communications, workloads, projects, and timelines.
7. Other
8. Adjourn

Meeting #1: Thursday, 2:00pm-3:00pm, Sterling Studio 3

USMS Committee Reports and Agendas

Fitness Education

Committee Members

Mary Jurey, Chair; Brian Cummings, Vice Chair

AJ Block, Brigid Bunch, Anita Cole, Emily Cook, Mary Jo Driscoll, Chip Glidden, Ann Marshfield, David Morrill, Cynthia Myer, Robert Perkins, Andy Seibt, Skip Thompson (EC), Lisa Ward, Lisa Watson, Karin Wegner

Ex-Officio: Bill Brenner, Jay Eckert

Introduction

The Fitness Education Committee continues to support the National Office in the second year of the Fitness Challenge Series. In addition, we are looking to increase the USMS membership base through presenting swimming as an attractive and easy method for maintaining fitness and health.

Discussions and Projects Since Last Convention

1. Pushing more engagement in the Fitness Series on a local level
2. Encouraging committee members to be Fitness Series ambassadors
3. Implementing marketing ideas in support of the National Office

Action Items

1. Establish guidelines and mandates for going forward
2. Begin to discuss the assimilation of the Fitness Ed. Comm and Sports Medicine

Agenda

1. Discuss general overall establishment of USMS as a hip / modern/ fun/ attractive option for health and fitness. Steps for how to do this:
2. Create concrete and measurable goals. (New membership, active membership engagement.)
3. Incorporate video and better storytelling as to why Masters Swimming.
4. Enact a 60 Day challenge with before and after results, to show benefits of swimming.
5. Create posters and flyers that can be disseminated at pools and clubs/ fitness centers to attract people to Masters Swimming.
6. Discuss benefits of combining with Sports Medicine to achieve the above.
7. Focus on how to highlight the social and friendship aspect of swimming in an organized group.
8. Create a way to aggregate Fitness Events on the USMS website.

Meeting #1: Thursday, 2:00pm-3:00pm, Regency E

Legislation

Committee Members

Richard Garza, Chair; Brian Albright, Vice Chair

Joan Campbell, Leianne Crittenden, Stephanie Gauzens, Heather Hagadorn, Bruce Hopson, Michelle Jacobs- Brown, Kristof Kertesz, Jane Moore, Steve Peterson, Meg Smath, Patrick Weiss.

Ex-Officio: Charles Cockrell, Maria Elias, Onshalee Promchitmart, Jessica Reilly

EC: Peter Guadagni

Interpretations

Question: Can a Dual Sanctioned meet be Sanctioned by USA Swimming, and Recognized by USMS? Response: No.

Question: Does the 60 day rule measure to the first date of a meet, or the last date of the meet, or to the date that the swim is completed? Response: 201.3.5 page 57. "A swimmer shall not represent any club in competition for 60 consecutive days before transferring affiliation to another club..." This means that you could transfer affiliation on the 61st day.

Question: Is there anything preventing USMS members or entities from hosting a recognized event where non members and members not on the same club compete on the same relay.

Response: There is nothing in Article 202 preventing this, but I would make sure that non-conforming events are highlighted in the meet announcement. 202.1.1.G.1 would mean the entire meet would not receive a sanction. Not just the one event."

Question: Can an event be sanctioned and added to the calendar, but only open to specific teams i.e. it's a dual meet they want sanctioned, but only open to the 2 teams. Response 401.2.2 allows this.

Question: Our current Zone Chair has been in that position since 2006. I believe that position is term-limited and the current Chair has to step-down. What is your understanding of this rule and its applicability in this situation? Response: "After debate, it is the Legislation Committee's interpretation that 503.3.4 is in effect. The Zone Chair is ineligible for another term."

Meetings

In January, we had an introduction call to get to know each other a little bit better. Learning about how we got involved in swimming, hidden talents, and other accomplishments outside of swimming.

In February, everyone responded to a Doodle Pool, and in March, we established a monthly schedule for calls and agreed on the first Sunday of the month at 6:00 pm Eastern beginning in April.

USMS Committee Reports and Agendas

April Call - Decide which items we, as a committee, will present to the HOD. April - Discuss wording, finalizing proposals to the HOD from Legislation on the forums. May Call - Vote on proposals to the HOD from Legislation. May - Post proposals that come in from LMSC's and other Committees on our forum for discussion. June Call - Go over proposals submitted to the Legislation Committee. June - Discuss proposals on forums. July Call - Vote on most controversial proposals first, and easier one's last. July - Further discussion on proposals in forums if needed. August Call - Final Vote on all proposals, especially if we didn't finish in July. By August 10th - Submit final recommendations to the HOD. September Call - Open up the call to USMS members and delegates, providing an opportunity to ask the Legislation committee questions about our recommendations.

Agendas September 11-15 – Convention

Should any of the proposals require further discussion, or if anyone from the audience would like to ask the committee a question. We will cover the following proposals during each meeting.

Legislation Meeting #1 On June 20 the USOC officially changed their name to United States Olympic & Paralympic Committee (USOPC). Our references to USOC should be changed to USOPC in L7 and everywhere else in the rule book. Also, L8, L10, L13, and L1&L12 together.

Legislation Meeting #2 L2, L3, L4, L5, L6, L9, L11, L12, and HK1

Meeting #1: Thursday, 2:00pm-3:00pm, Regency C & D

Meeting #1: Friday, 9:30am-10:30am, Regency A

LMSC Development

Committee Members

Michael Moore, Chair; Lisa Brown, Vice Chair

Stacy Abrams, Marcia Anziano, Lisa Brown, Michael Carlson, Linda Chapman, Sally Dillon, Mollie Grover, Sally Guthrie, Mary Hull, Andrew Le Vasseur, Chrystie McGrail, Hugh Moore, Aaron Norton, Bruce Rollins, CJ Rushman, Ed Saltzman

Ex-Officio: Chris Colburn, VPLO

Introduction

The LMSC Development Committee is responsible for managing LMSC and zone boundaries, managing the LMSC standards policy and working with the Vice President of Local Operations to conduct and communicate an annual standards report for each LMSC. The committee fosters communication across all LMSCs and LMSC volunteer roles by providing:

1. Peer-to-peer tele-conferences for interactive discussion of issues
2. Outreach and mentoring through the zone chairs
3. Educational seminars and workshops on selected topics
4. Recommended “best” practices.

Discussions and Projects Since Last Convention

1. LMSC Standards– Surveyed 52 LMSC Chairs and 52 LMSC Treasurers. Some of the results were from the national office. The full results will be discussed at the LMSC Committee meeting

Standards:

1. The results were given to the Vice President of Local Operations Chris Colburn. There were eighteen LMSCs that achieved full compliance with all mandatory and target Standards. There were ten LMSCs that met all mandatory LMSC standards. Overall, LMSCs did better in 2018 than in 2017. Chris partnered with the zone chairs to work through the remediation process with the LMSCs that did not achieve compliance with all mandatory standards.

https://www.usms.org/-/media/usms/PDFs/Guide%20To%20Operations%20-%20GTO/LMSC%20Management/LMSC%20Standards%20Cycle/2019/2019_standards_cycle

The committee made recommendations to the Board of Directors about eliminating three of the standards as technology has made them redundant.

2. Peer to Peer Teleconferences: The Peer to Peer conferences are generally scheduled on the second Tuesday of the month. The mentoring subcommittee provides opportunities each year for various LMSC volunteers to chat in a facilitated call about hot topics, areas of concern or best-

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known methods for getting LMSC work done. Since last convention we have held P2Ps for the following roles: Coaches, Registrars, Officials, Treasurers, Adult Learn to Swim, Open Water, Service Animals, Conflict of Interest and LMSC Officer succession. In October and November we plan to have P2P on Tips/Tricks for new clubs and Hosting a swim meet. Audio files and notes are available on the USMS website and can be downloaded.

Leadership Summit: The LMSC Development Committee hosted the Leadership Conference the beginning of March this year. Over 50 members from LMSC leadership attended. Topics included “Getting your non-competitive wetter;” “A report from the Volunteer Task Force;” “Marketing outside the U.S. Masters Walls;” and “Sucession Planning.” Mark Modjeska of Arizona Masters was our Keynote speaker

Thanks to Lisa Brown, CJ Rushman, Stacy Abrams, Mary Hull and Chris Coburn for their hard work in helping to create the summit. Files from the summit are posted on the USMS website and can be download for all to read.

3. **Workshops:** The LMSC Development Committee works with the Executive Committee in planning workshops for convention. This year there are six workshops that will be presented at convention

Securing Officials in your LMSC with Teri White;
Registrar as Membership Coordinator and the new Volunteer Coordinator Role members of the Volunteers Task Force (VTF)

The Combined Sanctions/Top Ten Role, VTF;

Proposed National Committee Structure with Members of the VTF;

Diversity and Inclusion Committee Workshop Diversity Committee (Sarah Welch, organizer);

Fundraising for SSL in Your Area With Jay deFinis

4. **Boundaries:** Under USMS Rule Book 507.1.6 “The committee may initiate and shall receive, consider, and report proposed amendments to Appendix D: Zone and LMSC Boundaries, . . .” This year there were no requests for boundary changes this year.

Action Items

1. Reevaluate and prioritize various LMSC Development committee projects.

LMSC Development Committee Meeting Agenda

1. Introductions
2. Approve July meeting minutes and/or review offline decisions
3. LMSC Standards survey and results
4. Define scope of LMSC Standards Performance Evaluation for 2020
5. Discuss recurring date/day for Peer to Peer Teleconferences
6. 2020 priorities

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7. Review action items
8. Adjourn

Meeting #1: Friday, 8:00-9:15am, Sterling Studio 9

Long Distance

Committee Members

Ali Hall, Chair; Phyllis Quinn, Vice Chair

David Brancamp, Robin Smith, Sarah King, Stephen Rouch, Alana Aubin, Catherine Rust, Jim Davidson, Sandra Frimerman-Bergquist, Joanne Wainwright, Matt Miller, Laurie Hug, Bob Singer, Lorena Sims

Ex-Officio: Bob Bruce; VP Donn Livoni

Introduction

Duties include: The Long Distance Committee shall oversee the rules and administration of open water and long distance events. The committee shall solicit and review bid proposals and select the sites for the long distance championship events. The committee shall work in a coordinating and advisory capacity with event hosts and make recommendations to enhance the quality of Long Distance championship events. The committee shall maintain records and select the Long Distance All-American and Long Distance All-Star Teams. The committee shall assure that the competitive rules in Part 3 of the USMS Rules and Regulations provide for fair and equitable competition in the best interests of all USMS members and that these members are informed of current rules, interpretations, and changes. The committee may initiate and shall accept, consider, and report proposed amendments, with the committee's recommendations, at the annual meeting of the House of Delegates, in accordance with the provisions of Part 6. When necessary, the committee shall interpret and render opinions regarding any provision of the rules and regulations of USMS within the committee's jurisdiction as defined in article 601.1

Discussions and Projects Since 2019 Convention

1. The LDC continues to update on rules in conjunction with the Open Water Committee.
2. The Chair and Vice-Chair have participated in several Open Water Task Force (OWTF) Strategies Conference Calls with the National Office staff. The committee has been updated as to the progress from these calls. One of the suggestions from the OWTF race director survey is the ability to open an event as early as November 1 when registration for next year is open. This has changed the timeline the LDC uses for OWNCs. The Chair has also assigned the Liaisons and back-ups for the 2020 events so work with the race directors who want to open early can begin. Liaisons are working with the hosts and connecting with the Documents working group to revise Championship Packets and Timelines accordingly.
3. The LDC has approved a new annual award. This recognition will be awarded to a USMS registered individual or group who has made significant contributions to the success and promotion of USMS Long Distance National Championship events. These events include five e-Postals and six Open Water events. The deadline for nominations was July 1. The committee has approved the actual award that will be presented during the 2019 convention and the National Office has favorably reviewed. The recipient has been selected by the working group and final details are being integrated.

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4. The Middle-Distance and the 2-Mile Cable Open Water NC have been completed. The Middle Distance OWNC was held at Lake Berryessa, CA. More than 350 swimmers completed the event. The 2-mile Cable swim was held in Eagle Creek Park, IN. Final results are now available on the USMS website. For the Cable event, the race host committee encountered significant weather-related challenges and did a good job navigating the changing conditions, to insure a safe and fair race. The Ultramarathon Distance OWNC in Portland, OR was successfully held and final results are also posted on the USMS site. The remaining 3 OWNC events will be held later in the summer after the due-date of this report. A clinic is associated with the Marathon Distance event in Knoxville, TN. The One Hour e-Postal is completed and final results have been posted. The 5K-10K ePostal events are open until September 15. The 3000y-6000y ePostal will start in September.
5. The Goals working group has researched the swimmers who have participated in all ePostal events for either 5 or 10 years, consecutively or not. There are two individuals who have completed all events in the 16-year history of ePostals. The LDC voted to recognize these two individuals and to seek collaboration with the National Office for an appropriate prize. The LDC also voted to send e-certificates to the 5- and 10-year participants, to conserve costs. The LDC will revisit the prize topic after Convention, for coming years. The group has developed a list of other swimmers and how many ePostal events they have completed, the Results working group will be maintaining and updating these records.
6. The Document work group has updated the LDC guidelines for the USMS web site. Other documents that the LDC uses have also been updated. The LDC has found it important to document the activities of the working group such as the PARA group, for succession planning. The Chair has also assigned back-ups to all key personnel to ensure continuing coverage encase a person needs to step down or is temporarily unavailable.
7. The Convention Presentation workgroup has prepared an offering for LDC Meeting 2, reviewing the various events, awards and recognitions available through LD NC participation. The workgroup will be making their summary available so that LMSCs and coaches can share in their communities.
8. The 2021 LD NC selection working group recruited bids, recommended a slate that was approved by the LDC and is now in the process of confirming with successful bidders. The slate contact information has been forwarded to the NO so that contracts can be prepared.
9. The LDC approved a policy to permit OWNC entry for full USMS members only for a period of two weeks prior to accepting entries from OEVT registrants. This policy is designed to encourage and prefer full membership; it will reduce the chances that OEVT entrants would occupy slots in events with capped entries and especially those events that are quickly capped.

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In December 2018, the LDC set the following general “High-Level Timeline Items by Month,” these items remain on the monthly agenda, as well as a listing of future conference call dates so that all LDC members remain consistently informed:

January:

New OWNC season registrations open
prepare bid letters and documents
initiate work on new goals

February:

send out bid letters and post documents
send out award nomination requests
begin to consider rules changes

March through May:

consider rules changes
begin recruiting bids
updates on LD NC events progress

June:

Prepare next year’s events
finalize rules proposals
finalize award nominations
finalize bid recruitment
thick of the competition season

July:

award working group meets
bid selection working group meets

August:

finalize all LDC details to prepare for convention

September:

Convention

October-December:

Request to post 2020 season details
Conclude remaining event details
Open registration for 2020 OWNCs that would like
Wrap-up year’s business

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Agenda

Long Distance Committee

The meeting was called to order at:

1. Welcome and roll call
2. Approval of any outstanding meeting minutes
3. Reports from the chair (Ali) and vice chair (Phyllis) and vice president (Donn)
4. Working groups – reports (please send your report to all in advance)
 - a. OWC Ex-Officio report: Jim
 - b. 2019 Rules/Legislation – Bob B/Jim; Donn, Lorena, Bob S., Robin, Matt, Stephen. All will be involved during the spring.
 - c. PARA – Jim and Sarah; Patches & Awards – Dave; All-Americans (AA) - Men – Lorena, Sandra; (AA) Women – Dave, Joanne; (AA) Relays – Phyllis, Dave; Records – Jill, Joanne, All-Stars – Laurie, Alana; Postal Series –Alana, Laurie.
 - d. Club Assistant – Lorena, & Stephen.
 - e. Safety (as needed) – David M., lead.
 - f. Documents – Matt, lead; & Bob S. (ePostal Guide – Matt, Bob S. & Jill. (OW Champs Guide – Matt & Bob S.
 - g. LDC Guidelines—Website Content Workgroup: Sarah, Bob S., Matt
 - h. 2021 NC Recruitment/Selection – Jill, lead; Robin, Matt, Stephen & Sandra
 - i. Communications — Laurie, lead; Matt.
 - j. NC Oversight - Ali, lead; Phyllis, Jim, Matt, David M.
 - k. Goals – Phyllis, lead; Lorena, Robin, Bob S., Matt, Catherine, Sandra and Joanne
 - l. LDNC Award – Jill, lead; Laurie, Catherine, Joanne, Dave, Ali
 - m. 2020 Clinic Outreach Group—Catherine, Dave, Alana
 - n. 2019 Convention Presentation Workgroup: Sarah, Dave, Jim, Matt
 - o. Other business for the good of the order

Meeting #1: Thursday, 3:15-4:15pm, Regency F

Meeting #2: Friday, 8:00-9:15am, Regency F

Officials

Committee Members

Teri White, Chair; Mike Abegg, Vice Chair

Jerrilynn Bayless, Omar de Armas, Alina de Armas, Judy Gillies, Steven Goldman, John King, Diana LaMar, Herb Schwab, Marie Vellucci, David Watterson

Ex-Officio: Donn Livoni-EC, Onshalee Promchitmart-USMS Staff

Introduction

The Officials Committee's purpose is to offer training and education opportunities for officials to ensure that USMS competitive meets are officiated to the highest standards.

Discussions and Projects Since Last Convention

1. **Officials certification program** –148 USMS Officials (16 Referees, 81 Starters, 51 Stroke & Turn) as of 7/29/19
2. **National Championship** meet support:
 - A. *College Club Swimming Championship, Columbus OH.* Jerrilyn and Teri worked as officials and recruited another USA official to help. New location for the meet, very light officiating support due to conflict with large meets in the area. Promoted the meet in emails to LMSC Officials Chairs and Peer-to-Peer call. Will continue efforts to generate officiating support for future meets. CCS Southeastern Regional Championship requested help finding officials and Steven Goldman was able to recruit and officiate at the meet.
 - B. *USMS Spring Nationals, Mesa AZ.* Committee members Teri White (Meet Referee), Alina de Armas (Administrative Referee), Herb Schwab (Meet Operations Manager), Diana LaMar, Omar de Armas, and Judy Gillies served as officials. 29 Officials total, 6 USMS-only officials who made a huge difference. Very low local support. USMS supported 10 officials (working 4+ days) at \$5,354.97, Pacific paid all expenses for 1 official, Pacific Northwest supported 5 officials with \$2,000. Without the non-local officials, the meet would not have been legal for **any session**. **Suggested that host be required to provide minimum number of officials per pool, per session, or provide hotel rooms for out-of-town officials who make up the difference.** Meet ran exceptionally well with no relay sign-in issues seen in Indianapolis. Heat was an issue for all days (98-101), but no heat-injuries reported. Started at 7:30 to help avoid the hottest part of the day.
 - C. *USMS Summer Nationals, Mission Viejo, CA Aug 7-11.* Committee members Omar de Armas (Meet Referee), Alina de Armas (Administrative Referee), Herb Schwab (Meet Operations Manager) will support. Officials applications underway and response is positive.
3. **2019 FINA World Masters in Gwanju** Aug 9-18, USMS official, Teri White, selected to officiate.
4. **USMS Service Award for Officials** for 2019 has been selected and will be presented at Convention.

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5. **USMS website content for officials** under continued review. Listing of all certified USMS officials now available for Meet Directors, etc.
6. **Open Water/USMS combined Officials Certification card** discussion continues. Path to OW certification now on the Officials page for easy access.

Action Items

Agenda

1. Approve minutes from last conference call
2. Update on USMS Officials Certification program
3. Update on USMS Service Award for Officials
4. Update on USMS Summer Nationals in Mission Viejo
5. Discuss goals/projects for the committee in 2019:
 - * Update on 2019 FINA World Masters in Gwanju, Korea
 - * Update officials resources on USMS site, revisions, deletions and new materials
 - * Identify any potential rule changes involving officials
 - * National Championship meet support for 2019/2020
 - * Combined certification card with Open Water

Meeting #1: Thursday, 2:00-3:00pm, Regency F

Open Water

Committee Members:

Chair: Bob Bruce

Vice Chair: Karen LeFebre

Voting Members: Denise Brown, Becky Cleavenger, Kim Elsbach, Rory Grigull, Lynn Hazlewood, Eric Hektner, Jenny Hodges, Mark Johnston, James Kennedy, Bob Kolonkowski, Peter Lee, Joe Linford, Andrew Magazine, Helen Naylor, Will Reeves.

Ex-Officio/Associate Members: Bill Brenner, Jay Eckert, Ali Hall, Donn Livoni, & David Miner.

Introduction & Overview:

The Open Water Committee (OWC) is charged under 507.1.9. The OWC meets monthly by phone conference (six meetings since this version of the OWC was convened) to pursue that charge, with very good participation moving forward this year.

Discussion and Projects since the 2018 Convention:

- Open Water Development & Promotion: The OWC has a large subcommittee working on this primary function. They have compiled a long list of development & promotional topics and is now working on strategies to implement them. The work of this subcommittee dovetails well with the work of the Open Water Strategic Task Force (see below).
- Rules & Legislation (jointly with the Long Distance Committee): The OWC is letting the LDC handle the majority of rules & legislation work this year as a result, the OWC has done little work in this area this year.
- Open Water Guide to Operations: The OWC continually updates the OWGTO (as charged under 301.2) on the USMS website as needed. Work this year has included a new outline of the OWGTO and a good amount of rewriting of the various parts to make the OWGTO a more streamlined and user-friendly construct. We hope to complete this reworking of the OWGTO for the 2020 open water season.
- Safety Education: This subcommittee constantly reviews all matters involving safety at USMS open water events. They continue to compile safety information from other agencies and groups involved with open water with an eye to ensuring that the OWC & USMS maintain the overall safety standard of care.
- Officials:
 - Safety Director & Referee: The OWC oversees the materials and program used to certify safety directors and open water referees, positions created in 2016 and 2016 respectively. This training and testing program continues to be run well by USMS Safety Compliance officer David Miner as a part of the sanction process and plays a major role in providing better safety at USMS open water events. The OWC is working on the recertification process, due to begin in 2020.
 - Other officials: The OWC is developing descriptions for officials other than the “big three” of event director, safety director, and referee. This document is a work in progress.

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- Event management: The OWC is preparing material for seamless presentation of events and to develop the training a course on event development & management for Event Hosts/Event Directors. This is a large project, and the primary document is in first draft phase. We hope to implement this course next year (see budget request), but the OWC still must fine-tune the scope and presentation of this training before we roll it out.
- Awards: The OWC has advertised for nominees for the Open Water Service Award, its annual major award, and has received several nominations so far.
- Open Water Swim Training: This subcommittee has done a huge amount of work gathering materials for coaches to prepare swimmers for open water swims, doing its best to identify and annotate many resources already present online.
- Budget: Other than the expense of committee calls, the OWC has not incurred any expenses. I have attached a budget request for 2020 below.
- Open Water Strategic Task Force: One reason that I agreed to chair the OWC this year was the opportunity to participate in the OWSTF, and I have been impressed by its scope of working on many different initiatives which, collectively, will move our sport forward. Because this task force does much work above the charge of the OWC, it has enhanced many of our own internal projects and has moved beyond much that the OWC can accomplish. Although little has been implemented for this year (no surprise), I look forward to a giant step forward in USMS open water programming in 2020.
- Succession: After a false start last year, I have announced that I will retire from my four-year run as OWC Chair, effective January 1, 2020. If the committees will have me in a support role, I hope to devote my USMS national-level volunteer time to working on specific projects rather than serving as ringmaster.

Agenda for the OWC Meeting at the USAS Convention

1. Opening: Attendance, review of previous minutes
2. Standard business:
 - a) Rules & legislation review, as needed
 - b) OW Guide to Operations update
 - c) Education & officials program update
 - d) Awards update
 - e) Safety & sanction update
3. Open discussion: Development & promotion of open water events for 2020, particularly referring to the work of the Open Water Strategic Task Force.
4. Other/New Business
5. Closing

Budget: The OWC requests \$10,000 for an Event Management Workshop.

Meeting #1: Thursday, 11:30am- 12:30pm, Regency C&D

Recognition and Awards

Committee Members

Megan Lassen, Chair; Ray Novitske, Vice Chair

Charis Anderson McCarthy, Marcia Benjamin, Carolyn Boak, Ashley Braniecki, Richard Burns, Nadine Day, Sally Dillon, Dawn-Ann Dykes, Cathy Hallman-Kenner, Christine Maki, Sonny Nguyen, Elizabeth Nymeyer, Lori Payne, Ginger Pierson, Nancy Ridout, Laura Val.

Ex-Officio: Chris Colburn, Jessica Reilly, Onshalee Promchimart

Introduction

The Recognition and Awards Committee oversees all US Masters Swimming volunteer service awards, even though some awards are selected by other committees. The committee receives nominations and selects recipients for the Ransom J. Arthur MD, Dorothy Donnelly Service, June Krauser Communications, and the Club of the Year awards. The committee membership includes representation from past Ransom J. Arthur Award recipients, and several representatives from other committees that present national service awards.

Discussions and Projects Since Last Convention

The committee held conference calls in January, March, July, and August. The meeting minutes are posted on the USMS website.

1. The 2019 Captain Ransom J. Arthur MD Award was presented to Jeff Roddin. This year there were eight nominees and 41 eligible members that voted. Patty Miller presented the award at the Spring National Championship meet. Because there was no video screen at the meet facility, Nadine Day arranged for numerous flyers to be posted announcing the award. Sandi Rousseau assisted with the distribution of the flyers. The press release and announcement of the award was not in a prominent place on the USMS web site. Most everyone who saw it, including the recipient, reported having difficulty locating it.

Committee Service Awards

- 1) Club of the Year: Laura Val reported that three nominations were received for the Local division and a unanimous decision has been made. Laura suggested some edits to the nomination form to make it easier for comparison. The Club of the Year award will be added to the list of “revisions” that will need to be done before next year.
- 2) June Krauser Communications Award: Nancy Ridout reported that her committee responded quickly and made an informed selection. There were three nominations and all were outstanding; representing different aspects of communications. Nancy noted that the changes made to the nomination form last year made a big difference this year. There were no re-submissions from last year.
- 3) Dorothy Donnelly Service Award: Megan Lassen, Ray Novitske, and USMS President Patty Miller comprise the selection committee. There were only 13 nominations put forward this year, so it was discussed that we will need to work to seek more nominations in 2020.

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- 4) The R&A committee approved the Long Distance Committee's request to create a Long Distance award. The LDC promoted and uploaded it to the awards page and have chosen a first recipient.
- 5) The website was updated to reflect the name change of the Masters Hall of Fame. IMSHOF was changed to the new, MISHOF.
- 6) A reminder of deadlines for service awards nominations was placed in *SWIMMER Magazine* as well as *Streamlines*.
- 7) The committee was unable to make a nomination or suggestion for MISHOF this year, as the deadline had changed by several months without notice to our committee. We have plans to put forth a nomination in 2020.

Convention Agenda

1. Chair's Report
2. Budget review for past year and for 2020
3. Reports on annual projects
 - a. Capt. Ransom J Arthur MD Award
 - b. Dorothy Donnelly Service Award
 - c. June Krauser Communications Award
 - d. Club of the Year Award
 - e. MISHOF
4. Reports of 2019 projects and their continuance into 2020
 - a. Recognition at the local level with Hashtag plan
 - b. Service award nomination forms and materials
 - c. Award Web page bios
5. New Business
 - a. Review of nomination forms and materials for Club of the Year award
 - b. Seek and increase nominations, provide guidance to those who have already submitted unchosen nominations.
 - c. Replace Volunteer store with a newsletter for local recognition, and utilizing #Hashtag program

Meeting #1: Thursday, 11:30am- 12:30pm, Regency F

Records and Tabulation

Committee Members

MJ Caswell, Chair; Jeanne Seidler, Vice Chair

Stacey Eicks, Cheryl Gettelfinger, Walt Reid, Mary Sweat, David Johannsen, Carolyn Moore, Laura Wright

Ex-Officio: Steve Hall (USMS Office), Jessica Reilly (USMS Office), Mary Beth Windrath (National Swims Administrator-USMS Office)

EC: Chris Colburn (VP of Local Operations)

Introduction

The Records and Tabulation Committee is responsible for the process of recording and verifying Top 10 times, All-American and All-Star rosters, and USMS national records for all three courses. In addition to a chair and vice-chair, the committee includes the National Swims Administrator, who collects, verifies and compiles Top 10 submissions from the LMSCs, and also receives and verifies record applications and maintains the USMS records. The pool measurement process is within the domain of the committee. The committee maintains the USMS List of Measured Pools. The committee works with the LMSC Top Ten Recorders to use the Top 10 Tools for meet uploading to the Event Results Database.

The committee works closely with the USMS office for the online publication of lists, rosters and records, and to simplify and automate the compilation and verification of all swim performances in pools measured as per USMS pool measurement rules.

Discussions and Projects Since Last Convention

1. For the past year, the National Swims Administrator continued the customary roles of verifying, compiling and publishing USMS Records and Top 10 Swims along with maintaining the USMS List of Measured Pools. The committee chair uploaded the list of Top 10 swims and All-Americans on the USMS website. Mary Sweat provided volunteer assistance for the Top 10 processing as she has done in the past.
2. Committee business was taken up during two conference calls and electronically through email and the secure Records and Tabulation USMS Administrative Forum defined for this business purpose
3. The USMS List of Measured Pools has been kept up to date with pool measurement documents provided by LMSC Top Ten Recorders. The USMS List is a comprehensive reference of all pools which have been measured for USMS competition. This effort continues as an on-going process. There has been a project on the projects list to provide a database for pool measurements to replace the Excel spreadsheet version but the project has no priority.
4. Numerous inquiries were made to the committee, mostly to the Chair and National Top Ten Administrator regarding various questions related to Top Ten, pool measurement, availability of Top Ten times, and split request listings in the Event Results Database (ERDB). The bulk of the work of this committee actually goes on behind the scenes

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without a lot of committee interaction. Swimmers in the LMSCs are helpful in reporting potential errors in the meet results uploaded to the ERDB. With the rollout of the new website, the “Contact Us” webpage changed such that the RT Chair and also the Top 10/Records e-mails are no longer listed. That really cut down the volume of inquiries made to this committee by USMS members.

5. One Proposal has been submitted to the BOD in 2018 to add a form to Appendix B of the Rule Book. The form supports the requirement in 202.2 of the Rule Book pertaining to the USMS observer at recognized meets. The observer must verify “... in writing that the conduct of the competition conforms to the relevant USMS swimming rules and administrative regulations.” This form provides the checklist and a signature space for the USMS observer. The rules committee has gone over the wording of this document and approved its’ inclusion in the 2020 rule book.
6. We formed a subcommittee to work on updating the GTO as it relates to Top 10 recorders. With the website update, most of the files are out of date. This is an ongoing project. The Top 10 Recorders FAQ has been updated by Mary Beth Windrath
7. The committee worked on succession planning for key roles and have created documentation for the steps taken to process the top 10 files and put them on the USMS website as well creating the All American and All Stars listings for the USMS website.

Action Items

1. Get the GTO completely up to date.

Agenda

1. Introductions.
2. Summarize change in the past year, new information for Top Ten Recorders published in the Guide to Operations, various issues resolved during the year.
3. Open Discussion on RT projects for 2019-2020, potential rules, legislation or policy changes for 2020 convention.
4. Update on GTO changes and updates.
5. Review any rule or legislation items that will have an impact on Top 10 Recorders that are being considered at this convention.
6. Open Feedback Session... member and audience are invited to discuss the topic of supporting the needs of Top Ten Recorders on the LMSC level and any items/topics that may be brought up from the floor.

Meeting #1: Thursday, 3:15pm-4:15pm, Regency E

Registration

Committee Members

Susan Ehringer, Chair; Marcia Anziano, Vice Chair

Kirsten Hoffman, Christine Ottati, Chris Powers, Dan Wegner, Gregory Weber, Jill Wright

Ex-Officio: Steve Hall, Jessica Reilly

Introduction

The Registration committee spent most of the year examining the role of the committee and its significance to the organization.

Discussions and Projects Since Last Convention

1. Participation in the Registrar Peer-to-Peer on January 8, 2019 facilitated by Susan Ehringer.
2. Leadership Summit March 1-3, 2019, attended by Susan Ehringer. During the summit, the LMSC Task Force presented its findings from the survey and interviews two years ago. Included in the report were discussions about the role of the registration committee and the membership card printing. Slides from the Summit were shared with the committee. Susan fielded questions about the recommendation of the task force to sunset the committee.
3. During the April 9 Registration Committee call, there was discussion about the LMSC Task Force recommendations. Pros and Cons of the necessity of keeping the committee and the printing of cards were gathered. The committee discussed the need to continue the committee and decided to review the description in the Rule Book. The committee also discussed the need for registration cards. It was decided to turn to the National Office to help explore options of cards (plastic vs. paper, no longer printing, mailing options, etc.).
4. During the May 8 Registration Committee call, the committee spent time re-writing the committee's description in the Rule Book to be submitted as Legislation proposal. There was consideration for changing the committee name to Membership Committee or Membership Services Committee, but the committee had decided it may be premature since the Registrar would be called something else. There was also discussion about the 60-day transfer. The following was submitted to Legislation:
5. 507.1.13 Registration Committee—The Registration Committee shall serve in an advisory capacity to the Board of Directors and the National Office to ensure effective and efficient registration processes and membership services. Committee members shall assist LMSC registrars in a support and educational capacity. The committee shall consist of the committee chair and sufficient members to execute the committee function.
6. Rationale: The current description of the role and function of the Registration Committee no longer accurately reflects the way the committee functions. The requirement that the committee have at least one member from each zone is difficult to maintain and is not necessary to execute the duties of the committee.
7. 201.3.5 A swimmer shall not represent any club in competition for 30 consecutive days before transferring affiliation to another club, unless this transfer takes place at the time of annual registration. A swimmer may declare unattached status at any time without

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written application. Swimmers who intend to compete as unattached in a meet should contact their registrar prior to the meet to request that their registration status be changed. The registrar shall change the club affiliation of the swimmer to the UC and note the effective date.

8. Rationale: Requiring the athlete to wait 60 consecutive days before transferring affiliation to another club creates an unnecessary burden on the swimmer wishing to transfer and on the registrars. Reducing the transfer from 60 to 30 consecutive days will provide a better member experience for the athlete.
9. During the July 8 meeting, the committee discussed the last minute proposal by the Board of Directors to change the name of the registrar to Membership Coordinator, a suggestion first made by the LMSC Task Force. The committee supported the proposal. Also discussed was: Member IDs, membership fees, and Registrar Education.

Action Items

1. Review the Registrar Education materials available online, determine a plan for supporting the education of future and current Registrars
2. Recommend the fate of membership cards

Agenda

1. 1. LMSC Task Force representative - discussion about the recommendation of sunseting the committee - 30 mintues
2. 2. Hot Topics: general question and answer from audience and commitee - 30 minutes

Meeting #1: Thursday, 3:15-4:15pm Sterling Studio 3

Rules

Committee Members

Charles Cockrell, Chair; Mollie Grover, Vice Chair; Claire Letendre, Vice Chair; and Christina Fox, Secretary.

Members: Carolyn Boak, Kathrine Casey, Julie Dussliere, Marilyn Fink, Judy Gillies, Karen Harris, Barbara Protzman, Jessica Seaton, Rand Vaillancourt, Jason Weis.

Ex-Officio: Bill Brenner, Steve Hall, Richard Garza, Teri White, Clark Hammond, Peter Guadagni.

Introduction

The Rules Committee began the year by conducting a survey to solicit feedback from committee members, other standing committee chairs, the Executive Committee, and the Board of Directors to understand perspectives on the clarity, content, and organization of USMS rules and regulations. The survey did not identify any major reviews, modifications, or other projects needed at this time. Therefore, the committee's agenda for this year has focused on the normal business to interpret, provide information on, and solicit proposed amendments to part one of the USMS Rules and Regulations and the Glossary. The committee held a winter organizational conference call followed by a spring conference call to consider proposed amendments submitted by the rules committee in advance of the June 10 submission deadline.

The Chair has answered several questions from USMS members, but no formal interpretations have been issued as of the timing of this report in 2019.

The Rules Committee is working through its normal business to interpret, provide information on, and solicit proposed amendments to part one of the USMS rules and regulations.

The Chair also attended the USA Swimming Rules and Regulations Committee meeting in early June 2019. Based on attendance at this meeting and follow-ups with USA Swimming leadership, the following information can be provided to USMS members.

1. USA Swimming has implemented changes to their Minor Athlete Protection Policies (MAPP) which require all adult athlete and non-athlete members to adhere to MAAP guidelines and take Athlete Protection Training (APT) as a condition of membership. The USA Swimming General Counsel clarified that USMS members who attend dual-sanctioned meets held jointly between USA Swimming and USMS are not considered "applicable adults" for the purposes of MAPP and are not subject to the APT requirements. USMS members who routinely participate in USA Swimming workouts may be subject to APT requirements similar to adult USA Swimming members. USMS athletes that fall into this category should work with their clubs to understand the requirements.

2. Since USMS has implemented its own officials training program, we have received some questions about USMS members being allowed to train at USA Swimming sanctioned meets. This option would be at the discretion of the LSC in which the meet occurs, but USMS members

USMS Committee Reports and Agendas

can be afforded the option to complete a training session at a USA Swimming meet without becoming a USA Swimming member. The officials in training would be covered by insurance similar to other non-member volunteers, such as timers, equipment operators, and other positions.

The committee is considering 11 proposed amendments to part one USMS rules, 4 housekeeping amendments, and 2 pending amendments to USA Swimming rules that would affect USMS rules. The committee will be working through the summer to consider and disposition these amendments with recommendations reported to the House of Delegates in the pre-convention packets. Recommendations can be reconsidered and further changes made to proposed amendments at the USMS Convention pending comments and discussion from convention delegates.

USMS members are encouraged to consult resources on the USMS website for rules interpretations, answers to frequent questions, and other information.

Official Interpretations of USMS rules are included on the Rule Book Page:

<https://www.usms.org/volunteer-central/us-masters-swimming-rule-book>

Committee Policies: https://www.usms.org/admin/policies/content/committee_policies

Rules Committee Blog: <http://forums.usms.org/blog.php?52931-Rules-Committee>

Agenda

1. Review and consideration of proposed amendments to the rules of competition.
2. Review and update of committee policies: National Championship Meet Liaisons, Decision Making Policy, and Policy for Swimwear Exemptions.

Meeting #1: Thursday, 11:30-12:30pm, Regency B

Meeting #2: Friday, 8:00-9:15am, Regency A

Meeting #3: Friday, 10:45-11:45am, Regency A

Meeting #4 (from USA-S): Saturday, 12:30-1:30pm, Regency F

Sports Medicine and Science

Committee Members

Meg Carlson Chair; Clare Kubiak Vice Chair

Jim Miller, Scot Raab, Christopher Rieder, Greg Stoner, Arlette Godges, Robin Tracy, Carlos Rodriguez, Sally Guthrie, Jim Izzi, Jessie Seaton, Jane Moore

Ex-Officio: Daniel Paulling

Introduction

Type your intro here, in paragraph form. Hit return or enter only to start a new paragraph, and hit only once between paragraphs.

Discussions and Projects Since Last Convention

1. SMS Blog – looked at increasing visibility to USMS members with the help of Daniel Paulling in the National Office.
2. Convention Presentation – Dr. Genadijus Sokolovas “Dr. G” confirmed as speaker. Presentation entitled: *“Training Design for Masters Based of the Recovery and Rate of Adaption”* Synopsis- providing scientific data on rates of recovery for Masters using the lactate tests as well as rate of adaptation in training. Includes examples of training plans for Masters swimmers.
3. SMS Booth to be held at LCM Nationals in Mission Viejo. Booth theme this year entitled “Roll It Out”, staffed by current SMS member Arlette Godges, MS, PT, OCS, GCS, focusing on swimmer specific, effective ways of stretching and mobilizing soft tissue areas as well as other structures of the body. Foam roller demonstrations available.
4. Approved research study from Dr. Hiro Tanaka and his team at the U of Texas at Austin. Research study will focus on sexual function and satisfaction of master’s swimmers via a questionnaire. Committee members reviewed questionnaire and gave feedback.
5. Approved Ancient Mariner’s Swimming research survey provided by Jody Gan, MPH, CHES, with the help of committee member Scot Raab. Survey focused on links between serious health conditions and the pool environment, specifically focusing on pulmonary conditions.
6. Dr. Jane Moore and Dr. Jim Miller provided feedback for onsite medical needs at LCM Nationals in Mission Viejo, specifically ambulance needs and a plan for having an ambulance always on site. Also looked at the current language still requiring a SMS Committee appointed Medical Coordinator for USMS National events. The Meet Director’s Guide now under “ownership” of the National Office was last reviewed on 9/8/2015, pages 21, 22, 90 and 91 will need reviewed and potentially updated.

Action Items

1. Review of Meet Director’s Guide in collaboration with National Office. Pages 21, 22, 90 and 91 need revisions.

USMS Committee Reports and Agendas

Agenda

2. N/A

Meeting #1: Thursday, 3:15pm-4:15pm, Sterling Studio 8

USMS Zone Reports and Agendas

Breadbasket Zone

Marcia Anziano, Chair

Introduction

This report will highlight individual LMSCs and their successes from the past year.

Discussions and Projects Since Last Convention

At the 2018 convention, the zone meet was again discussed. We decided to continue to have one of the meets designated the zone meet, and this year it was Nebraska. The order was set for 2020 (Minnesota) and 2021 (Colorado). The virtual meet was again discussed and one of the members agreed to contact each LMSC and collect the results of their respective state meet. We continue to agree to use the Facebook page, and took a new photo for its profile photo. Over the past year I have seen more information on this page than in the past, so this appears to be catching on.

During the past year Standards Survey cycle, 5 of our 8 LMSC's met all mandatory standards and 3 of the 8 met all target standards. 2 LMSC's met all the standards and 3 missed only 1 of all. And none were way off the mark. I am proud of all of you. I have always found some of them difficult for our smaller LMSCs and in the draft of the proposal to changes going forward I see some thought has been put to LMSC size. This has not been approved but is proposed and I am strongly in support of it.

Around the zone:

Ozark again gets the prize for being the busiest LMSC. I ask each chair for input for my report. Thanks Ozark for all the content.

October: National Coaches Clinic attended by Lori Payne, Level 3 Coach

November: New Ozark LMSC board chairs- Officials: Stephanie Petersen; Top Ten – Jeff Enge. Short Course Meters sanctioned meet in Edwardsville IL held by St Louis Area Masters with 10 teams and 42 swimmers.

February: LMSC Coach & Swim Clinic by Lori Payne including video/analysis for 23 swimmers.

Two clubs offered locations for the SPV Winter Fitness Challenge.

March: Short Course Yards recognized meet at the Four Rivers Area YMCA in Washington, MO, 7 teams and 30 swimmers.

Ozark LMSC Short Course Yards Championships sanctioned by SLAM at Edwardsville HS, IL with 14 teams and 67 swimmers. Five National relay records set by San Diego Masters Swim Mens 75+. LMSC Treasurer Katrina Pon received the 2019 Ozark LMSC Service Award. MV Region VIII Speedo Spring Sectionals LMSC recognized meet; 1 swimmer -SLAM

May: Nationwide USMS Spring Nationals in Mesa, AZ: 6 swimmers - 5 SLAM & 1 CSPM

USMS Zone Reports and Agendas

July: Long Course Meters Meet - Shea Challenge Classic sanctioned by Saluki Masters Swim Club at SIUC Shea Pool, Carbondale, IL

August: Supporting: Swim Across America St Louis at Innsbrook

Missouri Valley:

Sadly had one of our (MOVY) founders pass away, Mike Calwell.

Minnesota:

In Minnesota, this year we:

- Approved a new logo
- Updated our bylaws
- Are working on updating our website
- Continue to host pool meets in every course (SCY, LCM, SCM)
- Continue to host open water “half marathon” series
- Continue to host an Adult-Learn-To-Swim program
- Expanded our ‘fitness’ offerings, including non-swimming activities to do with other swimmers
- Continue to offer community volunteer opportunities, such as serving as an “angel swimmer” for local triathlons
- **This year we have Sanctioned 4 open water races, after 3-4yrs of independently hosting. Maybe re-introduced USMS sanctioning to our open water races is better put.**

Nebraska:

It's been a bit quieter than usual in the Nebraska LMSC during 2019. The weather may have contributed to that. We had the worst winter on record. The streets were a mess. Travelling was often impossible. Then, just as we thought there was an end in sight to our winter, we were hit with a Winter storm referred to as a Bomb Cyclone. It really devastated much of the state. Swimmers lost their homes to the flooding that followed the storm. Roads were closed for months. Entire cities were cut off and could only be accessed via airplanes or helicopters. Some swimmers managed to attend a few meets including Summer Nationals. What's next for us? We are all gearing up for the 2020 Olympic Swim Trials. Ticket packages are on sale now. If you have never attended the Trials, you should put it on your bucket list. And of note: Nebraska LMSC swimmer Sharessa Guitierrez complete the 21.3 Lake Tahoe swim on July 20 in 12 hours 37 minutes. Congrats Sharessa!

Colorado:

We continue doing the annual state meet and will be attending convention again this year.

Iowa:

Elected a new president. Thanks Norm Bower for all you service.

USMS Zone Reports and Agendas

Finance: Treasurer Jack Fritts reported that the financials have not yet been reviewed by an independent accountant. Jack will schedule this to be performed.

Jack stated that we pay a fee to USMS for sanction and recognition of meets. We have not been collecting sanction/recognition fees or splash fees from participants. Jack proposed \$1 per head splash fee for sanctioned and recognized meets beginning August 1, 2019. Jack also suggested a state dues increase to \$10 beginning in 2020.

Jack also suggested the addition of a \$5 fee for those not registering online for USMS to encourage that method of registration.

Registrar: The registrar reported that we have 249 members.

Sanctions: The Sanctions chair distributed a list of 2019 masters swim meets in Iowa. There was discussion of adding a long course summer meet at the Des Moines Downtown YMCA. Jim Lawson will look into the timing and feasibility of this. There was discussion of the meet location for next year's state meet, likely Linn-Mar High School near Cedar Rapids. Wayne will communicate with those expressing interest and would like to develop a plan for rotation of site locations for the state meets.

Officials: Kealy reported that we currently use the USA Swimming list of officials.

Norm Bower reported on the 2018 USMS national convention in Jacksonville, Fla.

Jack Fritts reported on the Biennial Leadership Summit in Phoenix, Ariz.

Executive Committee list was reviewed. Wayne Huebener stated that there should be a position added for Open Water.

Iowa Masters election of officers: See attached list. Current officers will continue with the exception of Tom Kealy, Chair; Jim Lawson, Vice Chair; Damian Krysan, Officials coordinator; and Neal Okerbloom, Open Water coordinator.

Norm advised all officers to consider who could replacement them in their board positions in the future. The encouragement of new masters competitors, the promotion of upcoming meets and the promotion of Adult Learn to Swim programs were all discussed.

The use of Club Assistant for registering meets in Iowa was discussed. Mick Barry moved that we encourage the use of Club Assistant wherever possible and feasible. On-line registration is encouraged. The motion was seconded by LeMaster and approved.

North Dakota: The North Dakota LMSC has no significant activity to report.

South Dakota:

The South Dakota LMSC hosted our annual state meet in Watertown, SD in April. It was a smaller turnout but still a very fun meet. We will host our annual "I Swam the Oahe Dam" open water event on August 10th. We continue to try and grow the sport of adult swimming and learn to swim in our state.

Agenda

- Election of new zone chair
- Follow up on virtual zone meet.
- USMS Breadbasket Zone Facebook page – encourage others to post things here and continued discussion of communication (continued)
- Discussion of the LMSC Standards – thoughts, ideas, opinions after the second iteration.

USMS Zone Reports and Agendas

- Zone Meet rotation.
- 2020 – Minnesota
- 2021 - Colorado

Breadbasket Zone Meeting

Thursday, September 12, 9:45am-11:15am, Sterling Studio 9

USMS Zone Reports and Agendas

Colonies Zone

Mollie Grover, Chair; Rand Vaillancourt, Vice Chair

All convention attendees registered within the Colonies Zone

Ex-Officio: N/A

Introduction

It has been a pleasure to serve as the Colonies Zone Chair for the last two years. We have a high performing zone with members from 10 LMSCs: Virginia, Potomac Valley, Maryland, Delaware Valley, New Jersey, Metropolitan, Adirondack, Niagara, Connecticut, and New England, all with members who are heavily involved in USMS.

Discussions and Projects Since Last Convention

1. LMSC Standards Survey and Results: All LMSC Chairs and Treasurers were surveyed on the LMSC standards. Standards that were not met were promptly corrected by impacted LMSCs where possible. Those LMSCs that have missed the same mandatory standard(s) two years in a row will be put on a remediation plan.
2. Zone Championships held: 2018 SCM (WPI), 2019 SCY (GMU-Fairfax)
3. Solicitation for nominations for the Colonies Zone Dorothy “Dot” Donnelly Award
4. Solicitation for nominations for new Zone Chair
5. LMSC Development Committee projects

Action Items

1. Award 2019 Colonies Zone Dorothy “Dot” Donnelly Award
2. Award 2019 - 2020 Zone Championships
3. Solicit bids for any available 2018-2019 Zone Championships
4. Encourage more communication between LMSC Chairs in the Zone

Agenda

1. Call to Order and Introductions
2. Presentation of the 2019 Colonies Zone Dorothy “Dot” Donnelly Award
3. LMSC Standards Survey Results and LMSC Development Committee Updates
4. Zone Championship Recap (2018 SCM and 2019 SCY)
5. New Business
6. Events
7. Adjourn

Colonies Zone Meeting

Thursday, September 12, 9:45am-11:15am, Regency C

USMS Zone Reports and Agendas

Dixie Zone

Ed Saltzman, Zone Chair

Committee Members

The committee is comprised of representatives from each of the seven LMSC's within the Zone: Florida, Florida Gold Coast, Georgia, North Carolina, South Carolina, Southeastern, Southern. The current 2019 Y-T-D membership of the Dixie Zone is 8,107 members; within 92% of the final, year-end 2018 registration.

Introduction

The Dixie Zone Committee meets, in person, annually at the USMS Convention to conduct business and discuss issues relevant to the zone. The zone operates between conventions via email amongst the Zone chair and the LMSC chairs.

Discussions and Projects Since Last Convention

1. All LMSC's within the zone completed their LMSC Standards survey and received their feedback. All seven LMSC's scored above 90% on both the Mandatory and Target LMSC standards. The Dixie Zone as a whole carried an average score of 97.3% and 96.5% for Mandatory and Target standards respectfully, which was higher than the USMS average of 95.5% and 95.1%.
Two LMSC's (Florida Gold and South Carolina) earned "Premiere Plus" designations; while a third (Florida) earned a Premiere rating. Currently working through the remediation process with one LMSC that missed a Mandatory Standard two years in a row.
2. Zone Championships were held for the following courses:
 - SCY – Feb. 16-17, Auburn, AL – (35) Teams, (190) Swimmers.
 - LCM – June 15-16, Greenville, SC (21) Teams, (169) Swimmers.
 - SCM – Scheduled to be held – Oct. 11-13, Orlando, FL
 - OW – May 4th, St. Petersburg, FL – 1K (41 swimmers), 2.4M (156 swimmers)
3. Dixie Zone teams did very well at the 2019 USMS Spring Nationals in Mesa, AZ.
 - **Regional Club Division** – NCMS (7th), GAJA (11th) and Southern Masters (17th)
 - **Local Club Division** – SFTL (5th), PBM (6th), PALM (8th)

Action Items

- Elect Zone Championship hosts for 2020 (SCY, LCM, SCM, OW).
- Zone Chair Election

Agenda

- Roll Call / attendance.
- Zone Reports (Chair, Webmaster, Top Ten, and Records).

USMS Zone Reports and Agendas

- LMSC Reports (LMSC Chairs – FG, FL, GA, SC, NC, SE, SO)
 - How is your LMSC running?
 - Any major problems or issues you would like to discuss, or get feedback on how other LMSC's are addressing?
- Solicit and vote on Dixie Zone Championship hosts for 2020
- Q&A / Open discussion on LMSC Standards Survey Results
- Nominations and election of Dixie Zone Chair for the next two years
- Old Business
- New Business
 - USMS Unified Fee concept
- Adjourn

Dixie Zone Meeting

Thursday, September 12, 9:45AM – 11:15AM, Sterling Studio 3

USMS Zone Reports and Agendas

Great Lakes Zone

C.J. Rushman – KY LMSC Chair and Great Lakes Zone

Committee Members; The committee is comprised of representatives from each of the eight (8) LMSC within the Zone. The LMSCs in the zone are as follows: Allegheny, Illinois, Indiana, Kentucky, Lake Erie Michigan, Ohio, and Wisconsin.

Introduction: The Great Lakes Committee meets annually at USMS Convention, and operates between Conventions via email and phone calls amongst the Zone's LMSC chairs.

Discussions and Projects since Last Convention

The Great Lakes Zone still has a plethora of swim meets with open water events growing as well. The Great Lakes Zone membership has dipped a bit this past year after years of remaining stable. As of June 15th, the Great Lakes membership is 6,712, with a retention rate of 87%. Overall this is a 5% decrease in membership in the Great Lake Zone from the previous year. The national retention rate experienced a 14% decrease from the previous June 15th, 2018.

The Indiana LMSC hosted the 2 mile National Championship Open Water Swim at Eagle Creek Park, in Indianapolis June 15th and the Illinois LMSC hosted the ever popular Big Shoulders 2.5K & 5K Open Water in Chicago, Illinois on September 7th, 2019. In July, 2020 the Lake Erie LMSC will host the USMS Open MidDistance event at Edgewater Beach.

During our Zone meeting we heard different LMSC Reports which summarized the LMSC's accomplishments during the past year. Of note we discussed the LMSC standards survey and results for 2019 cycle: 96% of mandatory standards were achieved overall by LMSCs vs. 88% in 2017; for Target Standards 95% were met by LMSCs in 2019 v 86% in 2017. Overall LMSC achievement rate of Mandatory and Target Standards improved 4 percentage points and 5 percentage points respectively in 2019 vs 2018. This is after a 4-percentage point improvement in 2018.

One of the tasks for the 2018-2019 year was to enhance our Zone website and Social media/Facebook presence. I spoke about USMS 3.0 and suggested we do a revamp of the Great Lakes Zone website. I created a Task Force with William Kolb (KY), Jay DeFinis (Lake Erie), Jim Izzi (Michigan), and Dave Oplinger (Indiana) to revise the Zone website. More traffic to the Zone site along with social media information is ready to broadcast to members from the different LMSC's via the Registrars.

The bi-annual Leadership summit took place in Phoenix Arizona March 1-3. The summit was led by members the 2019 LMSC Development Committee, which I am a part of. Lisa Brown from Indiana helped co-lead the summit in conjunction with the National Office. Topics included; How to use technology effectively & issues with small LMSCs meeting standards; discussion of unique Board structure that many LMSCs may have implemented.

USMS Zone Reports and Agendas

Since the 2017 convention I have been a member of the Volunteers Task force which reported to the USMS Board of Directors. The concept started with Board asking the question – how do we improve the utilization of USMS volunteers? Our task Force – split into two subgroups and identified three areas of inspection;

1.) Volunteer Roles, 2.) Volunteer Engagement, and 3.) Understanding Volunteers. The sub-committee that I was on Performed volunteer survey and conducted personal interviews. A presentation was given to the Board of Directors at the winter Board meeting for overall buy-in; modify details as needed. This has allowed us to prioritize proposals, finalize timeframe, and present our findings and recommendations to House of Delegates during convention 2019 and potentially begin the implementation adopted changes in 2020.

Action Items

1. Elect Zone Chair for next two years
2. Discuss Great Lakes Zone endorsement for the Vice President positions.

Agenda

1. Roll Call /attendance.
2. In Memorandum
3. LMSC Reports (LMSC Chairs – AM, IL, IN, KY, LE MI, OH, & WI)
 - a. How is your LMSC running?
 - b. Any major problems or issues you would like to discuss, or get feedback on how other LMSC's are addressing?
4. Discuss GLZ endorsement for the Vice President positions. (VP of Admin, VP of Local Ops)
5. Elect new Zone Chair for next two (2) years.
6. New Business
7. Old Business
8. Adjourn

Great Lakes Zone Meeting

Thursday, September 12th, 9:45AM – 11:15AM, Regency F

USMS Zone Reports and Agendas

Northwest Zone

Sally Dillon, Chair

Ken Winterberger (AK, also Zone Treasurer), Matthew Bronson (IW), Jeanne Ensign (MT), Tim Waud (OR), Sally Dillon (PN), Jim Clemmons (SR), and Aaron Norton (UT).

Ex-Officio: At-Large Director Matt Miller (PN), Webmaster Hugh Moore (PN), Zone Record Keeper Steve Darnell (OR).

Introduction

The Northwest Zone covers an area of 1,175,954 square miles, which includes all of Alaska, Idaho, Montana, Oregon, Utah, Washington, and 3 counties in Nevada. There are seven LMSCs as Idaho, Oregon, Washington, and part of Nevada combine to form four of them: IW, OR, PN, and SR. Alaska has more than twice the square miles as Texas (although it looks quite small on the USMS map of LMSCs. With such a broad area to reach out to, the zone continues to make good use of the Zone Jet, which was donated to us in 2016 by the Breadbasket Zone.

The NW Zone roster currently lists 102 USMS members serving on the LMSC's leadership teams. The Zone conducts conference calls in March, June, and December and, of course, at the USMS convention in September. While all leaders within the zone are invited, conference calls typically have 12-15 attending. At "press time", the zone has 3952 members (134 fewer than last year) and 43 clubs (9 fewer). Snake River is the smallest LMSC with 116 members and 4 clubs and Pacific NW is the largest with 1641 members and 6 clubs. Alaska, Oregon, and Pacific NW have registered workout groups (9, 26, and 29 respectively). The Zone distributes a newsletter 4-times a year, which is posted to the Zone website at www.northwestzone.org/.

Discussions and Projects Since Last Convention: Meeting highlights; full minutes are posted on the USMS website under the NW Zone tab.

- December - bids were accepted for the following 2019 NW Zone Championship events:
 - SCY - Blue Wave Aquatics hosted at King County Aquatic Center in Federal Way, WA, April 13 & 14
 - OW - Central Oregon Masters Aquatics hosted a 1500-meter event at Cascade Lake, near Bend, OR on July 27
 - LCM – Oregon Reign Masters and OMS hosted at Mt. Hood Community College in Gresham, OR, August 23-25.
 - SCM – South Davis Masters will host at South Davis Recreation Center in Bountiful, UT on November 8 & 9

Other items of interest: Convention expenses for the smaller LMSCs have not been submitted; current account balance is \$6069.87. All LMSCs in the zone expect to be sending at least one representative to the LMSC Leadership Summit in March. Some LMSC members were having difficulties with their USMS registration..

- March – Convention expenses totaled \$1379.95, leaving \$4711.17 in the Zone account. Matt Miller led a discussion of USMS Board activity, which included membership strategy, Volunteer Task Force, and standardized membership fee proposals. Eight members of the NW zone attended the USMS Leadership Summit and reported on the

USMS Zone Reports and Agendas

event at the meeting. The Zone will be electing a new Zone Chair in September. The current chair is concluding her second 2-year term.

- June – Results of the LMSC Standards survey were released shortly before the meeting. NW Zone LMSCs did exceptionally well; 4 LMSCs had perfect scores and 2 missed just 1 point on the mandatory scores. Matt Miller provided a written report on USMS Board activity. Significant discussion ensued regarding proposals that we expect to hear more about at convention in the fall.

Action Items

- Meeting minutes, treasurer reports, and bids for zone championship events were approved at various meetings.

Agenda

- Call to order and introductions
- Actions taken between meetings: Approved the June 6, 2019 meeting minutes via email
- Reports:
 - a. Chair – Sally Dillon
 - b. Treasurer – Ken Winterberger
 - c. Webmaster – Hugh Moore
 - d. Zone record keeper – Steve Darnell
 - e. NW Zone At Large Director – Matt Miller
- Old Business
 - a. Zone Championship meets update
 - b. *NW Zone Chatter* – LMSC quarterly reports due in writing prior to convention
 - c. Other
- New Business
 - a. Bid rotation and prospective bids for 2020 events
 - b. Election of NW Zone Chair
- Convention “hot topics”
- LMSC reports – brief summary of accomplishments during the past year
 - a. Alaska
 - b. Inland NW
 - c. Montana
 - d. Oregon
 - e. Pacific NW
 - f. Snake River
 - g. Utah
- Other business, as time allows
- Adjourn

Northwest Zone Meeting

Thursday, September 12, 9:45am- 11:15am, Regency E

USMS Zone Reports and Agendas

Oceana Zone

Sally Guthrie, Chair

Introduction

The Oceana Zone includes the Pacific and Hawaii LMSCs. From one end to the other the zone is over 2,700 miles, the greatest end to end distance of any zone. The zone committee meets annually at the USMS Convention and conducts other business, as needed, by phone and email.

Discussions and Projects Since Last Convention

The two LMSCs are joined only by our shared Pacific Ocean. Pacific has demonstrated compliance with all mandatory LMSC standards in the 2018, earning a 'premier' designation. Hawaii met 20 of 27 Mandatory Standards. All Hawaii LMSC unmet mandatory standards were a result of the missing Chair's report to the LMSC Development Committee except standard 2.1.6 (filing Annual LMSC meeting minutes - Hawaii did not have an Annual Meeting in 2018). As of 7/9/19 there are 10,641 USMS members in the Oceana Zone. Along with the trend in the rest of USMS this number is a 3.49% decrease in members in the zone. Pacific membership is down 2.78% (last year 4.38%) and Hawaii membership is down 8.46% (last year it was up 3.83%) as of 7/9/2019.

Action Items

- Approval of 2018 Zone meeting minutes
- Election of Zone Chair for 2-year term

Agenda

- Introductions
- Approval of Last Year's minutes
- Reports of the LMSCs
- Election of Zone Chair
- Review of proposed rule changes that may be of interest to the Zone
- Oceana representation on USMS Committees
- New Business
- Adjournment

Oceana Zone Meeting

Thursday, September 12, 9:45am - 11:15am, Regency B

USMS Zone Reports and Agendas

South Central Zone

Bruce Rollins, Chair; Nicole Rembach, Vice Chair

Chairs: Louise Churchill, Oklahoma Chair; Ed Coates, South Texas Chair; Carrie O'Banion, Arkansas Chair; Richard Garza, North Texas Chair; Kris Wingenroth, Gulf Chair; Vacant, West Texas Chair

Ex-Officio: All remaining attendees who have USMS Convention voting rights.

Introduction

Our purpose at our annual Convention Zone meeting is to discuss, organize and direct South Central Zone Meets, opportunities and policies for the upcoming year(s). This document is a **recap** of this year's activities and projects after last year's Convention. Next, this document will list some of the **items to be discussed at the upcoming Convention** to be held in **St. Louis on September 11-15, 2019**. Make sure your folks are registered and have their rooms...soon.

Discussions and Projects Since Last Convention

1. The Short Course Meters All-Time Records have been up-dates as of 4/18/19. They are attached.
2. The Short Course Individual and Long Course Individual "All-Time Records have been tabulated as of 5/1/19. They have been typed and will be released on 10/30/19 for LCM and SCY. Bruce had them typed at a cost to be reimbursed.
3. Our goal is still to try and get our Zone Championship booked out for at least two years...if possible. **I am looking for all bids for 2020 SCY and LCM meets be submitted to me before 8/15/19.** If none are received, then we will return to the process of scrambling to fill these Championship meets.
4. **LMSC Standards survey happened in the spring of 2019.** Results were published, and your Zone Chair was asked to help the LMSCs comply with them. Long-term, our approach should be more "Carrot" and less "Stick."
5. **Our South Central Zone recognized DeEtte Sauer with our Jesse Coon Memorial Volunteer Award** at the LCM Zone Championship Meet. The presentation will be read at Convention for all who missed it.
6. **Leadership changes are noted in the Oklahoma LMSC with the election of Louise Churchill as their new Chair.**
7. **No one has claimed the position of West Texas LMSC Chair or Vice Chair.**

Action Items in Advance of the Convention

- **We need to elect a NEW South Central Zone Chair.** This new person will automatically be made a member of the LMSC Development Committee. The job description link is: https://www.usms.org/admin/lmschb/gto_role_zonechair.pdf . Obviously, Nicole Christensen has been our Vice Zone Chair and is willing to be nominated to my expiring term. This person reports to the Vice President of Operations as well as the LMSC Development Chair position. This position also required follow-up on grievances between South Central LMSCs. There have been a few, and handled without having to involve the VPO of USMS.

USMS Zone Reports and Agendas

- **Please come to the meeting prepared to present at least one or more names for the upcoming Jesse Coon awards for 2019 and maybe 2020.**
- **Please look into pools for Zone Championship meets for SCY and LCM for 2020.** I have had a few inquiries, but no official paperwork has been offered or submitted. I would like to have any proposals submitted by 8/15/19.

Agenda –

Welcome and Roundtable of introductions-

- a. Conflict of interest disclosure request concerning agenda items.
- b. Designate a “**minute taker**” for SC Zone Meeting.
- c. **LMSC Chairs** - address a few sentences about your LMSC:
Size, meets, accomplishments, and anything else we might enjoy.

Old Business Review-

1. SCY Zone Championship Meet – Woodlands, TX – Stacey Eicks
2. LCM Zone Championship Meet - Texas A&M University – Nicole Rembach Review
Cost of Awards - Zone Medals/High Point
Future of Socials/Volunteers
3. Zone Records – SCY & LCM -Zone Championship Record Process – Nicole/Susan.
4. All-Time SCY, LCM and SCM Records for the South Central Zone - Bruce
5. LMSC Standards – “What do we do next?” – Open discussion (5 minutes)
6. Jesse Coon Memorial Service Award Discussion
 - a. Recognize DeEtte Sauer - 2018 Honoree
 - b. Nominations from each LMS by 1/1/19
7. Open Water “**2019 Swim Across America**” in Houston review. **Fall event?**

New Business –

1. SC Zone Championship Meet Bids
 - a. SCY Meets Bid(s) – 2020 & 2021 Presentations
 - b. LCM Meet Bid(s) – 2020 & 2021 Presentations
 - c. Vote/Affirm choice as a motion
2. Emmet Hine Zone Award – Volunteer Recognition
 - a. Nominations from each LMSC due to Bruce Rollins
 - b. Due by 1/19/20. Discussed with previous winners.
3. Elect New South Central Zone Chair
 - a. Review Nominations - Nicole
 - b. Vote
4. Ed Coates At-Large Position if elected VP.
5. Proposal and discussion of unified Registration Fees across all LMSCs.

USMS Zone Reports and Agendas

6. Open Water in the Zone –
 - a. Swim Across America in Houston Area – October “DC Pool Event”
 - b. Dallas?
7. What to do about West Texas? Lack of leadership. Send to New Mexico?
8. Emmet Hine Award?
9. Graham Johnston Award for Long-Term Swimming Excellence?

Address Parking Lot Thoughts and Adjourn

South Central Zone

Thursday, September 12, 9:45AM, Sterling Studio 1

USMS Zone Reports and Agendas

Southwest Zone

Mary Hull, Zone Chair

Introduction

The Southwest Zone includes Arizona, New Mexico, San Diego-Imperial, and the Southern Pacific LMSCs. The committee meets annually at the U.S. Masters Swimming convention and conducts other business as needed by email. All four LMSCs have hosted meets this year. The zone has also had some open water swims. This year the zone also hosted both the Spring Nationals April 25-28 in Mesa Arizona with 1900 plus swimmers entered and the Summer Nationals August 7-11 in Mission Viejo with 1300 plus swimmers entered.

Southwest Zone Meeting Agenda

1. Introductions
2. Election of Zone Chair
3. LMSC Reports: Arizona, New Mexico, San Diego-Imperial, Southern Pacific
4. Zone Meets for 2020: SCY---S-I, LCM---SPMS, SCM---AZ
2021: SCY---AZ, LCM---S-I, SCM---SPMS
2022: SCY---SPMS, LCM---AZ, SCM---S-I
5. Old Business
6. New Business

Southwest Zone Meeting

Thursday, September 12, 9:45am - 11:15am, Sterling Studio 2

FINA Representative

Mel Goldstein

The FINA Masters Technical Committee met in January in Gwangju, the site of the 2019 FINA World Masters Championships for a technical meeting and site visit. The facilities for the championships were outstanding and over 5,000 athletes representing all five disciplines, (Diving, Artistic Swimming, Water Polo, Open Water and Swimming) by the time you read this report, will have participated in the championships. The committee continues to pursue further development of Masters Swimming throughout the world. In conjunction with Union Americana de Natacion (UANA), Confederation of South America Swimming (CONSANAT) and US Masters Swimming, the first Masters Coaches clinic in the world was held in Buenos Aires, Argentina. Over 50 Coaches from 7 different countries attended. A special thank you to US Masters Swimming for their support by sending Bill Brenner, and Marty Hendrick as lead instructors for this event. Work continues on a FINA branded video that can be used by swimming Federations to promote Masters Swimming throughout the world. Roger Eagles, a FINA Committee member, is in the process of writing a History of Masters Swimming and this will be published by FINA within the very near future. As we look forward the FINA Masters Technical Committee Commission made a site visit to Fukuoka, Japan, the site of the 2021 FINA World Championships. The facilities are outstanding, and there planning is well ahead of schedule, this championship will be an outstanding event.

Liaison and Special Appointments Reports

International Gay and Lesbian Aquatics Liaison

Jessica Seaton

The IGLA Championships were held June 24-29, 2019 in Flushing Meadows, New York with over 500 swimmers and nearly as many water polo, synchronized swimmers, open water swimmers and divers. Swimmers from all over the United States and the world were represented. Notably several swimmers from Uganda competed, a country known for barbaric anti-homosexual laws. More information about the IGLA Championships can be found here:

<https://swimswam.com/922-athletes-competed-in-international-gay-and-lesbian-aquatics-competition/>

<https://www.usms.org/fitness-and-training/articles-and-videos/articles/igla-2019-a-meet-to-remember>

The IGLA General Meeting was held on June 24. It was noted that IGLA became an Affiliate member of USMS in 2019, so times at the meet could be submitted and considered by FINA. IGLA filed for a retroactive reinstatement for their non-profit status in June 2019 with the IRS. The IRS will take approximately 6-8 months to process this request.

IGLA has been working to increase the participation of women and transgender athletes at the championship meet as well as in the IGLA member clubs. IGLA is excited to work with other organizations, such as USMS, to achieve this goal.

IGLA 2020 will be held in Melbourne, Australia in February 20-25. More information can be found here: <https://melbourne2020.org>.

No bid had been submitted for IGLA 2021 as of the General Meeting. There was some discussion that Queer Utah Aquatics (QUAC) was interested in bidding.

A new board was elected: Co-President Jeremy Koziol, London Orca (returning), Co-President Mike Stansberry, Edmonton Making Waves (returning), Co-Chair Ruth Rawlings, Long Beach Grunions, Co-Chair Brian Jacobson, Minnesota ICE, Treasurer Chandler Mercer, Ohio Splash, Secretary Richard Park, Atlanta Rainbow Trout, Webmaster Nick Westaway, Sydney Wett Ones, FGG Representative Sagi Krispin, TLV Nemos (returning), FGG Representative Shea Manning, West Hollywood Aquatics.

International Swimming Hall of Fame Liaison

Walt Reid

ISHOF (International Swimming Hall of Fame)

ISHOF and the city of Ft. Lauderdale have begun a \$27 million renovation project to the Ft. Lauderdale Aquatic Complex. This is scheduled for completion Nov 2020. In addition at the 2019 ISHOF board meeting it was announced that the renovation project will now include a new state-of-the-art high dive tower that will include a 20 and 27 meter platform to accommodate the new “High Diving” discipline. This will be the first of its kind in the USA. The only other such structure is in China.

ISHOF Board Actions:

- Installed USMS’s Tom Boak as a member of the ISHOF Board to serve as treasurer.
- Agreed to change the name from the ”International Masters Swimming Hall of Fame (IMSHOF)” to the “Masters International Swimming Hall of Fame (MISHOF). This was because the Marathon Swimming had the same acronym (IMSHOF) and they have been a part of ISHOF for a longer time.
- Revised the requirements for induction into the Masters International Swimming Hall of Fame (MISHOF) in the category “honor swimmer” to now require at least 20 FINA Masters World records and have competed in Masters sanctioned events for at least 15 years/4 age groups.
- Removed the category “Masters” from ISHOF. Starting in 1995 ISHOF inducted Masters into a Masters category. That continued until 2003 when they created the International Masters Swimming Hall of Fame. At that time they moved all the Masters from ISHOF to IMSHOF but also kept them in ISHOF. So those swimmers are now in both ISHOF and IMSHOF. The category “Masters” continued to stay in ISHOF but in the last 16 years only 4 swimmers world-wide have been inducted into that ISHOF category ; Laura Val USA 2003, Yoshiko Osaki JPN 2005, Jane Asher GBR 2006 and Karlyn Pipes USA 2015. So in the future Masters can still be considered for all ISHOF categories but they will be competing as a non-Master against elite athletes and contributors world-wide.

MISHOF (Masters International Swimming Hall of Fame)

The 2018 Masters International Swimming Hall of Fame Induction Ceremony was held during the USAS Convention in Jacksonville. From USMS Jurgen Schmidt and Maurine Kornfeld were inducted as “Honor Swimmers” and Walt Reid was inducted as “Honor Contributor”.

The 2019 Masters International Swimming Hall of Fame Induction Ceremony will be held during the USAS Convention in St. Louis. From USMS Rick Colella, Rowdy Gaines, Willard

Liaison and Special Appointments Reports

Lamb and Caroline Krattli will be inducted as “Honor Swimmers” and Jim Miller as “Honor Contributor”.

National Board of Review

Report 2019

National Board of Review

Chair: Barbara Delanois

Members:

1. Laura Groselle Dixie
2. Meg Smath Great Lakes
3. Sandi Rousseau Northwest
4. Sally Dillon Northwest
5. Sean Fitzgerald Dixie
6. Billy Cordero Great Lakes
7. Dick Pittman Great Lakes
8. Greg Weber Southwest
9. Molly Grover Colonies
10. Tracy Lord Great Lakes
11. Glenda Carroll Pacific
12. Mary Pohlmann Breadbasket

Introduction: 2018-2019 was year 6 for the Chair of the National Board of Review.

Discussions and Projects Since Last Convention:

NBR received two (2) grievances since the last convention.

1. Grievance Filed December 20, 2018.

On December 26, 2018, the NBR Chair concluded that the Grievance falls within the jurisdiction of the LMSC as it was a dispute arising within a single LMSC. The NBR did not have “original and exclusive jurisdiction” pursuant to Section 403.4.1. The NBR chair referred the matter to the LMSC and directed the LMSC to appoint a neutral party as Grievance Chair.

2. Grievance Filed July 15, 2019.

USMS Board of Directors filed a grievance under Section 402.4.8. Notice of the grievance was served on Respondent on July 18, 2019. USMS Board withdrew its grievance on August 6, 2019.

Liaison and Special Appointments Reports

National Senior Games

Bill Tingley

The National Senior Games are held in odd years, with the qualifying meets held in even years at each state's local Senior Games. In 2019, swimming was one of 18 sports contested in the National Senior Games in Albuquerque, New Mexico. The swimming events took place in the West Mesa Aquatic Center.

To be eligible to enter the National Senior Games, a swimmer must have placed in the top four in a state Senior Games meet during the year before the National Senior Games. Or if a swimmer did not finish in the top four in a state Senior Games competition, he or she could enter that event if the time achieved was better than the published time standard for the National Senior Games.

The National Senior Games has been recognized by the host LMSC for the last eleven games, and this year was recognized by the New Mexico LMSC, and the support from them was outstanding. USMS BOD member Teddy Decker headed up the officials as meet referee. Former New Mexico Sanctions Chair Philipp Djang made sure all requirements of the recognition application were met. New Mexico Top Ten Chair Jonathon Berry worked tirelessly with USMS National Swims Coordinator Mary Beth Windrath, making sure all of the USMS swimmers' times were properly entered into the USMS database. Finally, USMS Officials Committee member Herb Schwab acted as administrative official and USMS official observer for the meet.

In the past 20 years, both USMS records and Top 10 swims have been achieved at National and state Senior Games events that were recognized by LMSCs. Some state Senior Games have already applied for and received USMS recognition during the past year.

These National Senior Games were the largest games in the history of the organization, with a total of 13,712 athletes over 50 years old participating. In swimming, a record 875 participants entered, of which a record 500 were also USMS registered swimmers.

The highlight of the meet was the USMS record set by 97-year-old Charlotte E. Sanddal of Montana in the women's 95–99 200 yard breaststroke. Charlotte's time of 8:56.89 is the first ever 200 breaststroke time from that age group reported to USMS. Numerous swims from this year's meet will be in consideration for the 2020 USMS SCY Top 10.

The NSGA added the 200 mixed medley and 200 free relays to the event schedule this year, and both events were tremendous first-time successes under the NSGA format.

On line results can be found at: <http://swim-meets.tingleyllc.com/2019/NationalSeniorGames/>

A unique aspect of this year's games was the education of the athletes about how to deal with competing at Albuquerque's high altitude (5,312 feet above sea level). Educational materials were made available to all 13,000+ athletes (<https://nsga.com/images/pdf/19-games-high-altitude-flyer-FINAL.pdf>). Swimming had only one incident of high-altitude stress on deck, and it was resolved by the medical personnel. The competitor continued competing the next day,

Liaison and Special Appointments Reports

without repeating the incident. It was apparent that the majority of the swimming athletes educated themselves before the competition began.

Qualifying for the 2021 National Senior Games will start at the state Senior Games around the country in January of 2020. For more information about the 2020 state Senior Games, contact the local coordinators listed at <http://nsga.com/state-games>. The 2021 National Senior Games will be held June 14–25 in Fort Lauderdale, Florida. The exact dates and locations for swimming will be finalized and announced later.

UANA Representative

Mel Goldstein

UANA stands for Union Americana de Natacion. It is the regional organization under FINA that encompasses North America, South America and the Caribbean nations (43 Federations). United States Aquatic Sports represents one of the Zones under the UANA banner. UANA was established in 1948. The logos involved here, just so you're familiar with them, are:



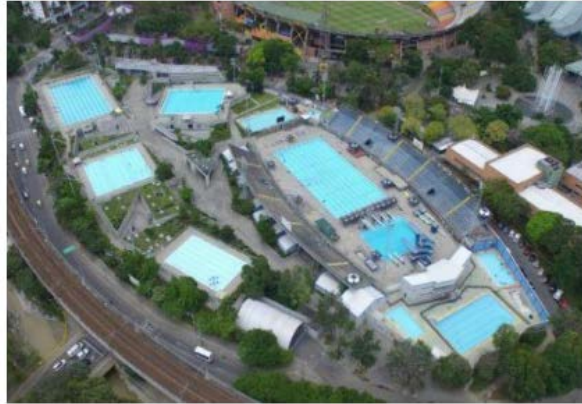
This report will reflect the activities of the UANA Masters Technical Committee over the last UANA Quad 2015-2019. Masters swimming in the America's has made tremendous strides over the past 10 years primarily due to the dedicated work of the UANA Masters Technical Committee. As Chairman of this committee for this Quad it was a pleasure to work with USMS Members Dr. Jim Miller and Nadine Day, their leadership played an important role in the success of the Committee. During this Quad the committee has streamlined the bidding process, contracts and requirements to be a host for UANA Masters Championships or Masters Clinics, as well as updating and formalizing UANA Masters Records. Additionally, the Committee has awarded the UANA Pan American Masters Championships to Trinidad/Tobago for 2022 and Buenos Aires, Argentina for 2024. One of the highlights of this Quad was the Coaches Clinic in Buenos Aires, Argentina at the CONSANAT South American Masters Championships. While there have been other Coaches Clinics around the World, this was the first Coaches Clinic for Masters Coaches in the world. There were over 50 Coaches from 7 different federations in attendance. A special thank you to US Masters Swimming for their support, and the presentations by Bill Brenner and Marty Hendrick, USMS Coaches, made this clinic a huge success.

As we move forward into the next Quad with our new UANA president, Maureen Croes, from Aruba, who has been a great supporter of Masters Swimming and was Honorary Secretary for the UANA Masters Technical Committee the future of Masters swimming in the America's will continue to grow.

Liaison and Special Appointments Reports

See you all in Medellin in 2020!

2020 UANA PAN AMERICAN MASTERS CHAMPIONSHIPS
Medellin, Colombia
June 2020





DATE: August 30, 2019

TO: USMS House of Delegates

FROM: Open Water Strategy Task Force

Bob Bruce – Open Water Committee Chair

Karen Lefebre – Open Water Committee Vice Chair

Ali Hall – Long Distance Committee Chair

Phyllis Quinn – Long Distance Committee Vice Chair

Donn Livoni – VP of Programs

Dawson Hughes – CEO

Jay Eckert – Director of Events and Partnerships

SUBJECT: Open Water Strategy

This document contains a working list of priorities that the Open Water Strategy Task Force has explored and are recommending for 2020 and beyond to refocus efforts to grow the number of sanctioned USMS open water events and participation in them. This outline was discussed and accepted by the Board of Directors during the July 2019 meeting. Investments in open water are included in the 2020 budget proposal.

1. Open Water Results Database

- a. Project is nearing completion with recent sanctioned events being used for testing purposes.
- b. Template will need to be circulated with event directors so timing companies can provide results in the format required for upload.
- c. Recommend that event directors transfer membership IDs to timing system so it may be included in results template.

2. One-Event Registrations

Within the open water community, the USMS One Event registration (OEV) has been a source of concern for event directors and a barrier to sanctioning with USMS for others. Many perceive that a USMS sanction is too expensive, but after surveys and direct conversations with event directors, the main objection is that the cost of the OEV registration is limiting the potential participation.

In parallel, USMS has revised its marketing approach with new database tools to build a database of potential members to which we will create targeted marketing campaigns. Providing more opportunities for swimmers, whether members or not, to participate specifically in USMS-sanctioned open water events is a goal. And with the capability to capture that information for future



marketing purposes, greater participation is more valuable than a higher price point for the one-event fee (that wasn't driving more membership anyway). For comparison, USA Triathlon charges a \$15 OEVT and given the large audience of triathletes interested in our open water swims, we recommend aligning our fee at \$15.

Given the work that LMSCs perform to facilitate open water swims in their regions, we want to provide incentive for LMSCs to promote open water swimming. In parallel, the concept of a Unified Membership fee structure is being socialized to pave the way to be able to offer numerous desired membership products and benefits. So, the OEVT fee recommendation also includes a percentage of the fee that will be distributed to the sanctioning LMSC. The % currently being evaluated is 20%. The final recommendation will be determined based on the feedback from unified fee discussions.

The budget and strategy will allow LMSCs that offer open water an opportunity to opt-in to this structure in 2020 to test the concept before making a final decision on the structure for 2021. Those that opt in will receive a % of the final OEVT fee for 2019. Those that don't may still add a fee on top of the final OEVT (as has been past practice).

Because the OEVT fee has developed a negative connotation with event directors as an add-on fee, we are also recommending we guide event directors to add this fee to their standard event registration fee, and offer the combined fee as their total event fee/cost available to the general public (i.e., nonmembers). The event fee can then be marketed to USMS members as a \$15 discount, rather than a \$15 add-on for nonmembers.

Below is an example that incorporates these recommendations:

Gulf of Mexico Open Water Swim

Registration Fee: \$65

USMS Member Fee: \$50

USMS Receivable from Event Director***:

\$5 per USMS member (capped at \$1,000)

\$15 per nonmember (\$3 to LMSC, \$12 to National)

Finally, we are also recommending that all events, particularly those that sell out, offer an exclusive early registration window for USMS members, in advance of offering OEVT registration. This provides another added value for USMS



members and incentive for OEVT registrants to become members to ensure they have a spot in the swim.

3. Marketing

- a. More visible and easier navigation to open water content, results, events, etc.
- b. Add pre-event article / paragraph that links to event page
- c. Event preview link on event page
- d. Post-event wrap-up for open water national championships and other large events

4. New Event Recruitment

- a. The open water strategy task force and National Office have compiled a list of open water events in the U.S. to better understand existing events and to use for outreach to potential sanctioned events
- b. Benefits document is being created to be able to circulate with organizers of potential sanctioned events.
- c. Outreach: As these priorities are implemented, USMS staff will take the lead on a event recruitment campaign but local influence and personal connections are welcome and appreciated.

5. Rules

- a. Bob Bruce has taken the lead on this topic with the OW and LD Committees. The swimwear rule change specifically will be appealing to potential event directors to provide more flexibility within the established policies.

6. Added Value for Event Directors

- a. USMS to cover costs of fees from registration providers (i.e., the \$1.50 that Club Assistant charges per participant), which effectively lowers the per swimmer sanction fee from \$5 to \$3.50
- b. Other providers (i.e., IM Athlete, RunSignUp, etc.) are being explored and considered, but Club Assistant is the most immediate viable option and have agreed in principle to the partnership.
- c. Using an API (data integrations between systems), USMS will be able to gather entry data in real time, which has several benefits:
 - i. Matching results with member records post-event
 - ii. Marketing: target/segment USMS membership better to promote open water content and upcoming races on behalf of event directors
 - iii. Simplify process of transferring sanction and OEVT funds/data to reduce administrative work for LMSC and event directors, and allow timely communications with OEVT swimmers to upsell membership and participation in other sanctioned events



- iv. Cost forecasted at \$12,000 with current participation levels (\$1.50 x 8k entries).
 - 1. Cost will increase with growth of events/participation (a very good thing).
 - 2. Approximately 266 new memberships would need to be generated to offset the \$12k entirely in year one (i.e. expect that at least 50% of those new members will renew for future years)

- 7. Allow registration to start before membership year that the event is held
 - a. Opening entries early in the year gives event directors more time to market their event and when feasible capture excitement from race day to the following year (e.g., open entries for 2020 at the 2019 event).
 - b. Club Assistant has seen success from events utilizing this strategy, already has the ability to set up events over a year in advance, and can easily assist event directors with membership verification (i.e., if entries open August 2019 for an August 2020 event, membership can be verified in July 2019) .
 - c. USMS will communicate with LSMC sanction chairs and event directors to educate them on the process and associated benefits so events can be sanctioned prior to registration opening. Standard practice has been to not sanction until Nov. 1 registration begins.

- 8. Sanction process adjustment
 - a. The Open Water Strategy Task Force has found many of the issues/confusion around the sanction process are due to a delay in responses and/or inconsistent/incomplete information that is provided to event directors.
 - b. Open Water Compliance Coordinator role to be expanded into an OW Event Coordinator and serve as a resource throughout the process rather than simply approving safety plans
 - i. Having a dedicated person in this role will help navigate issues commonly found throughout the country, including coordination with USA Swimming to streamline the process for dual-sanctioned events.
 - ii. Coordinator will have more accountability than an LMSC Sanction Chair to ensure inquiries are responded to in a timely manner.
 - iii. Coordinator will receive the application when it is originally submitted so review process can be expedited. Currently the Coordinator only receives the application after it is “approved” by the LMSC and many “approved” applications lack critical details.
 - iv. LMSC will still have final approval to ensure the date works and local knowledge is utilized. However, if LSMC does not respond in a timely manner (i.e., Sanction Chair is on vacation or otherwise unavailable) the



Coordinator will reach out to other LMSC leadership to facilitate approval within reasonable timeframes.

- v. Coordinator will assist with the recruitment process of getting established (nonsanctioned) events to sanction with USMS and be a resource for event directors interested in starting a new event.
- vi. David Miner, the current Open Water Safety Coordinator, has already been engaged to start working toward this new model.

9. Open Water Workout Guidelines

- a. The task force and an Open Water subcommittee both recognized the need to better educate our clubs and coaches on the differences between event and workout requirements for open water swimming.
- b. USMS is currently working with Colorado Masters Swimming Association on a plan to implement workouts at a reservoir in Colorado. This will be used as a template to build guidelines documents that can be used as a resource in other areas of the country. (Colorado lost over 1,000 members due to the loss of this one venue several years ago.)
- c. Lane 4 Swimming in Potomac Valley is also working to reinstate its open water workouts and will serve as another opportunity for best practices. (Lane 4 Swimming estimates it lost roughly 250 swimmers because it couldn't continue its open water workouts.)
- d. These 2 examples amount to a loss of 2% of USMS membership nationally

10. Partnerships

- a. USMS has had (and will continue) dialogue with USA Swimming, USA Triathlon, and WOWSA to share best practices and explore ways to partner and grow the sport.
- b. USA Triathlon added two open water swims at two of its events:
 - i. [Legacy Triathlon](#) – Long Beach, CA, on July 19
 - ii. [Age Group Nationals](#) – Cleveland, OH, on August 9
 - iii. USMS sent emails to local members to help promote the events
 - iv. USAT waived their \$15 one-event fee for USMS members
 - v. Both events were owned/operated by USAT's national office. David Miner reviewed USAT's plans to ensure they meet our safety standards.
 - vi. Support from the LMSCs involved was appreciated by USAT (and USMS)
 - vii. Results were mixed but provide a great learning opportunity and build plans for continued development.



Next steps for Task Force in 2020

- Consider the concept of an Open Water / Triathlon Membership
 - Based on outcome of unified fee discussions
 - Data driven analysis (Without a results database, we have had virtually no useful data on USMS open water swimmers.)
- Evaluate results from 2019 priorities
- Long Distance Event Discussion
 - Participation/growth
 - Build demand from event directors
 - Focus on distances that are in demand
 - Process simplification
 - National Office / Committee Partnership – Volunteer Task Force Recommendations
- Legislation?
- Education on insurance requirements and structure for open water workouts vs. open water events
- Event Cancellation Insurance (explored in 2019, too pricey, possible to consider again in future)

VOLUNTEERS TASK FORCE

Mission Statement: To investigate and make recommendations regarding how to optimize USMS's volunteers as resources now and in the future

Please review the background information on Task Force presentations, findings and proposals:

- [Volunteer Task Force Findings](#)
- [Understanding and Engaging Volunteers - Convention Workshop #3](#)
- [2018 Convention Workshop Summary](#)
- [Volunteer Interviews](#)

LMSC PROPOSALS	NATIONAL COMMITTEE PROPOSALS
Coaches Officials Registrar Sanctions Top Ten Webmaster	Championship Coaches Event Support Groups Fitness and Education History & Archives Legislation LMSC Development Long Distance Officials Recognition and Awards Records and Tabulation Registration Rules Sports Medicine and Science

2019 CONVENTION WORKSHOPS:	
<p style="text-align: center;"><i>Friday, September 13th</i> <i>10:45am - 11:45am</i></p> <p>Workshop 2 - Registrar as Membership Coordinator and the new Volunteer Coordinator role</p> <p>Workshop 3 - The combined Sanctions/Top Ten role</p>	<p style="text-align: center;"><i>Friday, September 13th</i> <i>1:15pm - 2:15pm</i></p> <p>Workshop 4 - Proposed National Committee Structure</p>



August 30, 2019

To: USMS House of Delegates
From: Dawson Hughes - USMS CEO, USMS Board of Directors
RE: Unified USMS Membership Fee Concept

During the Wednesday meeting of the USMS Board of Directors at the 2018 USAS Convention, the topic of the future of USMS membership fees was discussed. During the discussion, which was initially to consider whether we should set the 2020 fee during the 2018 meetings, a member of the audience commented that USMS should evaluate the benefits and mechanics of moving the organization toward unified membership fees nationally (rather than continuing the current method of adding a local fee to a national fee).

The Board directed the National Office to review the concept, evaluate the benefits, and make recommendations. The senior leadership at the National Office has been meeting regularly since October and updating the Board throughout the year. The conversations developed into two outcomes. First, the unified fee concept has benefits that make it worthwhile to work on a transition plan. Second, many LMSCs spend the bulk of their budget on the costs associated with the USMS Annual Meeting, resources that could be better utilized and refocused at the local level. The overall concept being socialized is designed to address those two main goals.

Below is a timeline of events and details that led to where we are with this concept today. Also provided are unified fee definitions and Frequently Asked Questions. It is important to note that this is an idea that has been discussed in volunteer circles for a decade. While the National Office has taken the lead in building a transition strategy with guidance and direction from the Board of Directors, numerous volunteers have been involved in the conversation and research throughout all the milestones and outcomes listed below.

UNIFIED FEE: [DEFINITIONS](#) [FREQUENTLY ASKED QUESTIONS](#)

Historical Timeline:

1. 2010: Membership and Dues Task Force references interest in unifying fees.
2. 2012: Membership Products Task Force made recommendations to move toward a standard fee to allow for flexibility to potentially offer multi-year memberships and lifetime memberships, among others.
3. 2013: Open Water Task Force developed a recommendation to evaluate an open water participant membership, but logistical problems were noted, and it was determined to not be practical at the time. (The assumption is that impracticality was due to fee structure.)
5. [2017 Summer Board of Directors meeting](#): multi-pronged strategy (USMS:2020) was outlined, which included a vision to unify fees by 2020.



6. **2018 Convention BOD meeting:** future fees were discussed, and a unified fee was a question that came from the audience. A high percentage of those in attendance agreed we should proceed, and the Board directed the National Office to begin research.
7. **2019 Winter BOD Meeting:** The National Office presented its initial findings and early assumptions, including the multitude of benefits that could be implemented. The Board of Directors evaluated various segments of LMSCs and the financial impact of the transition both for USMS nationally and each LMSC. The Board consensus recommendation for the National Office to continue to develop recommendations with a transition happening as quickly as possible.
8. **2019 LMSC Summit:** Feedback session with LMSC leadership on benefits we should be offering our members. (*See Unified Fee Benefits Matrix.*)
9. **May 2019 BOD Call:** Outlined assumptions again prior to starting work on 2020 budget.
10. **June/July 2019:** Throughout June and July, a Board Communication Group contacted LMSCs for feedback on concept.
11. **Summer Board Meeting:** Discussed the generally positive feedback received from LMSC calls and approach to allowing LMSCs to opt in for 2020 with a goal of implementation in 2021. BOD accepted budget assumptions that include the multiyear transition to a unified fee structure.

Benefits Realized by Transition (*See Unified Fee Benefits Matrix.*)

Most mentioned:

- Multi-year memberships
- Segmented types of membership
- Automatic renewals
- Bulk USMS registration and renewals of club members and ability to include USMS fees in club dues

Annual Meeting Subsidy Background:

- During evaluations of LMSC budgets, it was clear that the largest budget item for almost every LMSC is the USMS Annual Meeting. It is the only expense line for some.
- Utilizing LMSC funds locally is a more efficient focus of LMSC resources for members.
- At a strategic level, removing some of the burden of convention from LMSCs should refocus LMSC priorities on local membership value and benefits.
- Vision is for national budget to absorb all convention expenses over time.
- **LMSC Focus of Resources Menu** was developed as a resource for ideas on how to spend additional funds.
 - Provides answers to questions on what to do with LMSC money

LMSC Data (current):

- 9 LMSCs have fees above \$13 (highest is \$21)
- 24 LMSCs have fees between \$10-\$13
- 19 LMSCs have fees below \$10 (lowest is \$5)



Proposed Structure

- \$60 USMS membership fee (\$12/20% to LMSC) potentially implemented in 2021
- National budget will absorb the cost of accommodations for all delegates at the USMS Annual Meeting.
- Goal is to use 2020 as a transition and planning year
- No increase to national portion of the USMS membership fee is proposed for 2020, but USMS membership fee target is \$60 upon transition to unified USMS membership fee (combined national and LMSC).
- For 2020, LMSCs that wish to voluntarily opt in to begin the transition in 2020 may do so.
 - The unified USMS membership fee is \$60 and is comprised of the \$45 national fee and a \$15 LMSC fee, of which a \$3 contribution will be committed back to the national budget by agreement of the LMSCs that are opting-in to the unified fee.

Over time, the vision is that the USMS Membership Fee will be set at \$60 with 20% (\$12) of the fee distributed to LMSCs. The \$3 voluntary commitment to the national budget for 2020 is a mechanism to allow LMSCs that wish to begin a possible transition to a unified fee now, to do so. The LMSC \$3 contribution will be eliminated if/when the unified USMS Membership Fee is implemented.

- The \$3 LMSC contribution allocated to pay LMSC hotel accommodations at the Annual Meeting for those LMSCs who voluntarily opt-in to the unified fee and permits USMS to fully invest in 2020 initiatives for the benefit of all the membership.
- [Empower LMSCs to refocus their funds locally.](#)

LMSC Data (2021)

- 9 LMSCs would have total fee remain flat or decrease
- Remaining 43 would have an increase ranging from \$2-\$10
 - Many with increases, need to increase fees and have indicated they already had plans to do so (regardless of the unified fee concept) to sustain budgets

Safety Net

- Unified Fee working group has researched impacts to LMSC revenue.
 - Only 9 LMSCs will reduce revenues, which will be partially offset by convention subsidy.
- USMS already provides a sanction fee rebate program for LMSCs that may have financial based need.
- USMS is also evaluating a scholarship program for LMSCs that may not have funds to attend LMSC Development Summit that would take place in 2021.
- LMSCs should contact the National Office if a worthwhile local program, event, or activity is identified for which an LMSC doesn't feel it has the financial resources available. The staff can help navigate details and the national budget may have financial resources to provide support.



Opt-in Process

- LMSCs that wish to opt in simply need to contact the National Office volunteer services department informing them of their plans for 2020 fees. The USMS Membership fee for their members will be \$60. LMSCs will set their fee at \$15 for 2020 and they will commit to receiving \$12 of the fee in 2020, contributing \$3 to the national budget.
- Annual Meeting subsidy will be provided to cover the cost of hotel accommodation at the USMS Annual Meeting in 2020 for those LMSCs that opt in.

Please review all the links in this document regarding the Unified Fee concept in advance of the 2019 USMS Annual Meeting. The [definitions](#) and [frequently asked questions](#) will answer questions. The [Unified Fee Benefits Matrix](#) and [LMSC Focus of Resources Menu](#) also provide additional detail. Delegates will receive further information on the concept and transition plan and will have a chance to discuss at various times during our upcoming meetings. There are no legislative proposals associated with the Unified Fee. This is simply an opportunity to learn about the benefits and gather information to discuss intelligently with your LMSC. Those LMSCs that wish to voluntarily opt in early may do so. Those that want to perform more due diligence and research have that option as well. Based on ongoing feedback from LMSCs over the next 6-8 months, the Board of Directors will determine the appropriate path forward and corresponding legislation.

Shifting USMS to a unified fee structure nationally will provide the organization with more streamlined processes, operational efficiencies, and improved marketing capabilities. The unified fee allows us to evaluate member benefits and products that have come to be expected. And finally, the unified fee will provide a pathway to offer greater administrative and marketing functions for USMS member clubs. With this shift for the future, USMS can establish a structure that paves the way to be the premier resource for adult aquatic fitness in the United States and make fitness through swimming available for as many adults as possible for decades to come.

**TABLE OF PROPOSED AMENDMENTS TO THE
USMS GLOSSARY AND PART 1 RULES OF COMPETITION**

The following proposed amendments to the USMS Rules of Competition were submitted to the Rules Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7.

The committee action prior to the annual meeting is indicated as “recommended” or “not recommended”. Committee actions may be reconsidered at the annual meeting before presentation to the House of Delegates.

Amendments which are recommended by the committee require a majority vote of the House of Delegates to adopt. Amendments which are not recommended by the committee require a 2/3 vote of the House of Delegates to adopt.

Number	Section	Description	Committee Action
R-1	102.9	Failure to comply with rules regarding relay entries results in no consideration for records or top 10.	Not Recommended
R-2	102.9 104.5.4	Clarify rules regarding relay entries for both national championship meets and other sanctioned meets.	Recommended as Amended
R-3	102.12.1	Rewrite the swimwear rules to include FINA guidelines.	Not Recommended
R-4	102.12.1	Clarify the prohibition of fasteners and ties in swimwear per FINA specifications.	Recommended
R-5	103.3	Clarify organizations for qualification of officials.	Recommended
R-6	104.3.4	Change bid deadline for national championship meets.	Recommended
R-7	104.5.1B	Update language for consistency in national championship information.	Recommended
R-8	104.5.3C	Modify options for requiring national qualifying times in distance events at national championship meets.	Recommended
R-9	104.5.4	Clarify the term “foreign swimmers” with respect to national championships.	Recommended as Amended
R-10	106.4 106.13.2	Move requirement for 15-meter marks on the deck to a different article for greater clarity.	Recommended
R-11	106.2.1	Clarify requirement that the length of the course must not be less than the minimum when touchpads are in place.	Recommended

Housekeeping Amendments

HK-1	102.13.10	Change made in 2019 is needed in an additional section for consistency.	Recommended
HK-2	103.8.5	Change made previously is needed in an additional section for consistency.	Recommended
HK-3	103.18.1	Correct formatting.	Recommended
HK-4	104.5.5	Correct language.	Recommended

Pending USA Swimming Amendments that affect USMS Rules

Number	Article	Description	Committee Action
U-1	103.8.6	Clarify wording on activation of recall signal at the start.	Recommended
U-2	103.18.1	Clarify that a relay team must be composed of four eligible members in order for a relay leadoff split to count for official purposes.	Not Recommended

PROPOSED CHANGES TO THE USMS GLOSSARY AND PART ONE

The following proposed amendments to the USMS Rules of Competition were submitted to the Rules Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7. If adopted by the House of Delegates, these amendments will take effect on January 1, 2020.

R-1 102.9 Indiana LMSC page 9 modify

Committee Action: Not Recommended
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HOD Action:	Adopted	Adopted as Amended	Defeated
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102.9 Relays

102.9.5 On the relay card, relay teams must list the name of the club, the full name (as it appears on the USMS membership card), the age, and for mixed relays, the gender of each relay member. The name of the leadoff swimmer must be clearly designated (penalty for violation: the leadoff split time and the relay time shall not be submitted for USMS Top 10 and record consideration).

102.9.6 First and last names of eligible relay swimmers, their ages, and order of swimming shall be submitted to the clerk of course or to the head lane timer. Any changes in names of the competing swimmers or their order of swimming must be declared to the head lane timer prior to the start of the relay heat in which such relay team is entered-, and No no changes will be permitted thereafter. (Penalty: the relay time shall not be submitted for USMS Top 10 and record consideration.)

Rationale: DQs for a swimmer-name or order-of-swimming violation can happen hours or days later. This change would allow a relay team to keep the place, points, and award earned at a meet if the order of swimmers or the names were not accurate, but the relay time and the leadoff split time would not be submitted for USMS Top 10 and record consideration. If we wait to have the changes submitted before each heat, it may delay the meet. Make the deadline the start of the event.

Rationale for Committee Recommendation: The committee feels that the penalty for non-compliance with these administrative requirements should remain disqualification or removal of the relay team from the event. This proposal would relax the current penalty to the point where the result would be only exclusion from USMS record or top ten consideration. The committee vote was unanimous (0-12).

R-2 102.9 and 104.5.4 Rules Committee pages 9 and 35 modify

Committee Action: Recommended as Amended

HOD Action:	Adopted	Adopted as Amended	Defeated
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Articles 102.9.1 through Articles 102.9.4 are unchanged.

102.9.5 On the relay card, relay teams must list the name of the club and, the each swimmer's full name (as it appears on the USMS membership card), ~~the~~ age, and for mixed relays,

~~the gender of each relay member.~~ The name of the leadoff swimmer must be clearly designated. The meet director is responsible for establishing procedures to verify compliance with this provision for all relay entries. At the meet director's discretion, the club may be afforded an opportunity to correct administrative errors discovered prior to the conduct of the event. Otherwise, non-compliant entries shall be removed from the event results.

- 102.9.6** First and last names of eligible relay swimmers, their ages, and order of swimming shall be submitted to the clerk of course or to the head lane timer. Any changes in names of the competing swimmers or their order of swimming must be declared to the head lane timer prior to the start of the relay heat in which such relay team is entered. No changes will be permitted thereafter. The meet referee is responsible for establishing procedures to verify compliance with this provision both prior to conduct of the event and in the administrative processing of meet results. Non-compliant entries shall be removed from the event results.

Articles 102.9.7 through 102.8.9 are unchanged.

Add the following new article.

102.9.10 For National Championship relay entries, see article 104.5.4B(7).

104.5.4 Entry Procedures

Section A is unchanged.

B Entry Form Entries

Sections (1) through (6) are unchanged.

(7) Relay Cards—~~On the relay card~~At the time of relay entry submission, relay teams must list the name of the club and each swimmer's ~~and the~~ full name (as it appears on the USMS membership card), ~~and the age,~~ and for mixed relays, gender of each relay member. Following relay submissions, no changes in the age group or seed time are permitted. Changes in the order of swimming after submission of the relay entry must comply with article 102.9.6 or the relay entry will be removed from the event.

Rationale: Some confusion in the relay entry procedures have been noted in recent championship meets. Additionally, errors have been discovered in the post-processing of meet results or in the submission of records and top 10 times. This amendment clarifies the relay entry provisions for both national championships meets and other sanctioned meets.

Note: Amended from the original version drafted by the rules committee to clarify language.

R-3 102.12.1 San Diego-Imperial LMSC pages 14-15 modify

Committee Action: Not Recommended

HOD Action: Adopted Adopted as Amended Defeated

102.12 Swimwear for Pool Competition

102.12.1 Design

~~A The swimsuits worn for competition shall be nontransparent and conform to the current concept of the appropriate. The referee shall have authority to bar offenders from competition until they comply with this rule.~~

~~Swimwear shall include only a swimsuit, no more than two caps, and goggles (a nose clip and ear plugs are allowed). Armbands or legbands shall not be regarded as parts of the swimsuit and are not allowed.~~

~~In swimming competitions, the competitor must wear only one swimsuit in one or two pieces. All swimsuits shall be made from textile materials. For men, the swimsuit shall not extend above the navel nor below the knees, and for women, shall not cover the neck, extend past the shoulder nor extend below the knees.~~

~~Exemptions to the foregoing restrictions may be granted to a swimmer, on a case-by-case basis, by the chair of the Rules Committee or des ignee. Exemptions will be granted for conflicts due to the swimmer's verified religious beliefs, verified medical conditions, or other reasons as deemed appropriate by the chair of the Rules Committee.~~

~~Procedures for applying for an exemption will be established by the Rules Committee and posted on the USMS website.~~

~~No exemption to these restrictions will be granted for a swimsuit that will give the swimmer a competitive advantage.~~

~~The decision of the Rules Committee chair may be appealed only to the entire Rules Committee, whose decision shall be final and binding on all parties.~~

~~Only swimsuits complying with FINA swimsuit specifications may be worn in any USMS sanctioned or recognized competition.~~

~~No swimmer is permitted to wear or use any device or substance to enhance speed, pace, buoyancy, or endurance during a race (such as webbed gloves, fins, power bands, adhesive substances, snorkels, neo-prene caps, etc.). Goggles may be worn, and rubdown oil applied if not considered excessive by the referee. Medical identification items may be worn. Therapeutic elastic tape is prohibited. Any other kind of tape on the body is not permitted unless approved by the referee.~~

FINAL VERSION FOR DISTRIBUTION TO DELEGATES PRIOR TO THE USMS ANNUAL MEETING

A Swimwear shall include only one swimsuit, no more than two caps, and goggles. A nose clip and ear plugs are allowed. Swimwear shall be in good moral taste and suitable for the sports discipline. Swimwear shall not carry any symbol which may be considered offensive.

B Swimsuits worn in USMS-sanctioned or recognized competitions shall comply with FINA specifications, including:

(1) Being non-transparent and made from textile materials.

(2) Being in one piece for men and in one or two pieces for women.

(3) Having no armbands or legbands.

(4) For men, not extending above the navel nor below the knee, and for women, not covering the neck, nor extending past the shoulder, nor extending below knee.

(5) Not using zippers or other fastening systems. Waist ties are permitted. Women's one and two-piece swimsuits that tie in the back are prohibited.

C The referee shall have the authority to exclude any competitor whose swimwear does not comply with 102.12.1 (A) and (B).

D Exemptions to swimwear restrictions may be granted to a swimmer, on a case-by-case basis, by the chair of the Rules Committee or designee. Exemptions may be granted for conflicts due to the swimmer's verified religious beliefs, verified medical conditions, or other reasons as deemed appropriate by the chair of the Rules Committee.

(1) Procedures for applying for an exemption shall be established by the Rules Committee and posted on the USMS website.

(2) No exemption to these restrictions shall be granted for a swimsuit that will give a swimmer a competitive advantage.

(3) The decision of the Rules Committee chair may be appealed only to the entire Rules Committee, whose decision shall be final and binding on all parties.

E No swimmer is permitted to wear or use any device or substance to enhance speed, pace, buoyancy, or endurance during a race (such as webbed gloves, fins, power bands, adhesive substances, snorkels, neoprene caps, etc.). Rubdown oil may be applied if not considered excessive by the referee. Medical identification items may be worn. Therapeutic elastic tape is prohibited. Any other kind of tape on the body is not permitted unless approved by the referee.

Rationale: The major criteria for determining if a swimsuit is FINA-approved are currently not clear. Language was added and the section reorganized. (Revision of this section was prompted by a meet situation where clarification was sought on the legality of a woman's swimsuit with ties in the back. The rulebook did not clarify, and web access to FINA rules was not available on deck.)

Rationale for Not Recommend: The committee feels that it would be impractical to include all of the FINA guidelines in code. Moreover, some of the language of the FINA guidelines would make part one inconsistent with open water swimwear restrictions in part three and would make USMS wording inconsistent with USA Swimming wording. The only systemic issue appears to be questions regarding suits with ties. The committee recommends R-4 as a simpler way of clarifying the FINA requirements for fasteners and ties in swimwear.

R-4 102.12.1 Rules Committee page 14 modify

Committee Action: Recommended			
HOD Action:	Adopted	Adopted as Amended	Defeated

102.12 Swimwear for Pool Competition

102.12.2 Design

- D** Only swimsuits complying with FINA swimsuit specifications may be worn in any USMS sanctioned or recognized competition. Note: FINA specifications prohibit any zippers, ties, or any other fastener systems with the exception of a waist tie.

R-5 103.3 Rules Committee page 18 modify

Committee Action: Recommended			
HOD Action:	Adopted	Adopted as Amended	Defeated

103.3 Qualification of Officials

103.3.1 Referees shall be certified in this capacity by a USMS-approved certifying body (Appendix B), as defined by the USMS Officials Committee. Starters or stroke and turn judges certified by one of these bodies may serve as referees if they receive training on specific duties of the referee.

103.3.2 Starters and stroke and turn judges shall be certified in said capacities by a USMS-approved certifying body (Appendix B), as defined by the USMS Officials Committee. However, uncertified officials may perform the duties of such positions if they receive training in the specified duties of their positions and are under the direct supervision of a certified official.

Rationale: Correct oversight from 2018 when this information was deleted from Appendix B. The rules committee chair issued an official interpretation in January 2019 defining “USMS-approved certifying body” as USMS, USA Swimming, YMCA, NCAA, and the National Federation of High Schools (NFHS). Subsequent policies approved by the officials committee and ratified by the USMS House of Delegates may supersede this interpretation.

R-6 104.3.4 Championship Committee page 32 modify

Committee Action:	Recommended		
HOD Action:	Adopted	Adopted as Amended	Defeated

104.3.4 Bid Deadline—All bids for a national championship meet shall be submitted to the chair of the Championship Committee no later than ~~June 1~~May 1 (or the next business day if ~~June 1~~May 1 falls on a Sunday). If no timely certifiable bid is received, the Championship Committee shall continue to solicit bids.

Rationale: This change in the timing provides (1) additional time for the Championship Committee to review and award national championship meets and (2) provides the National Office additional time to negotiate with hosts prior to convention. Assuming the contract is finalized and signed prior to convention, it allows future meets to be formally announced at convention.

R-7 104.5.1B Rules Committee page 33 modify

Committee Action:	Recommended		
HOD Action:	Adopted	Adopted as Amended	Defeated

104.5.1 Information for Participants

B Heat sheets—For preseeded events, heat sheets listing the name, age, club, seed time, and heat and lane assignments shall be made available to all swimmers at the time of registration check-in. For deck-seeded events, entry lists with the name, age, club, and time, by time or age group, except relays, shall be made available to all swimmers at the time of registration check-in. If instead the host chooses to make heat sheets available for deck-seeded events, then the heat sheets for each day, except relays, shall be made available in the morning before those events are swum.

Rationale: Updates terminology for current use. The term “register” is defined in the glossary as “to enroll a member of USMS”.

R-8 104.5.3C Championship Committee page 34 modify

Committee Action:	Recommended		
HOD Action:	Adopted	Adopted as Amended	Defeated

104.5.3 Event Limit

(Paragraphs A and B are unchanged)

- C National ~~Q~~qualifying times**—There shall be qualifying times for national championship meets unless otherwise determined by the Championship Committee. The procedure for determining the qualification times shall be established by the Championship Committee with the approval of the House of Delegates.

(104.5.3C[1] is unchanged)

- (2) Event limit**—When qualifying times are in effect, competitors may enter and swim in a maximum of three individual events without meeting the established qualifying times. Competitors may also enter up to three additional events (or two if the maximum event limit is five) in which they have in the past two years achieved a time equal to or better than the qualifying times for those events. The Championship Committee may choose to specify one or more of the following entry limitations for the 800/1000 and/or the 1500/1650 freestyle:
 - (a)** Each competitor may enter only one of these events.
 - (b)** Each competitor may enter both of these events.
 - ~~(e) Only competitors who meet the qualifying times in both events may enter both events.~~
 - ~~(d)~~ **(c)** One or both of these events may be restricted to only competitors who meet the qualifying times in ~~that~~ these events.

Rationale: Occasionally national meet timelines for the two longest distance events are almost too long to fit into a day in an 8 lane pool with one course. This rule change would allow an option to restrict the 3 event non-NQT events to not include the two longer events. This will assist with keeping timelines more palatable, especially in long course pools, when competition lanes are scarce. The intent would be to only implement this for those meets with a high number of entries and limited lanes for competition.

R-9 104.5.4 Rules Committee page 35 modify

Committee Action: Recommended as Amended			
HOD Action:	Adopted	Adopted as Amended	Defeated

104.5.4 Entry Procedures

A Eligibility/affiliation

(section (1) is unchanged)

- (2) Foreign swimmers**—~~National championship meets shall include and welcome foreign Masters swimmers, who are members of other Federations shall be permitted to participate in National championship meets. Swimmers who enter and participate as members of other Federations except that they~~ may not qualify for USMS Top 10 and All-American awards nor set USMS records.

Rationale: Clarify the meaning of “foreign swimmers” in conformance with the Glossary definition of the term.

Note: The committee amended the original version for further clarity of terms and to make clear the distinction between swimmers who enter as members of other federations (e.g., not USMS) and swimmers who enter as USMS members who may or may not also be from other countries.

Note: Also add p. 57 to the index entry for “foreign swimmer”.

R-10 106.4 and 106.13.2 Rules Committee pages 45 and 47 add and modify

Committee Action:	Recommended		
HOD Action:	Adopted	Adopted as Amended	Defeated

106.4 Pool and Bulkhead Markings

Articles 106.4.1 through 106.4.3 are unchanged. Add new 106.4.4

106.4.4 15-meter marks-- Fixed distinctive marks shall be placed on either the pool wall or deck surface adjacent to any outside lane at a distance of 15 meters from each end wall of the course. These marks should also be used to correctly align the distinctive floats on the lane dividers, but the fixed marks on the deck or walls take precedence for judging. [M]

106.13 Floating Lane Dividers and Marking

106.13.2 Size, Color, and Safety--Dividers shall consist of contiguous floats having a minimum diameter of 5 centimeters (2 inches) to a maximum diameter of 15 centimeters (6 inches). The color of the floats extending from the walls the distance of 5 meters (16 feet, 6 inches) for long course and short course meters, and 15 feet for short course yards, shall be distinct from the rest of the floats. Distinctive colored floats, or markers extending around the full circumference of the floats, shall be placed at 15 meters (49 feet, 2½ inches) from each end wall in both short course and long course pools. ~~Fixed distinctive marks shall be placed on either the pool wall or deck surface adjacent to any outside lane at a distance of 15 meters from each end wall of the course. These marks should also be used to correctly align the distinctive floats on the lane dividers, but the fixed marks on the deck or walls take precedence for judging.~~ Damaged or broken floats shall be removed and/or replaced to the extent possible. [M]

Rationale: Moves the provision for fixed marks on the deck (added in 2019) to a more logical location for clarity.

R-11 106.2.1 Rules Committee page 44 modify

Committee Action:	Recommended		
HOD Action:	Adopted	Adopted as Amended	Defeated

106.2 Racing Course Dimensions

106.2.1 Length

D Touchpads—When automatic officiating touchpads are used as part of an automatic timing system at one or both ends of the course, the thickness of these pads shall not cause the length of the racing course in any lane to fall below the minimum required length~~the length of the course with the touchpads in place shall not be less than the required minimum.~~ [M~~1~~]

Rationale: Clarifies that when automatic touchpads are used, the times may not be used for official purposes if the length of the course is reduced below the minimum required length because of the thickness of the touch pads. The updated wording conforms to the corresponding USA Swimming rule.

HOUSEKEEPING AMENDMENTS

HK-1 102.13.10 Rules Committee page 15 modify

Committee Action: Recommended

HOD Action:	Adopted	Adopted as Amended	Defeated
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102.13.10 No swimmers ~~are~~is permitted to wear or use any device or substance to enhance speed, pace, buoyancy, or endurance during a race (such as webbed gloves, fins, power bands, adhesive substances, snorkels, neoprene caps, etc.). Goggles may be worn, and rubdown oil applied if not considered excessive by the referee. Medical identification items may be worn. Therapeutic elastic tape is prohibited. Any other kind of tape on the body is not permitted unless approved by the referee.

Rationale: Correct oversight. Article 102.12.1E was modified in the 2019 rule book, but we failed to modify article 102.13.10 with the same language for consistency.

HK-2 103.8.5 Rules Committee page 20 modify

Committee Action: Recommended

HOD Action:	Adopted	Adopted as Amended	Defeated
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Modify 101.1.1 for consistency (get rid of the comma after platform).

103.8.5 Start Commands

A At the commencement of each heat, the referee shall signal to the swimmers by a short series of whistles to remove all clothing except for swimwear, followed by a long whistle indicating that they may take and maintain their positions with at least one foot at the front of the starting platform or the deck, or in the water, and remain there (article 101.1.1). ~~Swimmers-Each swimmer~~ starting in the water must take ~~their~~ the positions on the wall with at least one hand in contact with the wall or starting

platform and one foot in contact with the wall. In backstroke and medley relay events, at the referee's first long whistle, the swimmers shall immediately enter the water and at the second long whistle shall take their positions on the wall without undue delay (article 101.1.2).

(Paragraph B is unchanged)

- C On the starter's command, "Take your mark," each swimmer shall immediately assume ~~a~~the starting position that maintains at least one foot at the front of the starting platform or ~~at the front of the pool~~ deck. ~~A~~Each swimmer starting in the water must have at least one hand in contact with the wall or starting platform and at least one foot on the wall ~~and at least one hand in contact with the wall or starting platform~~. When all swimmers are stationary, the starter shall give the starting signal.

Rationale: Correct oversight. Article 101.1.1 was modified previously. The rules for start commands are duplicated in article 103.8.5 since this article covers the duties of the starter. The previous modifications to article 101.1.1 were not extended to article 103.8.5 for consistency.

HK-3 103.18.1 Rules Committee page 27 modify

Committee Action: Recommended

HOD Action:	Adopted	Adopted as Amended	Defeated
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103.18 Official Time

103.18.1 An official time shall be achieved in a USMS-sanctioned competition or a USMS-recognized event in accordance with all applicable rules (articles 202.1.1G~~(H)~~[1] and 202.2.1E). It may be achieved in:

Rationale: Use brackets inside parentheses rather than another set of parentheses.

HK-4 104.5.5 Rules Committee page 36 modify

Committee Action: Recommended

HOD Action:	Adopted	Adopted as Amended	Defeated
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104.5.5 Seeding

A General Principles for seeding (also see article 102.10)

(Paragraphs 1-7 are unchanged)

- (8) At the discretion of the Championship Committee, a swimmers whose entry times will inordinately delay the progress of the meet may be seeded individually in an outside lane with manual timing, thus allowing the continued sequence of the regularly scheduled heats, unless the meet referee

FINAL VERSION FOR DISTRIBUTION TO DELEGATES PRIOR TO THE USMS ANNUAL MEETING

concurr that the swimmer has the potential to break a USMS or world record(s).

Rationale: Grammatically correct language (avoids mixing singular and plural in the same paragraph).

USA SWIMMING AMMENDMENTS THAT AFFECT USMS RULES

Pursuant to article 601.4.7, Amendments to USA Swimming articles 101, 102, and 105 shall automatically be adopted by USMS unless the USMS House of Delegates votes to reject those amendments.

The following amendments will be submitted by the USA Swimming Rules and Regulations Committee to the USA Swimming House of Delegates for consideration at the 2019 annual meeting.

Number	Article	Description	Committee Action
U-1	103.8.6	Clarify wording on activation of recall signal at the start.	Recommended
U-2	103.18.1	Clarify that a relay team must be composed of four eligible members in order for a relay leadoff split to count for official purposes.	Not Recommended

U-1 103.8.6 page 21 Modify

Committee Action: Recommended			
HOD Action:	Adopted	Adopted as Amended	Defeated

103.8.6 False Starts

Paragraphs A and B are unchanged.

- C If the recall signal is activated ~~inadvertently~~, no swimmer shall be charged with a false start and the starter shall restart the race upon signal by the referee.

Rationale: To eliminate confusing language. It does not matter if the recall signal is activated intentionally or inadvertently.

U-2 103.18.1 (and 105.2.2 for consistency) pages 27 and 42 Modify

Committee Action: Not Recommended			
HOD Action:	Adopted	Adopted as Amended	Defeated

103.18 Official Time

103.18.1 An official time shall be achieved in a USMS-sanctioned competition or a USMS-recognized event in accordance with all applicable rules (articles 202.1.1G(1) and 202.2.1E). It may be achieved in:

- A Any timed heat.

B An initial distance within a longer event or relay, provided the swimmer:

- (1) Notifies the meet referee in writing of the intent to record an initial split time prior to the conclusion of the meet,
- (2) Makes the written request prior to the swim for relay leadoff splits and for initial backstroke distances in individual backstroke events,
- (3) Completes the initial distance with a legal finish, and
- (4) Completes the event without being disqualified.

C A relay leadoff leg, provided:

- (1) the second swimmer does not start in the water when automatic timing is used,
- (2) the second swimmer does not invalidate the pad touch by standing on an active touchpad at the exchange if starting from the deck when automatic timing is used, ~~and~~
- (3) the relay is swum by four eligible relay members, and that the leadoff swimmer completes the initial distance swimmers complete the event without being disqualified. (Note: A swimmer's leadoff time shall not be nullified by any subsequent disqualification of the second, third, or fourth relay team member.)

The following sections may also need modification for consistency.

105.2.2 Split times shall be considered for Top 10 times if:

- A** The time meets the requirements for an official time,
- B** In an individual event other than backstroke, the request to have a split time recorded is brought to the attention of the meet referee in writing prior to the conclusion of the meet. A written request is not required for individual events (other than backstroke) in national championship meets or other meets, in accordance with article 103.18.2, when the meet referee has approved automatic splits.
- C** In a relay event or in an individual backstroke event, the request to have a split time recorded is brought to the attention of the meet referee in writing prior to the swim. A written request is not required for relay leadoff splits (other than initial splits within a backstroke leadoff distance) in national championship meets or other meets, in accordance with article 103.18.2, when the meet referee has approved automatic splits.
- D** The swimmer~~(s)~~ completes the full distance of the scheduled event without being disqualified and performs a legal finish at the initial distance.

- E For a relay leadoff split time, the first swimmer completes the initial distance as part of a legally composed relay team and the second swimmer does not start in the water when automatic timing is used. Should the first swimmer complete the initial distance without disqualification, the leadoff split shall not be nullified by any subsequent disqualification of the second, third, or fourth relay team member.
- F In nonconforming individual or relay events, the initial distance corresponds to an event listed in article 102.5. The relay event itself and the individual event itself need not conform to article 102.5 as long as the distance and stroke are clearly defined.

Note that we also have the following provision for USMS records that would allow for consistency:

105.3.7 Split times shall be considered for USMS records if:

- A They are recorded by automatic timing equipment.
- B They meet the requirements of articles 105.2.2B–F.

Rationale: USA Swimming rules permit relay leadoff splits to be accepted for official purposes even if the second, third, or fourth swimmer is disqualified for a stroke or turn infraction or an early takeoff. USMS rules do not permit relay takeoff splits to be accepted for official purposes if there is a subsequent disqualification. This amendment to USA Swimming rules is only intended to clarify that the relay team must be comprised of four eligible swimmers in order for the split to be accepted. Adoption of the USA Swimming amendment into USMS rules would effectively change the USMS rule to permit the relay split to be accepted even in the event of a subsequent disqualification.

Rationale for Not Recommend: The committee feels that the existing rule should remain in place. Relay leadoff splits should not count unless the entire relay is completed with no infractions.

Other Notes

USA Swimming recommends adoption of the wording currently in the USMS rule book on therapeutic elastic tape in USA Swimming article 102.8.1. It would be identical to USMS article 102.12.1E, so no action is needed.

Pursuant to USMS article 601.4.7, changes USA Swimming article 103 (facilities standards) may be recommended by the Rules Committee for adoption by the USMS House of Delegates.

The following amendments will be submitted by the USA Swimming Rules and Regulations Committee to the USA Swimming House of Delegates for consideration at the 2019 annual meeting.

A USA Swimming proposed amendment to article 103 is identical to R-10. No action is needed.

Modifications to Appendix B that do not require further concurrence.

Swimwear 102.12.1C 102.12.1E 102.13.10	<i>No Difference</i>	Swimwear may be in one or two pieces. Therapeutic elastic tape is prohibited. Any other kind of type-tape on the body is not permitted unless approved by the referee.
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TABLE OF PROPOSED AMENDMENTS TO PART THREE RULES

The following proposed amendments to the USMS Rules of Competition were submitted to the Long Distance Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7.

Comments are invited from delegates at the annual meeting on all proposed amendments. The committee may entertain motions to reconsider at the annual meeting in order to accommodate comments from delegates and additional actions before presentation to the House of Delegates.

Amendments which are recommended by the committee require a majority vote of the House of Delegates to adopt. Amendments which are not recommended by the committee require a 2/3 vote of the House of Delegates to adopt.

Number	Section	Description	Committee Action
LD-1	303.4.2 new E	Allows option to offer separate division for “traditional” swimwear in non-national championship swims	Recommended
LD-2	New 306.12; 307.8.3; 307.10.5	Allows altitude adjustment to postal swim results	Currently tabled by the LDC
LD-3	307.7.4 new B	Requires photo ID at check-in for national championship swims	Recommended
LD-4	307.7.6B [1]	Allows option of starting both swimwear categories together in national championship swims when drafting is not allowed	Recommended
LD-5	307.12.1 [1]	Closes loophole that allows foreign swimmers to make the USMS Long Distance All-Star Team	Recommended
LD-6	307.12.1 [2]	Clarifies Long Distance All-Star requirement when a swim is cancelled	Recommended
LDHK-1	303.2.4	Updates internal rule reference	Recommended
LDHK-2	303.4.2C&D	Updates internal rule reference	Recommended
LDHK-3	303.4.3B	Uses more precise & clearer language	Recommended
LDHK-4	303.4.3D	Updates internal rule reference	Recommended
LDHK-5	303.7.4	Eliminates redundant word	Recommended
LDHK-6	303.8.5 & new 303.8.6	Splits current 303.8.5 into two articles for clarity	Recommended
LDHK-7	303.8.7	Updates internal rule reference	Recommended
LDHK-8	303.9.4	Updates internal rule reference	Recommended
LDHK-9	303.9.5	Updates internal rule reference	Recommended
LDHK-10	303.9.6	Updates internal rule reference	Recommended
LDHK-11	303.11.2	Updates internal rule reference	Recommended
LDHK-12	303.12.1	Updates internal rule reference	Recommended

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LDHK-13	304.1.1	Updates internal rule reference	Recommended
LDHK-14	305.6	Updates internal rule reference	Recommended
LDHK-15	305.8	Updates internal rule reference	Recommended
LDHK-16	307.2.1B	Corrects spelling	Recommended
LDHK-17	307.2.3B	Updates internal rule reference	Recommended
LDHK-18	307.3.4	Updates Championship Bid Rotation	Recommended
LDHK-19	307.7.3	Updates internal rule reference	Recommended
LDHK-20	307.7.5	Updates internal rule reference	Recommended
LDHK-21	307.7.6A	Updates internal rule reference	Recommended
LDHK-22	307.7.6B [2]	Updates internal rule reference	Recommended
LDHK-23	307.12. new 1	Creates parallel organization with other articles in this section	Recommended

PROPOSED AMENDMENTS TO PART THREE RULES

The following proposed amendments to the USMS Rules of Competition were submitted by the Long Distance Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7. If adopted by the House of Delegates, these amendments will take effect on January 1, 2019.

LD-1 303.4.3 new E Long Distance Committee p. 71 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

E At the discretion of the event host, except for national championship swims, event hosts may offer a separate division that limits the acceptable swimsuit to a single textile swimsuit and single non-thermal cap in accordance with “traditional swimwear” requirements. This division may be swum as separate heats or waves and may be scored as such. Other acceptable swimwear would include goggles, nose clip, ear plugs, and/or body grease. Specific details regarding these requirements must be included in the event information.

Rationale: Some event hosts—particularly those who host long-standing events—have consistently asked for waivers of USMS Category I Swimwear rules to allow the use of “traditional” swimwear such as those used by the Marathon Swimmers Federation or the Channel Swimming Association. Within the spirit of inclusion, this proposal allows event host that option. Renumber after.

LD-2 new 306.12, 307.8.3, 307.10.5 Colorado LMSC p. 78, 82-83 Add & Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

306.12 High Altitude Adjustment

306.12.1 Times achieved at an altitude of 3,000 feet and higher, may be adjusted for alternative results and scoring, in postal events of 1,500 meters or more. The adjusted times will not be considered for records or be the final official results for the event, because the adjustment is hypothetical.

306.12.2 The altitude adjustment for postal events of 1,500 meters or more will be based on the current time adjustment allowed for achieving qualification times in swims of 1,500 meters or 1,650 yards. The adjustment will be an extrapolation of the current time adjustment per 100 yard or meter in the 25 to 29 years old age group, both male and female, currently allowed in Appendix B.

Example of time extrapolation based on current postal championship events:

Swims at altitudes of 3,250 – 4,249 feet

Adjustment in seconds

<i>1,500 Meters Current</i>	<i>Basis Per</i>	<i>Adjustmen t 5,000 Meters</i>	<i>Adjustmen t 10,000 Meters</i>	<i>1,650 Yards Current</i>	<i>Basis Per</i>	<i>Adjustmen t 3,000 Yards</i>	<i>Adjustmen t 6,000 Yards</i>
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<i>Adjustment</i>	<i>100 Meter</i>			<i>Adjustment</i>	<i>100 Yard</i>		
<i>11</i>	<i>.733</i>	<i>36.67</i>	<i>73.33</i>	<i>11</i>	<i>.667</i>	<i>20.00</i>	<i>40.00</i>

*Swims at altitudes of 4,250 – 6,499 feet
Adjustment in seconds*

<i>1,500 Meters Appendix B</i>	<i>Basis Per 100 Meters</i>	<i>Adjustment 5,000 Meters</i>	<i>Adjustment 10,000 Meters</i>	<i>1,650 Yards Appendix B</i>	<i>Basis Per 100 Yards</i>	<i>Adjustment 3,000 Yards</i>	<i>Adjustment 6,000 Yards</i>
<i>23</i>	<i>1.533</i>	<i>76.67</i>	<i>153.33</i>	<i>23</i>	<i>1.393</i>	<i>41.82</i>	<i>83.64</i>

*Swims at altitudes of 6,500 feet and higher
Adjustment in seconds*

<i>1,500 Meters Appendix B</i>	<i>Basis Per 100 Meters</i>	<i>Adjustment 5,000 Meters</i>	<i>Adjustment 10,000 Meters</i>	<i>1,650 Yards Appendix B</i>	<i>Basis Per 100 Yards</i>	<i>Adjustment 3,000 Yards</i>	<i>Adjustment 6,000 Yards</i>
<i>32.5</i>	<i>2.17</i>	<i>108.33</i>	<i>216.67</i>	<i>32.5</i>	<i>1.969</i>	<i>59.09</i>	<i>118.18</i>

307.8.3 High altitude time adjusted alternative results shall be tabulated electronically by gender and age group. These results are not to be considered for records, all-American or top-ten consideration. The hypothetical results shall be posted on the USMS website. Adjusted times will be marked with an asterisk or alternative symbol, so that adjusted times are recognized as being adjusted. For each swimmer, the following information must be reported in this order:

- A. Age group place.
- B. Swimmer’s name (as it appears on the USMS membership card).
- C. Age.
- D. Club (official USMS club abbreviation).
- E. USMS number.
- F. Altitude adjusted time or official time if event not swum at altitude.
- G. Special information (overall place, place among gender, etc.).

307.10.5 High altitude ~~mythical~~ adjusted age group or overall event finishers, finishing in 1st, 2nd or 3rd place in their respective category shall be awarded a certificate showing their respective adjusted finish in the event. This certificate shall be sent in either electronic or paper format to the finisher at the discretion of the event host.

Rationale: *Swimming at altitudes of 3,250 feet and higher, results in a slower swim when the distance swum is 200 yards or more. Members who live at 3,250 feet and higher have less incentive to participate in postal competitions nationally, because there is no altitude adjustment for the time achieved in the swim. Allowing for a hypothetical time adjustment, alternative*

results, and certificate of achievement for those participating in a postal event at a high altitude; will increase competitiveness in the events and increase participation of swimmers who live at a high altitude.

LD-3 307.7.4B	Long Distance Committee	p. 81	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.7.4 Eligibility

A Swimmers with one-event registrations shall not be eligible to compete in open water and postal national championships, nor shall they be eligible for records, All-American status, or any other USMS special awards. Such swimmers may be allowed to participate in a separate non-championship category in these swims.

B On the day of the championship swim, swimmers shall present their own photo ID at check-in to verify their identity.

Rationale: This proposal ensures that all swimmers are who they say that they are. Fraudulent replacement of another swimmer challenges the integrity of the swim and has potential consequences for USMS event insurance.

LD-4 307.7.6B	Long Distance Committee	p. 81	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

B At the discretion of the event host, swimmers wearing category II swimwear as defined in articles 303.7.1 and 303.7.3 may participate in events containing national championship swims, but shall be excluded for the purposes of articles 307.8 through 308.1. In addition, category II competitors shall have a separate start time, unless drafting is prohibited under article 303.9.6.

Rationale: This proposal allows the option of starting both swimwear categories together in national championship swims when drafting is not allowed. The purpose of the separate start time rule is to prevent swimmers in the championship category from gaining advantage through drafting from swimmers in the non-championship category. If drafting is already prohibited under 303.3.6, this becomes moot. Allowing the same starting time in this instance gives the event host flexibility in organizing the start and strengthening the safety plan. Note that there is another unrelated proposal (LDHK-22) involving this article.

LD-5 307.12.1	Long Distance Committee	p. 84	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.12.1 To be eligible for the All-Star Team, a USMS member swimmer shall legally complete at least three events, of which at least one shall be an open water event and at least one shall be a postal event.

Rationale: As the article reads now, a foreign-registered swimmer could be named to the USMS All-Star team, which was not the original intent of this article and which does not add value to USMS membership. Using parallel language with article 307.11.1, which currently limits All-American status to USMS members, this proposal would close that unintended loophole. Note that there is another unrelated proposal (LD-6) involving this article.

LD-6 307.12.1 Long Distance Committee p. 84 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.12.1 To be eligible for the All-Star Team, a swimmer shall legally complete at least three events, of which at least one shall be an open water event and at least one shall be a postal event. Cancellation of an open water championship shall not relieve the requirement of completing an open water event to qualify for the All-Star Team.

Rationale: For future possible event cancellations, this proposal will eliminate the confusion and debate that has accompanied previous event cancellations. Note that there is another unrelated proposal (LD-5) involving this article.

LDHK-1 303.2.4 Long Distance Committee p. 69 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.2.4 Standard USMS swimwear scoring divisions consist of Category I and Category II swimwear as defined in article ~~303.7~~ 303.4.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-2 303.4.2C&D Long Distance Committee pp. 70-1 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

C Exemptions to the restrictions in articles ~~303.7.2A-B~~ 303.4.2A-B may be granted to a swimmer...

D Swimmers are not permitted to wear or use any device or substance to help their speed, pace, navigation, buoyancy, or endurance during a swim (such as wetsuits, webbed gloves, fins, snorkels, buoyant armbands, audio players, etc.). Medical identification items may be worn. Any kind of tape on the body or flat armband is not permitted unless approved by the referee. Any devices used to maintain body heat are not permitted, except for those listed in article ~~303.7.2A~~ 303.4.2A.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LD-HK-3 303.4.3B Long Distance Committee p. 71 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

B Wetsuits, neoprene caps, or any other heat-retaining swimwear may be allowed at the discretion of the event ~~director~~ host, but only when the water temperature is not greater than 78 degrees Fahrenheit.

Rationale: Housekeeping:

(1) "host": Properly speaking, this responsibility belongs to the event host, for whom the event director is usually (but not always) the acting agent. Therefore, this change is more

precise (and flexible) than the previous language.

- (2) *“but only”*: This addition amplifies that thermal gear may not be worn—for swimmer safety—when the water temperature is greater than 78 degrees Fahrenheit. Amplification is needed here to dispel confusion due to the difference in the 78° rule between the USMS rule and the USA-Triathlon rule (which allows thermal swimwear at water temperatures higher than 78 degrees F.).

LDHK-4 303.4.3D Long Distance Committee p. 71 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

D At the discretion of the event host, except for national championship swims, swimmers may be permitted or required to wear a personal buoy for identification and safety. Requirements for buoys as well as rules for the use of these devices will be included in the event information. Permitted personal buoys, if not required under ~~303.7.2.E~~ 303.4.2E, will be considered Category II Swimwear for purposes of placement and scoring.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-5 303.7.4 Long Distance Committee p. 72 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.7.4 Backup Timing and Judging—In open water swims in which electronic ~~chip~~ timing is used, an independently operating backup timing and judging system is required.

Rationale: Housekeeping (Redundant language; electronic timing may or may not include ‘chips’). There should always be a backup system.

LDHK-6 303.8.5 & 6 Long Distance Committee p. 73 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.8.5 Make forward progress by pulling on or pushing off the venue bottom, other than near the start and finish and at specified locations.

303.8.6 Make forward progress by pulling, pushing, or maintaining contact on physical features and/or craft on or near the course, ~~other than the bottom near the start and finish and at specified locations.~~ Event hosts may choose to prohibit deliberate contact between swimmers and craft and physical features if it has been announced in the event information.

Rationale: Housekeeping. To clarify the USMS rule about contact with the bottom and bring it closer to the USA-Swimming rule on the same topic, this proposal splits the rule about contacting the bottom and the rule about contacting physical features and craft into two separate articles. This should make the USMS rule clearer to USA-Swimming open water officials, thus making officiating easier in dual-sanctioned events including swimmers from both NGBs. Renumber after.

LDHK-7 303.8.7 Long Distance Committee p. 73 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.8.7 Violate rules on escorted swims as described in article ~~303.3.3~~303.9.3 or receive similar assistance from any craft on the course.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-8 303.9.4 Long Distance Committee p. 74 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.9.4 If a swimmer’s escort craft becomes disabled as per article ~~303.3.1~~303.9.1, an escort craft for another swimmer may assume responsibility for the swimmer with the disabled escort craft, subject to the following conditions:

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-9 303.9.5 Long Distance Committee p. 74 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.9.5 In any swim in which individual escorts are required and motorized escorts are allowed, drafting from any craft or other swimmers is prohibited. Swimmers must attempt to remain 3 meters or more from other swimmers, except when rounding buoys, when overtaking other swimmers when space is not readily available, when unescorted at the start and finish of the swim, and when the swimmer’s escort craft becomes disabled as per articles ~~301.3.1~~303.9.1 and ~~303.3.4~~303.9.4. Incidental or accidental incursion into the 3-meter zone of another swimmer shall not be the basis for disqualification.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-10 303.9.6 Long Distance Committee p. 74 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.9.6 In any swim in which individual escorts are required and nonmotorized escorts are used, the event host may choose to allow drafting or prohibit drafting in accordance with article ~~303.3.5~~303.9.5.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-11 303.11.2 Long Distance Committee p. 75 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.11.2 If a swim is stopped and swimmers are removed from the water for their safety, the referee, with the agreement of the safety director, shall determine if the swim is to be restarted or considered official. If the referee determines the swim to be official, article ~~303.9.2~~303.8.2 may be waived and the referee shall determine the order of finish of the swimmers who had not finished when the swim was stopped.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-12 303.12.1 Long Distance Committee p. 75 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.12.1 Any protest arising from an open water swim (other than national championship swims—refer to article 307.7.8) shall be made to the event referee within 30 minutes after the release of results at the venue. If results are not released in a timely manner, a protest may be made to the event director in writing within three days after all swimmers are notified of the release of results. If the protest is not resolved, the protester may appeal in writing promptly to the LMSC. If the LMSC does not satisfactorily resolve the protest, the protestor may appeal in writing promptly to the USMS Long Distance Committee chair.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-13 304.1.1 Long Distance Committee p. 75 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

304.1.1 Conduct of noncompetitive swims shall be at the discretion of the event host, as long as they conform to article 301, 302.2.2, ~~303.2~~ 303.1, and ~~303.8~~ 303.3.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-14 305.6 Long Distance Committee p. 76 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

305.6 Age Groups

Age groups in individual and relay events for men and women shall be the same as the standard USMS age group scoring divisions (listed in article ~~303.1.3~~ 303.2.3).

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-15 305.8 Long Distance Committee p. 76 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

305.8 Protests

Any protest arising from a long distance pool swim (other than National Championship swims—refer to article ~~307.7.9~~ 307.7.8) shall be made to the referee within 30 minutes after the release of results at the venue. If results are not released in a timely manner, a protest may be made to the event director in writing within 3 days after all swimmers are notified of the release of results. If the protest is not resolved, the protester may appeal in writing promptly to the LMSC. If the LMSC does not satisfactorily resolve the protest, the protestor may appeal in writing promptly to the USMS Long Distance Committee chair.

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Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-16 307.2.1B Long Distance Committee p. 78 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

B ~~Multi-championship~~ Multi-championship swim festivals,

Rationale: Housekeeping (spelling).

LDHK-17 307.2.3B Long Distance Committee p. 79 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

B Age groups for relay swims shall be the same as those listed in article ~~303.1.3B~~ 303.2.3B.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-18 307.3.4 Long Distance Committee p. 80 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

National Championship Bid Rotation (see 307.2.2 for distance definitions)			
Year	Area 1 West	Area 2 Central	Area 3 East
<u>2019</u>	Middle Distance Ultra-Marathon Distance	2-mile cable Marathon Distance	Sprint Distance Long Distance Festival
2020	Sprint Distance Long Distance Festival	Middle Distance Ultra-Marathon Distance	2-mile cable Marathon Distance
2021	2-mile cable Marathon Distance	Sprint Distance Long Distance Festival	Middle Distance Ultra-Marathon Distance
<u>2022</u>	<u>Middle Distance Ultra-Marathon Distance</u>	<u>2-mile cable Marathon Distance</u>	<u>Sprint Distance Long Distance Festival</u>

Rationale: Annual Update

LDHK-19 307.7.3 Long Distance Committee p. 81 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.7.3 Officials—In addition to the officials required by article ~~303.8~~ 303.3, the following officials are required for national championship events:

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-20 307.7.5 Long Distance Committee p. 81 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.7.5 Age Groups—Age groups in open water swims shall be the standard USMS age groups in article ~~303.1.3~~ 303.2.3.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-21 307.7.6A Long Distance Committee p. 81 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

A Only swimmers wearing category I swimwear as defined in articles ~~303.7.1~~303.4.1 and ~~303.7.2~~303.4.2 may compete in national championship swims.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight.

LDHK-22 307.7.6B Long Distance Committee p. 81 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

B At the discretion of the event host, swimmers wearing category II swimwear as defined in articles ~~303.7.1~~ 303.4.1 and ~~303.7.3~~ 303.4.3 may participate in events containing national championship swims, but shall be excluded for the purposes of articles 307.8 through 308.1. In addition, category II competitors shall have a separate start time.

Rationale: Housekeeping (updates internal rule reference): after reorganization, this reference was not updated. This proposal corrects that oversight. Note that there is another unrelated proposal (LD-4) involving this article.

LDHK-23 307.12.1-3 Long Distance Committee p. 84 Reorganization

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.12.1 A USMS All-Star Team shall be selected each calendar year from the official results of the USMS open water and postal national championship events.

Rationale: Housekeeping (parallel organization). This article should be included in the list format with the following articles. Renumber after.

**TABLE OF PROPOSED AMENDMENTS TO THE USMS CODE OF REGULATIONS:
ORGANIZING PRINCIPLES, GLOSSARY, PART 2, PART 4, PART 5, AND PART 6.**

The following proposed amendments to the USMS Code of Regulations were submitted to the Legislation Committee in accordance with Articles 601.2, 601.4.3, and 601.4.5.

Comments are invited from delegates at the annual meeting on all proposed amendments. The committee may entertain motions to reconsider any amendment at the annual meeting in order to accommodate comments from delegates and additional actions before presentation to the House of Delegates.

Amendments which are recommended by the committee require a majority vote of the House of Delegates to adopt. Amendments which are not recommended by the committee require a two thirds (2/3) vote of the House of Delegates to adopt.

Proposed amendments are in **red**. Amendments made by the Legislation Committee appear in **blue**.

Readers may click on the number in the table below to review a specific proposal.

[Housekeeping on page 11](#)

Number	Section	Description	Committee Action
L1	201.1.4	Title change from “Registrar” to “Membership Coordinator”	Recommended
L2	201.3.5	60 to 30 days unattached to transfer clubs	Recommended
L3	202.1.1.A(3)	Specifies that a meet announcement must include a statement regarding pool length for each course intended to be used for competition in a sanctioned event.	Recommended
L4	202.1.1.A(4)	Changed “Submitted” to “Accepted”	Recommended
L5	202.1.1.G(2)	Deletes the word “World” and adds jurisdiction	Recommended as Amended
L6	202.2.1	Updates rule book article references	Recommended
L7	202.2.1	Cannot use “Olympic” or “Paralympic” in recognized events	Recommended
L8	504.2.2 506.3.6 506.7.3	Updates the budget approval policy to match best practices.	Recommended
L9	506.2.1	At large directors elected in odd years instead of even years.	Not Recommended
L10	507.1	Add a new committee for Adult Learn to Swim	Not Recommended
L11	507.1.3	Change “Diversity and Inclusion” to “Outreach” Committee	Not Recommended
L12	507.1.13	Modernizes “Registrar” description to “Membership Coordinator”	Recommended as Amended
L13	601.1	Adds a section to Part 6 clarifying content jurisdiction in Appendix B	Recommended as Amended
HK1	203.3.2.G	Adds missing words for continuity with 202.1.1.F and 202.2.1.E	Recommended

PROPOSED CHANGES TO THE USMS CODE OF REGULATIONS

The following proposed amendments to the USMS Code of Regulations were submitted to the Legislation Committee in accordance with Articles 601.2, 601.4.3, and 601.4.5.

If adopted by the House of Delegates, these amendments will take effect on January 1, 2020.

L-1 201.1.4 p.56

Board of Directors

Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.1.4 Membership Application

A Individuals may apply for membership through the USMS website or by submitting an application form to the ~~registrar of the~~ LMSC membership coordinator or the USMS National Office. The LMSC shall provide a link to an electronic membership card or, upon request of the member, issue a membership card.

...

201.2.2 Club Membership Application—Clubs may apply for membership through the USMS website or by submitting an application form to the ~~registrar of their~~ LMSC membership coordinator or the USMS National Office.

...

201.3.5 A swimmer shall not represent any club in competition for 60 consecutive days before transferring affiliation to another club, unless this transfer takes place at the time of annual registration. A swimmer may declare unattached status at any time without written application. Swimmers who intend to compete as unattached in a meet should contact their LMSC membership coordinator or the USMS National Office prior to the meet to request that their registration status be changed. The LMSC membership coordinator or the USMS National Office shall change the club affiliation of the swimmer to the UC and note the effective date.

Rationale: The Volunteers Task Force has a mission of determining the best way to use USMS’s valuable volunteers as resources now and in the future. Coming from the VTF’s analysis, this proposal reflects the current reality that, for the vast majority of individual and club members, the administrative functions of membership registration are handled centrally through the National Office and the systems it has established. This proposal also recognizes the reality that the person called the “registrar” actually serves as more of a membership coordinator, providing all types of services to members in the LMSC, not primarily membership registration.

L-2 201.3.5 p. 57

Registration Committee

Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.3.5 A swimmer shall not represent any club in competition for ~~60~~ 30 consecutive days before transferring affiliation to another club, unless this transfer takes place at the time of annual registration. A swimmer may declare unattached status at any time without written application. Swimmers who intend to compete as unattached in a meet should contact their registrar prior to the meet to request that their registration status be changed. The registrar shall change the club affiliation of the swimmer to the UC and note the effective date.

Rationale: Requiring the athlete to wait 60 consecutive days before transferring affiliation to another club creates an unnecessary burden on the swimmer wishing to transfer and on the registrars. Reducing the transfer from 60 to 30 consecutive days will provide a better member experience for the athlete.

L-3 202.1.1.A(3) p.58

Legislation Committee

Modify

Committee Action **Recommended**

HOD Action

Adopted

Adopted as Amended

Defeated

Sanction Requirements 202.1.1.A(3)

(3) Meet information shall include ONE of the following statements for each course used for competition during the meet:

(a) The length of the competition course without a bulkhead is in compliance and on file with USMS in accordance with articles 105.1.7 and 106.2.1.

(b) The length of the competition course has been measured and is NOT in compliance with USMS articles 105.1.7 and 106.2.1: Times achieved in the meet will NOT be eligible for USMS Top 10 and records.

(c) The length of the competition course is not on file with USMS. Eligibility of times achieved in this meet will be contingent upon pool length measurement and approval with USMS; if bulkheads are present, their placement must also be confirmed by measurements at the meet (USMS articles 105.1.7 and 106.2.1).

(d) The length of the competition course is in compliance and on file with USMS in accordance with articles 105.1.7 and 106.2.1, but as a bulkhead course, is subject to length confirmation. Eligibility of times for USMS Top 10 and records will be contingent on verification of bulkhead placement.

Rationale: From the Glossary: Meet—an event or series of events held under sanction or recognition and conducted within 10 consecutive days at the same venue, except for postal meets. Some venues can have multiple competition courses.

L-4 202.1.1.A(4) p.58

Legislation Committee

Modify

Committee Action **Recommended**

HOD Action

Adopted

Adopted as Amended

Defeated

Sanction Requirements 202.1.1.A(4)

If it is not possible to provide timing systems that will satisfy the requirements for world records, USMS records, or Top 10 submission (articles 103.18.5–103.18.7), the meet announcement must include a statement ~~that~~ informing swimmers that times cannot be ~~submitted~~ accepted for records or Top 10.

Rationale: Times from sanctioned events are submitted; however, these times cannot be accepted for records or Top 10.

L-5 202.1.1 p. 59

Rules Committee

Modify

Committee Action	Recommended as Amended		
HOD Action	Adopted	Adopted as Amended	Defeated

202.1.1 Sanction Requirements—Sanctions shall be issued, withheld, or withdrawn in accordance with the following:

(paragraphs A-F unchanged)

G All sanctioned events are subject to the following conditions:

- (1) The conduct of a sanctioned event shall be in strict compliance with applicable USMS swimming rules and administrative regulations, or when the sanctioned event is held simultaneously in conjunction with a USA Swimming sanctioned meet, with applicable USA Swimming rules and administrative regulations.
- (2) In order to be in compliance with FINA ~~rule~~ Constitution article C-7.3, an LMSC may grant exceptions to specific USMS swimming rules and administrative regulations when sanctioning a FINA Masters ~~World~~ Championship held within the United States of America.

Rationale: Article 202.1.1G(2) was inserted prior to the 2006 World Masters Swimming Championships at Stanford University. This provision did not contemplate hosting additional FINA events in the USA, including the 2018 Pan American Championships in Orlando. The provisions need to be clarified to ensure that conflicts between FINA and USMS rules do not exist when future FINA meets are held in the USA.

L-6 202.2.1 p. 60

Rules Committee

Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

202.2.1 Recognition—Recognition shall be issued, withheld, or withdrawn in accordance with the following:

(Paragraphs A-D unchanged)

E The conduct of a recognized event shall conform to relevant USMS swimming rules and administrative regulations, including but not limited to the following:

- (1) Starts, Strokes, and Relays (article 101) or Guidelines for Officiating Swimmers With a Disability (article 107)

FINAL VERSION FOR DISTRIBUTION TO DELEGATES PRIOR TO THE USMS ANNUAL MEETING

- (2) Swimwear ~~Restrictions~~ Design (article 102.12.1)
- (3) ~~Timing Resolution~~ Determination of Official Time (articles 103.17.3, 103.18.1, 103.18.2, 103.18.3, and 103.18.4)
- (4) ~~Official Time~~ Timing System Requirements for Records and Top 10 (articles ~~103.18.1, 103.18.3, 103.18.5–103.18.8, and 103.18.10~~)
- (5) Records and Top 10 Times (articles 105.1, 105.2.1, 105.2.2~~A~~, 105.3.2, 105.3.3, 105.3.4, 105.3.5, 105.3.6, 105.3.7A, and 105.3.9)
- (6) Minimum Standards for Facilities (articles 106.2.1, 106.2.3A, 106.3, 106.11.1, 106.11.2, 106.12, 106.13.2, and 106.14, and 106.16.)
- (7) Relay leadoff split times that conform to articles 103.18.1 and 105.2.2A will be considered for events listed in article 102.5. USMS membership is not required for the other members of the relay team and the relay event itself need not conform to article 102.5.

Rationale: Article 202.2.1 has not been updated in several years. This amendment updates current terminology and rules that have been added or amended in recent years that would impact the validity of USMS records and top ten times achieved at recognized meets.

L-7 202.2.1 p. 60

Legislation Committee

Add

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

202.2.1 Recognition

E — No recognition of any event shall be granted with the word “Olympic” or the word “Paralympic” or any derivative thereof used in any manner in connection with said event unless consent is obtained from the USOC.

Re-letter thereafter

Rationale: Brings Recognized meets under the same standards that apply to Sanctioned meets.

L-8 504.2.2, 506.3.6, 506.7.3 p. 94, 97 & 98.

Board of Directors

Delete, Modify, and Add.

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

ARTICLE 504: HOUSE OF DELEGATES

504.2.2 To delegate responsibility and authority to other USMS entities as prescribed in USMS code and by USMS policy. However, the following powers are fully the responsibility of the House of Delegates and shall not be delegated:

A To elect officers and directors (Note: The nomination and election procedures may be delegated).

B To amend the USMS Code of Regulations and Rules of Competition.

~~C To review and approve the annual budget.~~

ARTICLE 506: BOARD OF DIRECTORS

506.3.6 To prepare or cause to be prepared, ~~prior to each annual meeting, and approve~~ the USMS budget for the next fiscal ~~period~~year. ~~and submit same to the House of Delegates for approval.~~

506.7 Permanent Committees of the Board

506.7.3 Finance Committee—The Finance Committee shall:

A. Propose policies pertaining to the financial affairs of USMS for approval by the Board of Directors.

B. ~~Receive and r~~Review the reports of the treasurer and National Office.

C. ~~Cause to be prepared~~Review a summary of the above reports prepared by the National Office to be presented to the Board of Directors.

D. Annually ~~receive and compile~~review budget requests for the next fiscal year.

E. Assist in the preparation of the USMS annual budget for the next fiscal ~~period~~year and submit ~~same~~ to the Board of Directors for approval ~~and then to the House of Delegates for ratification.~~

Rationale: The Finance Committee and Board of Directors recommend USMS adopt rule changes that would modernize the budgeting process, which was created to support a smaller, volunteer managed organization. The current process requires the National Office to complete most of its budgeting work prior to the July Board meeting. Under this proposal, the budget would be developed in the period after Convention and finalized shortly before year-end.

Responsibility for final approval of the annual budget would transfer to the BOD from the HOD. The BOD has the ultimate fiduciary responsibility for the organization. It is their job to ensure the budget appropriately allocates resources to fulfill the organization's strategic plan, to fund operating initiatives, and to meet member needs. The HOD would retain authority for setting membership, sanction, and recognition fees (508.2).

This change would result in a more accurate budget because it would be compiled with maximum available information from current year financial results, including membership trends and spending levels. In all, nearly 40 volunteers from the Finance Committee and BOD would have input on the final budget.

The Convention agenda and HOD schedule would allocate time for review of the financial performance of USMS. There would also be discussion and review of the allocation of USMS resources to key operational areas and ongoing strategic initiatives. It is important for the BOD to receive feedback from the HOD on those plans.

An additional benefit is the potential to fund new programs brought forth by committees at convention. This is not possible with a budget that must be approved during the annual meeting.

Changes to articles 506.7.3C and 506.7.3D are to conform to current actual practice as stipulated in FOG:

- 506.7.3C: FOG (Section IV.A.4.) sets out the requirements for National Office staff to prepare the summaries. The Finance Committee reviews the summaries.
- 506.7.3D: The National Office receives and compiles the budget requests, not the Finance Committee.

A few housekeeping changes have also been made (e.g. changing “period” to “year”).

L-9	506.2.1 p. 97	Southern Pacific	Modify
Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

506.2 Election and Term of Office of At-Large Directors

506.2.1 At-large directors shall be elected at annual meetings held in **even odd**-numbered years. Their terms of office shall commence at the close of the annual meeting of the House of Delegates at which they are elected.

Rationale: The directors and officers were originally elected in different years to maintain continuity of experience on the board. In the ensuing years, several officer and board member positions have been moved out of synchronization and there are no wholesale changes in either section of the board anymore. This change would make a slightly larger election activity in odd years, but free up lots of time in even years for more educational or recreation activities for the delegates. Several hours each day would be available for other scheduling or precious free time.

Reasons for Not Recommending:

It’s a good idea to have staggered elections
It was not supported by the elections committee

L-10	507.1 p. 100	Minnesota	Add
Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

Create “Adult Learn To Swim (ALTS) Committee” in section 507.1.1

507.1.1 Adult Learn To Swim (ALTS) Committee

The Adult Learn To Swim Committee shall promote and support local Adult Learn To Swim programs by providing best practices and education as well as coordination of resources to LMSCs and between LMSC’s. The committee shall consist of the committee chair and sufficient members to execute the committee functions.

A Staff representative from the National Office ALTS Certification Program and a representative of the Swimming Saves Lives Foundation shall be ex Officio members.

Renumber subsections of 507.1 to maintain alphabetical order

Rationale: To further the mission of USMS by providing a vital coordination role to LMSCs, in coordination with the fundraising and grant-making role of the Swimming Saves Lives Foundation and the administration of the ALTS Certification Program by the Staff at the National Office. There is a demand for outreach and education that currently cannot be met by the SSL Foundation or the limited staff resources at the national office. This proposal is supported both by the SSL Foundation Chair and by the Staff of the national office involved in Adult Learn To Swim.

Reasons for Not Recommending:

Should be a task force first, and then morph into a committee if needed.

Proposals to create permanent committees should come from the BOD or Governance Committee.

There are many groups that serve vital functions and are not supported by a committee. Event Directors, for example.

L-11 507.1.3 p. 100

Southern Pacific

Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

507.1.3 ~~Diversity and Inclusion Outreach~~ Committee

The ~~Diversity and Inclusion Outreach~~ Committee shall help ~~create a culture of inclusion and opportunity in USMS for people of diverse backgrounds~~ identify and develop underserved geographic areas and social groups. This activity will include: by developing clubs (if appropriate) and resources, also and engaging coaches, LMSCs, and local volunteers. The committee shall consist of the committee chair and sufficient members to execute the committee function.

Rationale: An outreach committee is a far better description of what is needed and what would be the practical result of the current committee. Better yet, it would have broad support of all sides of the equation, in that it has a general positive connotation.

The ultimate result should be more new members all over the country, enhancing the 50 year integrity of USMS with other existing members. This proposal is not meant to do anything but clarify the name and mandate of the committee to serve USMS goals and values rather than any others.

Reasons for Not Recommending:

It would change the entire purpose of the committee.

Not supported by the Diversity and Inclusion Committee.

L-12	507.1.13 p. 102	Registration Committee	Modify
Committee Action	<u>Recommended as Amended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

507.1.13 Registration Membership Committee

The **Registration Membership** Committee shall ~~develop effective procedures for registering members and advise the Board of Directors on registration policies. Committee members shall assist LMSC registrars and communicate current policies and procedures. The committee shall consist of the committee chair, one member from each zone, and one member-at-large. serve in an advisory capacity to the Board of Directors and the National Office to ensure effective and efficient registration processes and membership services. Committee members shall assist LMSC registrars~~ **Membership Coordinators** in a support and educational capacity. ~~The committee shall consist of the committee chair and sufficient members to execute the committee function.~~

Rationale: The current description of the role and function of the Registration Committee no longer accurately reflects the way the committee functions. The requirement that the committee have at least one member from each zone is difficult to maintain and is not necessary to execute the duties of the committee.

L-13	601.1 p. 105	Rules Committee Championship Committee Records and Tabulation Committee	Add
Committee Action	<u>Recommended as Amended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

Add the following article:

~~**601.1.6** The Appendices of the USMS Rules and Regulations shall contain pertinent information for swimmers, coaches, meet directors, officials, and volunteer leaders.~~

~~**A** With the exception of Appendix D (see 601.1.2), changes to the appendices may be made by the committee or officer of jurisdiction without further concurrence by the Executive Committee, Board of Directors, or House of Delegates.~~

~~**B** Appendix B shall contain pertinent information for meet directors and officials. The Rules Committee shall periodically review and update the summary of rules differences between USMS and other swimming organizations. The Records and Tabulation Committee shall periodically review and update information necessary to facilitate the accurate submission of meet results, records, and Top 10 times with the concurrence of the Rules Committee for compliance with part one rules. The Championship Committee shall quadrennially review and update the adjustments to~~

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~~national qualifying times (NQT) for swims at altitude. The Executive Committee or designee shall periodically review and update information needed for compliance with safety and insurance provisions, including the report of occurrence. Guidelines for the conduct of dual-sanctioned meets with USA Swimming may not be modified without the consent of the Executive Committee and the concurrence of USA Swimming, but the chairs of the Rules and Legislation Committees are authorized to use the guidelines to interpret provisions of parts one and two for USMS sanctioned meets held in conjunction with USA Swimming sanctioned meets. The Executive Committee must approve any other proposed additions or deletions of sections in Appendix B.~~

~~C The remaining appendices shall be maintained and updated by the Executive Committee or designee on an annual basis. Any changes to the organization of the appendices, including additions, deletions, or re-numbering, must be approved by the Executive Committee.~~

601.1 Committee Jurisdiction

Add the following article and renumber:

601.1.5 The Rules Committee, Records and Tabulation Committee, Championship Committee, and the Executive Committee or committee designated by the president shall periodically review and update the sections of Appendix B (or other appendices) that are within their jurisdiction.

A. With the exception of Appendix D (see 601.1.2), changes to the appendices may be made by the committee or officer of jurisdiction without further concurrence by the Executive Committee, Board of Directors, or House of Delegates, except as described in 601.1.5 B and C.

B. Guidelines for the conduct of dual-sanctioned meets with USA Swimming may not be modified without the consent of the Executive Committee and the concurrence of USA Swimming. The chairs of the Rules and Legislation Committees are authorized to use the guidelines to interpret provisions of parts one and two for USMS sanctioned meets held in conjunction with USA Swimming sanctioned meets.

C. Any changes to the organization of the appendices, including additions, deletions, or re-numbering, must be approved by the Executive Committee.

601.1.6 **Executive Committee** – Proposed changes to all other sections of the *USMS Code of Regulations and Rules of Competition and Appendices (except for Appendix D)* shall be considered by the Executive Committee or committee designated by the president. Such proposals are not subject to the provision of articles 601.2, 601.3, and 601.4.

Housekeeping

HK-1 203.3.2.G p.63

Legislation Committee

Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

203.3.2.G No sanction of any event shall be granted with the word “Olympic” or the word “Paralympic” or any derivative thereof used in any manner in connection with said event unless consent is obtained from the USOC.

Rationale: Housekeeping to modify language to match language of 202.1.1.F which was changed in 2018. Need to keep matching language in 203.3.2.G was overlooked in 2018.

TO: House of Delegates
FROM: Dawson Hughes, Susan Kuhlman
DATE: September 4, 2019
SUBJECT: Business plan in support of the 2020 draft budget

Enclosed is the 2020 proposed U.S. Masters Swimming budget designed to support initiatives developed based on the [USMS Strategic Plan](#) . This document provides priorities and goals for 2020.

Among these goals are the following: a new Open Water Strategy to create more member opportunities, streamline the event host experience and reduce costs, Phase III of USMS 3.0 (IT digital transformation); an increased advertising budget to capitalize on the membership pipeline to member conversions and the increase interest in swimming during an Olympic year, a video budget to strengthen our marketing options, greater direct support for local programs, coaches, clubs, and development; expansion of the Local Swim Programs by adding one new location; and continuing to develop the SmartyPants Vitamins USMS Fitness Series that is focused on attracting fitness-oriented members and supporting USMS Swimming Saves Lives Foundation programs.

A 50th Anniversary celebration and a budget to support a transition to Unified Fees nationally are included. Separate documents to explain have been distributed with this memo.

The draft budget bottom line reflects a net operating deficit of \$120K. A deficit budget of up to \$120K was approved by the Board of Directors.

2020 BUDGET ASSUMPTIONS EXECUTIVE SUMMARY

see the full 2020 Business Plan, pages 5 – 11

- Compensation: 8.7% decrease from the 2019 budget and 4.1% below the 2019 forecast. The 2020 budget is lower due to two full-time positions that are eliminated as part of a reorganization of duties by combining Membership Services with Program Services. Also, Events and Partner Support are combined. FTEs (# of full-time equivalent staff) will be 16.3 compared to the 2019 budget of 18.1 (15 full time staff with benefits, 1 part-time plus interns).
- Insurance costs: Is budgeted to be flat for 2020. Any potential increase is offset by the decrease in membership. Effective cost of Insurance is 6% lower when netted with new \$20K Partnership. NOTE: the actual premium costs will be available prior to Convention.
- Membership revenue: 2.0% membership increase over the 2019 membership forecast for a total of 60,874 members. In 2019 the membership budget was for 61,527 members. The national portion of the USMS membership fee will remain at the 2019 rate of \$45 for 2020.
- The USMS-College Club Swimming (CCS) Bridge Membership for 2020 is for 500 members and a fee of \$25.
- Membership costs: New member welcome kits to encourage engagement and higher renewal rates. This is important to implement in advance of summer Olympics marketing campaign with expected increase in new members - \$20K.
- IT/Digital: Continue with Phase III of USMS 3.0 - IT digital transformation project. In addition to continued development of digital benefits possible with the redesigned website launched in 2019, Phase III will involve the research and selection of a new membership relationship management (registration) system. The plan is to begin with the CCS registration. The IT team will consist of one staff web developer and contractor IT leadership and support. New software subscriptions for email services and member community will be in place for the full year 2020.
- Magazine costs: Assume 43% of members choose the digital version of *SWIMMER*. This is consistent with the 2019 rate. Develop new app for *SWIMMER* to improve viewing experience.

Program Services: In 2020 11 instructional weekends will continue with all courses taught during each of the 11 weekends with the exception of a few weekends that don't include ALTS or the Clinic Course.

Program revenues: 1085 clubs and 450 workout groups at \$45 each, 1,654 designated coaches and instructors at \$30 each, 356 coach certification participants, 242 ALTS instructor participants, and 561 stroke development clinic participants. Add second local swim program. Fitness Program and 2nd Regional Program Developer delayed for future consideration. Decrease of \$28K from 2019 budget (+\$5K over forecast)

Program costs: Decrease of \$25K from 2019 budget (+\$15K over forecast.) Fitness Program and 2nd Regional Program Developer delayed for future consideration less - \$15K. Adding a second local swim program, coach mentoring program - \$12K, the biennial National Coaches Conference - \$5K, one coach for Pan American Masters Championship in Colombia - \$4K, and new Business Development Summit for Coaches - \$3K.

Events revenues: Adopt new Open Water Strategy to include the following: Reduce the one event fee (OEVT) from \$20>\$15; decrease annual revenue \$7K, revenue share OEVT with early LMSC Unified Fee adopters - \$5K less revenue. Goals include simplifying the fee structure for event directors, attracting more swimmers (also a goal of event directors), growing our database of potential members and utilizing OEVT data to convert to full membership.

Event costs: Increase \$25K over 2019 budget (+\$30K over forecast). Absorb Club Assistant \$1.50 per participant fee, (request opportunity reserve funds to cover this new \$12K expense as part of the Open Water Strategy) add improved customer service by expanding open water coordinator duties to "one stop shopping" for event directors. Simplify the reporting and movement of revenue for the event director and USMS.

Adv/Partnership: Increase of \$19K over 2019 budget (excluding 50th Anniversary) 17 partners (includes several joint partnerships with USA Swimming and IOA risk manager partnership), 14 magazine advertisers and \$5K in royalties for a total of \$524K. \$50K in value-in-kind products. (+\$2K over 2019 forecast)

Marketing costs: Increase of \$70K over 2019 budget (excludes 50th Anniversary) to take full advantage of an Olympic year campaign. Digital advertising increase of \$20K to utilize new potential member

database for a total of \$94K, multi-use brand essence and promotional videos - \$30K, collaborate with USA Swimming for Aquazone booth at Olympic Trials -\$21K, (+\$92K over 2019 forecast)

- 50th Anniversary Net anniversary celebration - \$12K in expenses. To include: relays with Olympians, upgrades in VIP hospitality during both pool nationals, IMSHOF traveling USMS exhibit and 50th Anniversary poster in *Swimmer*.
- College Club: Assume a 5% increase over 2019 forecast = 160 clubs and a 4% increase in members to 5,700 members. Expenses include a leadership summit - \$12K, national event development and marketing -\$37K and USAS convention-\$4K. For the 20-21 registration year plan to move CCS registration to a new system. (Phase III part 1).
- Admin-Volunteers: Expenses are \$7K more than 2019 budget (+\$8K over forecast.) A new LMSC convention stipend for the Unified Fee adopters is \$30K. The LMSC Leadership Summit is not scheduled for 2020-\$0.
- Admin-National: Expenses decrease by \$8K compared to the 2019 budget (\$10K less than forecast). The headquarters office space was reconfigured and results in annual saving of \$14K. Other expenses increased slightly across all categories.
- Depreciation: \$40K increase over 2019 budget (+\$48K over forecast). This is related to the software amortization of the IT digital transformation project capital investment.
- Capital: Phase III of IT digital transformation. Retire the current back-end registration system and replace it with a member relationship management system and database. The estimated investment for 2020 is \$250K. Partner signage replacement - \$20K and capital equipment replacement - \$10K.

SUMMARY OF 2020 DRAFT BUDGET RATE CHANGES		2020	2019	Change
MEMBERSHIP FEES				
Membership Fees	full year	\$45	\$45	\$0
	partial year	\$28-\$43	\$25-\$40	\$3
CCS Bridge Membership		\$25	\$25	\$0
Club Fees		\$45	\$45	\$0
Workout Group Fees		\$45	\$45	\$0
OEVTs		\$15	\$20	(\$5)
OEVTs- LMSC % early Unified Fee adopters (\$3 of \$15 OEVT fee to LMSC)				
PROGRAM SERVICES REGISTRATIONS				
Coach Certifications	level 1&2	\$190	\$190	\$0
	level 3	\$205	\$205	\$0
Stroke Development Clinics	members	\$50	\$50	\$0
	coaches	\$45	\$45	\$0
Fees - Designated Coach & Instructor		\$30	\$30	\$0
Adult Learn to Swim Instruction		\$250	\$250	\$0
EVENT/SANCTION CHARGES		Sanctioned or Recognized		
Pool Meet	sanctioned	\$50	\$50	\$0
Pool Meet	national championship	\$5 per person	\$5 per person	\$0
Pool Meet (changed in 2019 \$12>\$17)	national championship	\$17 event surcharge	\$17 event surcharge	\$0
Pool Meet	recognized	\$100	\$100	\$0
Open Water Swim (max charge= \$1K)	sanctioned	\$100 plus \$5 per participant	\$100 plus \$5 per participant	\$0
Open Water Swim	sanctioned national championship	\$5 per, +\$3 surcharge	\$5 per, +\$3 surcharge	\$0

ASSUMPTION DETAILS AND BUSINESS PLAN SUPPORT FOR 2020

MEMBERSHIP SERVICES

- The budget assumes a 2.0% increase in overall 2020 membership, based on the 2019 forecast. USMS will end 2019 with approximately 59,680 members. The national membership registration fee of \$45 will not change.
- The Year-Plus Membership Campaign will start again on July 1. The cost per month will be \$3 more per month than in 2019 with a similar \$5 sliding discount each month through October. LMSCs again have the option to adjust their fees accordingly to further improve the value proposition to register through the

following membership year. This will provide an improved value proposition for registering for the following full calendar year.

- July = \$43; August = \$38; September = \$33 and October = \$28.
- This is the second year of the USMS CCS Bridge Membership. Assume that 9% of the CCS swimmers will opt for the Bridge Membership; \$25 fee x 500 = \$13K.
- Membership revenue budget is \$43K less than the 2019 budget. The 2019 membership forecast of 59,680 is 3% lower than the 2019 budget. The 2020 budget includes a 2% increase in membership over the 2019 forecast.
- Membership Services, IT, and Administrative staff time are allocated to programming, accounting, service, communication, maintenance, and safeguarding of the in-house registration system and the membership database.
- Office IT services required system maintenance, Sitecore and Verint (community) support are outsourced and contracted -\$48K.
- Implementation of a new member welcome packet - \$20K. In 2016 the Olympic year renewal rate for new year plus members was 30+% lower than the renewal rate for other members. The welcome packet will inform and acquaint new members with USMS offerings for better engagement and potential higher renewal rates.

Member Services Support (team of membership, programs, marketing and events staff)

Provides member benefits, customer service, communication, and engagement for members and extensive volunteer network, including supporting the efforts of USMS's 1,500 plus Masters Swimming clubs and workout groups and 52 LMSCs. In addition, they also provide many of these services to support CCS. The staff is responsible for day-to-day operations that cover customer service, registration, volunteer and member communication, the planning and coordination of the USMS annual meeting at the USAS convention, publishing and printing of the Rule Book and issuance of certificates of insurance, on an on-going basis. Their support function will expand in late 2019 with the addition of a new email service and member community software.

- **Membership Services** primary responsibility is servicing and supporting our 65,000 plus members (USMS and CCS) including athletes, volunteers, coaches, and event directors year-round. They develop and execute member campaigns targeted to increase both new and renewing membership goals through phone, email, text, survey and contest campaign efforts. They are also coordinating the updates for USMS Club Finder, USMS Gold Club and the Calendar of Events database.

Volunteer Services provides training to enhance volunteer roles for LMSC leadership and foster strong communication and best practices so that USMS volunteers have the resources they need to support the membership. Training includes the following: creation of tutorials and phone and email support.

Event Services support and connect Partners, event hosts and member participants. This past year the staff focused on working with volunteer stakeholders to create a new Open Water Strategy to increase the number of open water events and opportunities for members. In 2020 they will be implementing and supporting the new strategy and results database.

IT focus for 2020 (Digital Transformation)

- The third planned phase of the USMS IT digital transformation will begin in 2020. This phase consists of retiring the current back-end registration system and replacing it with a member relationship management system and database. The investment for 2020 is estimated at no more than \$250K in capital but is dependent on timing and size of initial scope. An RFP will be sent out late 2019. This will be done in two parts. The first part is to implement a new member registration system for CCS. This will give the staff and programmers time to thoroughly learn the system with a subset of the membership while building the larger scope of work for the entire registration system. Part two is the implementation of the new registration system for all USMS memberships.
- During the 3rd and 4th quarter 2019 a new email system is being phased in that will improve customization of information to our members. Currently, we have two separate e-mail communication systems, one for marketing and one for transactional emails. Members have the option to receive all emails or opt out of all emails but are required to opt out of both systems, creating confusion and a poor experience. We also don't have the capability for members to choose the types of communications they would like to receive (i.e. event information, membership information partner information, etc.) We will continue to enhance member communication and engagement with the new email subscription functionality. Using one database and marketing e-mail system will allow us to keep pace with ongoing changes to database marketing (i.e. spam) regulations - \$18K.
- In 2020 expand the functionality of the new member community software that will be implemented in 4th quarter 2019. This on-line community is an additional way to engage members to enhance their user experience in a secure environment and to streamline their login process by using their My USMS information. It replaces and updates the following: forums, group communication, online coach workouts and possibly member profiles. New functionalities will include: digital badging (e.g. recognition for completed events, distance thresholds, etc.), reviews, article commenting and social sharing. The annual cost is contracted at \$20K and is made up of software maintenance. (Note: additional \$20K in annual depreciation)
- Club 2.0 ([Club Finder](#)) will be fine-tuned when the 2020 club registration window is open in late 2019. This will allow USMS to gather greater details on USMS clubs and workout groups and connect our national marketing strategies directly with member clubs. Accurate and detailed club information will be available to prospective and current members that are looking for a Masters' club. In 2020, work will continue to improve usage and functionality. In 2019 the club functionality

along with the new digital trial membership form was used to implement an extensive Try Masters Swimming Week campaign.

- Swim.com was implemented in 2019 and in 2020 will continue to be improved and enhanced for the member user experience and engagement.
- Encourage legacy LMSC websites on the USMS server to move to the new LMSC website template. New Mexico and North Dakota have been launched and several other LMSCs are considering the new template. In order to sunset our legacy servers we will be requiring all LMSCs, for which we are hosting a website (not using the standard LMSC website template), to move to a professionally managed hosting vendor. Some LMSCs have already done this and cost was immaterial and provided more robust functionality.

COMMUNICATIONS AND PUBLICATIONS

- Our Communications and Publications business unit produces six issues of *SWIMMER* magazine, 30 issues of *STREAMLINES*, video content, regular features to usms.org, and social media programs. In addition, event communications surrounding our national events, including 10 pre-event email updates and the meet programs, are managed and produced in-house.
- Assume that 43% of membership will opt to receive the digital version of *SWIMMER*. The 2020 budget - \$243K. Included in the budget is a digital savings of \$107K compared to 100% paper magazine.
- A new mobile app will be developed to improve the digital delivery of *SWIMMER* - \$10k

PROGRAM SERVICES

- In 2020 the budgeted fees for club and workout groups are equal to the national member registration fee of \$45. This is the same as 2019.
- Continue with the educational weekend structure that began in 2018.
 - Strategically schedule 11 education weekends in larger hub cities throughout the U.S.
 - Combined coach certification levels 1-2, level 3, clinic course for coaches, ALTS classes and stroke clinics in each location. (Level 3 is offered in limited locations.)
 - Overall budgeted attendance for 2020 is 1160 participants for all classes.
 - Increases the opportunity for course variety and networking in one location.
- Program Services will continue its outreach initiative by making club visits and presenting at five or more conventions with strategic partners.
- The Adult Learn-to-Swim (ALTS) instructor certification program will conduct five classes under a separate USMS Swimming Saves Lives initiative that will be available to communities that may not have a Masters' program but have a demonstrated need in the community to teach adults to swim.
- 2020 initiatives:
 - Coaches Committee: coach mentoring program-\$12K, one coach to Pan American Championships in Colombia-\$5K

- The National Coaches Conference is scheduled for 2020 and will be supported by a collaboration between the Coaches Committee, LMSC host and staff
- Business Development Summit for Coaches-\$3K (plus \$7K in outside grant support not in budget.)
- Local Swim Programs- second program will be added in 2020. In 2018 the City of San Diego Masters swim program was begun where swimmers and facilities are located but lacked a formal masters swimming program structure and leadership. USMS will assume the financial risks during the establishment of the new program(s).
- Regional stroke clinics run by staff/contractors. Four clinics are planned in 2020. These regional clinics will be scheduled in addition to the 11 education weekends.

EVENTS

- Adopt new Open Water Strategy to include the following:
 - Reduce the OEVT from \$20>\$15;
 - Revenue share 20% of OEVTs with early Unified Fee adopters -
 - Enhance event customer service for event director by expanding open water coordinator duties.
 - Other changes to include allowing registrations to start before the membership year that the event is held, open water workout guidelines, more focused event marketing, a planned sales effort to win back events that no longer sanction with USMS, and partner engagement.
 - Net change of -\$21k
 - USMS to absorb the Club Assistant \$1.50 per participant fee-\$12K expense, (request opportunity reserve funds to cover this new expense as part of the Open Water Strategy)
- In 2019 the open water results database will be implemented. In 2020 will continue and enhance has needed.
- The Fitness Series budget is under Swimming Saves Lives and not included in this budget.

MARKETING SERVICES

- The 2020 revenue budget is \$19K over the 2019 budget (excluding 50th Anniversary) 17 partners (includes several joint partnerships with USA Swimming), 14 magazine advertisers and \$5K in royalties for a total of \$524K. \$50K in value-in-kind products used to support ongoing programs.
- The USMS digital footprint will continue to expand through use of Google and Facebook advertising. The goal is to successfully drive membership leads from the new customer experience software; through the process of registering for membership. In 2020, a potential member list (database) will be created from

individuals who visit and read our content but are not members. The benefits of joining USMS will be marketed to this group through email campaigns and digital ads. We will also use this budget to advertise our events and [Gold Clubs](#). The budget for the membership digital advertising campaign is \$94K.

- A video production budget of \$32K is included in the 2020 budget to produce multi-use brand essence promotional and instructional videos. These will be used in conjunction with the new website, email, and community software to promote and engage members and potential members. Note: 2015 was the last time USMS invested in professionally produced promotional/brand videos.

50th ANNIVERSARY

- The overall net budget is \$12K in expense.
- LOGO: used on website, rule book cover, merchandise
- IMSHOF Exhibit: USMS and CCS Nationals, Trials, USMS Annual Meeting, and possibly Pacific/Other Annual Meetings
- Spring Nationals: VIP, Social, Relay Fundraiser
- Summer Nationals: enhanced VIP experience
- Content: SWIMMER (poster), Web, Social

COLLEGE CLUB

- In 2020, the goal for USMS is to continue to unify these clubs into a national community, to help the clubs grow and to become the organizational backbone so that more swimmers continue to swim through college. USMS has begun to engage with these swimmers at the college club level with the goal of creating a pipeline of future USMS membership.
- The USMS CCS bridge membership had a soft implementation for 2018-19. In 2019-20 this membership will be offered during the same timeframe that they are joining the CCS clubs. This membership will encourage the CCS swimmers to swim in USMS events and follow a path to full membership after graduation. The revenue is included under membership.
- The CCS revenue budget for 2020 is \$72K and consists of fees for 160 clubs. These clubs are budgeted to register 5,700 swimmers. The college club membership begins on Aug. 15 to coincide with the beginning of their swim season. This revenue model is based on the number of members per club instead of the individual members. The program was developed to fit within the recreational college sports structure.
- The USMS CCS Nationals will be held at Greensboro Aquatics Center in 2020. This is the second year that the CCS board collaborated with USMS to plan and award nationals. Revenue of \$6K for this event is budgeted for timing and merchant card fees.
- Expenses for CCS include the following: college club leadership summit - \$12K; national event development and marketing - \$37K; and attendance of three delegates to the USAS convention - \$4K.

RISK MANAGEMENT AND INSURANCE

- Risk management and insurance services partner changed as of July 2019 to Insurance Office of America (IOA). IOA charges USMS a flat, non-commissionable annual management fee to provide risk management and insurance brokerage services. Risk management programs include expanded insurance coverage, an online sanction database, a national-level event compliance review and a waiver.
- New programs offered through IOA include an on-line customized marketplace (new member benefit) and a new partnership.
- The draft budget includes the actual premiums through Sept. 30, 2020 and no increase beginning Oct. 1, 2020.
- The insurance premium year is from Oct. 1, 2019 to Sept. 30, 2020.

ADMINISTRATION VOLUNTEER REVENUE

NOTE: background information, including the history of the concept, the benefits of moving to a single USMS membership fee nationally, an overview of the proposed transition plan are available in the [Unified Fee Memo](#) which include [definitions](#) and [FAQs](#), which can be accessed on the [2019 USMS Annual Meeting site](#). The information below is specific to the 2020 budget and doesn't provide the full context of the Unified Fee. There will also be a presentation during a session of the House of Delegates to provide more detail.

LMSCs that wish to opt-in to a national unified USMS membership fee may voluntarily do so for 2020. The unified USMS membership fee is \$60 and is comprised of the \$45 national fee and a \$15 LMSC fee, of which a \$3 contribution will be committed back to the national budget by agreement of the LMSCs that are opting in to the unified fee.

Over time, the vision is that the USMS Membership Fee will be set at \$60 with 20% (\$12) of the fee distributed to LMSCs. The \$3 voluntary commitment to the national budget for 2020 is a mechanism to allow LMSCs that wish to begin a possible transition to a unified fee now, to do so. The LMSC \$3 contribution will be eliminated if/when the unified USMS Membership Fee is implemented.

- The \$3 LMSC contribution, which is budgeted to total \$90,000 for 2020, is to be utilized by USMS as follows:
 - Direct Benefit (to LMSCs that voluntarily opt-in for 2020): \$30,000 of the funding is specifically allocated to pay LMSC hotel accommodations at the Annual Meeting for those LMSCs who voluntarily opt in to the unified fee.
 - Indirect Benefit (to all members): The remaining \$60,000 permits USMS to fully invest in 2020 initiatives for the benefit of all the membership including: increased support for local programs, coaches and clubs; an Olympic year advertising budget; new instructional and marketing videos; and the new Open Water strategy.

ADMINISTRATION VOLUNTEER EXPENSE

- The Convention expense increased by \$30K for the LMSCs that adopt the national Unified Fee for 2020.
- Off year for the LMSC Leadership Summit. Next scheduled for 2021.
- Volunteer budget expanded to include one new committee: Diversity and Inclusion Committee.

ADMINISTRATION NATIONAL

- New multi-year office space lease agreement was signed that resulted in decreased square footage. Annual savings - \$14K
- Other expenses increased slightly across all categories.
- Note: due to the significance of the depreciation budget, it is presented separately from the Administration National budget.

DEPRECIATION

- The increase in the amortization (depreciation expense line) due to the implementation of Phases I, II and the planned CCS portion of Phase III of the IT software digital transformation capital investment - \$152K. This is a \$40K increase over the 2019 budget.

CAPITAL REQUESTS

Per FOG, the threshold for capitalizing any equipment purchase is \$5K.

- Phase III of the long-term IT digital transformation plan is scheduled for implementation in 2020. The expenses for Phase III in 2020 are estimated to be no more than \$250K depending on timing and initial scope.
- Replace partner a frame and feather signs- \$20K
- Placeholder for equipment replacements - \$10K.

COMPENSATION

- 2020 compensation is budgeted to decrease 4.1% compared to the 2019 forecast and 8.7% compared to the 2019 budget.
- Staff full-time equivalents (FTE) are reduced by 1.8.
- Restructure of staff
 - Combined the Membership Services with Program Services
 - Events staff are now managed with Partnerships.
 - Some additional IT functions are outsourced to contractors. This allows for flexibility as we move into Phase III of and our IT needs change.

FTE: Staff by Department	2020 Budget	2019 Forecast	20 Budget vs 19 Forecast	2019 Budget
Administration	4.0	4.0	0.0	4.0
Communications/Publications	1.4	1.4	0.0	1.7
Membership/LMSC Support	2.7	3.2	-0.5	3.2
Marketing/Partner/Event Support	4.2	3.7	0.5	3.2
IT Support	1.0	2.0	-1.0	2.0
Program Services	3.0	3.0	0.0	4.0
Total FTEs	16.3	17.3	-1.0	18.1

Metrics from the Compensation and Benefits Committee

Changes in Payroll Budget from 2019 Budget to 2020 Proposed Budget:

In 2019 two budgeted positions were vacant for part of the year. There was a shift in one position from IT Support to Marketing as the marketing staff takes a lead role with marketing technology (i.e. website and digital marketing). One full-time position in Communications/Publications transitioned to part time.

The 2020 budget assumes 15.35 filled positions, decreased from 17.7, and that all other non-intern positions are filled for the full year.

I. Merit Increases:

Merit increases are awarded by the CEO based on individual employee performance and organizational metrics. The merit increase program provides flexibility to increase salaries when promotions take place, reward employees for performance, ensure salaries are aligned with similar jobs in the labor market to retain staff. The merit pool in the 2020 proposed budget is 3% of base pay, the same merit pool percentage as in recent years. The merit pool reflects the Compensation and Benefits Committee recommendation based on market data reviewed by the committee. The CEO uses organizational metrics and individual job performance to determine merit increases. In 2019, the full pool of merit increase budget was not utilized, primarily due to the reduction in overall membership.

II. Health Benefits Costs:

USMS received estimates for 2020 benefits changes from Trinet, our benefits provider. They have estimated rate changes will add 10% to health care and other benefits costs. As with the salaries mentioned above, we have budgeted benefits for all eligible positions for the full 2020 plan year. [Note: A marketing review of our Professional Employment Organizations (PEO) including RFPs from 3 alternative providers was

completed in 2018. After reviewing alternatives, it was determined that Trinet continues to have the most competitive, rates, benefits and services.]

III. Overall Compensation and Benefits Budget:

The total proposed budget, including compensation, benefits and taxes, is \$1,651,300 which includes a 11% increase in health insurance and 3% salary merit pool, an 8.7% decrease from the 2019 approved payroll budget. The Compensation and Benefits Committee has reviewed the assumptions used by staff to construct the budget and agree the assumptions are appropriate and aligned with market trends.

2020 Budget Assumptions



Draft
2020 Budget

Guidelines Regarding use of SSLF Donations and Departmental Operations

2020 Budget Proposal: This budget includes three departments under the Foundation umbrella: Program Operations, ALTS Instructor Courses and Events. [Note: National Office Staff time spent on SSLF initiatives such as staff program administration, office space, etc. is viewed as the organization’s contribution to the Foundation).

In addition to the three departments, annually the BoT reviews the established formula for determining the funds to be made available for grants, amounts used for next year’s program operations and contributions to the reserve fund. Some of these amounts are adjusted to meet the BoT goals for grant awards.

GRANTS

2019-2020 Cycle Overview and Recommendation:

2018 Donations

(available to 2019 grant applicants for 2019-20 grant cycle): \$130,770

10% to be Transferred to Reserves: (\$13,077)

15% Program Operations (\$19,615)

2019 Grant Funds Available before adjustments: \$ 98,078

Add 2018 returned grant (+\$3,600) plus 2018 operating surplus (+\$22,396) \$ 25,996

2019 Grant Funds Available: \$124,074

The BoT has the option to increase the amount of funds available for Grants by reducing the amount Transferred to Reserves, utilizing any surplus generated in the prior year from the SSLF Departmental P&L (i.e., the three departments discussed below), and using other items (i.e., Grants Returned) impacting funds available.

Total funds made available for grants in the prior year was \$132,500 based on donations of \$149,705. Total donations received in 2018 were ~\$18,000 less than the prior year as noted above. Further, donations made to SSL for the first six months of 2019 are 30 percent less than 2018. Thus, the level of grants provided in the past cannot be sustained. Therefore, despite the large 2018 operating surplus, SSL has recommended to the USMS Board that making an amount of \$109,000 available for Grants would be prudent based on the reduction in donations versus previous years. Once the annual donation amounts stabilize, the BoT may consider utilizing reserves to increase Grants above the donation base.



Draft 2020 Budget

Per SSL Financial Guidelines approved 8/25/2017: *The Swimming Saves Lives Foundation, in conjunction with their review of the annual budget proposed by the USMS CEO, will consider placing up to 10% of annual donations into Reserves. The reserves will be considered in the event of a drop in annual donations (e.g. economic downturn) that limits the Foundation's ability to maintain consistency in providing grants and programs that support the mission. These funds could also be used if a new project is identified that meets the criteria of the Foundation mission. The USMS CEO will recommend a dollar amount as a percentage of annual donations (not to include event or ALTS instructor certification revenues) up to 10% of donations. This recommendation will be presented by the CEO and evaluated by the Foundation Board of Trustees in advance of the USMS Annual Meeting.*

DEPARTMENTAL OVERVIEW

PROGRAM OPERATIONS: includes all direct program expenses (e.g. t-shirts, caps, goggles, program banners, thank you letters, bag tags, on-line fundraising platform, etc.)

The revenues to cover program operations expenses consist of the 15% program calculation from the prior year's contributions and an annual grant from the Central Indiana Community Fund equal to 5% of the principal balance.

The 2020 draft budget includes SSL branded merchandise as follows:

- Grant program participants: goggles and caps-\$11,800
- T-shirts for the grant program volunteer instructors-\$2,500
- Annual bag tags for supporters that donate \$25 and over-\$2,500
- Banners for grant programs-\$2,300

ALTS INSTRUCTOR COURSES: Includes stand-alone ALTS Instructor Certifications courses (e.g. not held in conjunction with USMS Coach Certification weekend) to support underserved communities with high rates of non-swimming adults and grant program educational opportunities. The purpose of these classes is to educate instructors to be able to teach adults, not to generate revenue. The goal is to breakeven on the cost of these classes. If there is any shortfall, these classes will be made whole by using SSLF fitness event net proceeds and net Program Operations proceeds. The draft budget includes a net surplus of \$3,715 from these courses.

EVENTS: In 2020, the Fitness Event Series will be held with the goal of attracting non-competitive fitness swimmers with convenient and fun events. The net proceeds from these events will go to the Foundation, and additional fundraising initiatives will be promoted around at least one of the Fitness Events. The draft budget includes a net surplus of \$3,080 from this series.

U.S. Masters Swimming, Inc.								
Draft 2020 Budget 9/4/19 (Pre-Convention)								
INCOME STATEMENT	Cost Center	Members	Fee	PRE-CONVENTION		APPROVED		ACTUAL*
				BUDGET 2020	FORECAST 2019	BUDGET 2019		
<u>REVENUE</u>								
MEMBERSHIP SERVICES:								
4010	Fees - Individuals @ \$45	DH/SK	57,151	\$45	2,571,774	2,521,347	2,607,615	2,470,177
4012	Fees - year plus	DH/SK	3,724	\$43-\$28	127,860	114,399	117,938	79,090
4009	CCS USMS Memberships	DEERY	500	\$25	12,500	4,125	25,000	-
4013	Vanity ID	KUHLMAN		\$0	1,200	4,870	6,068	9,286
4050	Fees- Affiliates	KUHLMAN			100	100	100	-
4070	Rule Book Sales	KUHLMAN			1,500	1,500	1,500	2,170
4074	Magazine Subscriptions	KUHLMAN			1,500	1,500	1,500	1,555
4215	Promotional Sales	KUHLMAN			400	400	400	249
Membership Services Revenue					2,716,834	2,648,241	2,760,120	2,562,527
PROGRAM SERVICES								
4020	Fees - Clubs	BRENNER	1,085	\$45	48,825	46,575	48,825	46,433
4025	Fees - Workout Groups	BRENNER	450	\$45	20,250	20,250	20,250	19,135
4030	Coach Certifications	BRENNER	356	\$190-\$205	68,360	82,142	79,180	82,371
4032	Stroke Development Clinics	BRENNER	561	\$45-\$50	27,395	30,315	28,700	18,333
4033	Fitness Program	BRENNER			-	-	19,188	-
4034	Fees - USMS Local Swim Program/Club	BRENNER			24,180	7,280	21,735	2,252
4034	Less Local Swim Membership Fees	BRENNER			(2,015)	(1,000)	(2,925)	
4035	Fees - Designated Coach & Instructor	BRENNER	1,654	\$30	49,620	46,230	49,620	50,580
4036	Adult Learn to Swim Instruction	BRENNER	242	\$250	60,500	75,515	60,500	58,707
4036	Less SSLF grant program scholarships	BRENNER	(22)	\$250	(5,500)	(6,750)	(5,500)	
4037	Fees - Club collections	KUHLMAN			13,250	9,000	13,250	9,020
4038	National Coaches Conference	JENKINS						17,789
Program Services Revenue					304,865	309,557	332,823	304,621
EVENTS:								
4060	Fees - One-Event @ \$15.00	REILLY	2,100	\$15	27,000	38,200	38,200	36,078
4150	Championship Meet Surcharges	ECKERT	3,000	per + timing	62,700	66,050	61,000	57,566
4151	LD Championship Surcharges	HALL			4,500	4,500	5,000	3,653
4155	Championship Patches	CLEMMONS			900	890	900	479
4157	LD Championship Medals	HALL			2,900	2,900	2,900	3,433
4210	Top Ten Subscriptions	REILLY			-	-	-	
4250	All American Patches/Cert.	REILLY			2,200	2,200	2,200	2,326
4251	LD All American	REILLY			-	-	-	
4252	Relay All American Awards	REILLY			-	-	-	
4275	OW Education Conference	BRUCE			-	-	-	
4300	OW Sanction flat fee @ \$100 each	ECKERT	60	\$100	6,000	5,500	5,500	4,800
4310	OW Event participant fees net of cap	ECKERT	6,300	\$5	31,500	28,875	28,875	29,140
4320	Pool Sanction flat fee @ \$50 each	ECKERT	340	\$50	17,000	17,000	17,500	16,350
4325	Pool Participant Fee Nat'l Championships	ECKERT	3,100	\$5	15,500	16,485	15,000	11,880

U.S. Masters Swimming, Inc.								
Draft 2020 Budget 9/4/19 (Pre-Convention)								
INCOME STATEMENT	Cost Center	Members	Fee	PRE-CONVENTION		APPROVED		ACTUAL*
				BUDGET	FORECAST	BUDGET		
				2020	2019	2019		2018
4335	Sanction Fee Rebates	ECKERT		(1,000)	(1,000)	(1,000)		(308)
4335	Recognized Event Fee	ECKERT	75	\$100	7,500	7,500	7,500	8,600
4450	Merchant Account Fee Income	KUHLMAN			14,725	16,463	13,300	12,925
	Events Revenue				191,425	205,563	196,875	186,922
ADVERTISING AND PARTNERSHIP								
4075	SWIMMER Magazine Advertising	DEERY			40,000	50,000	35,500	32,912
4161	Partner Royalty Income	DEERY			16,350	16,850	11,350	13,040
4171	Partnerships	DEERY			468,000	455,500	459,000	460,000
	50th Anniversary Revenues	HUGHES/DEERY			60,560	-	-	-
	Advertising and Sponsorship Revenue				584,910	522,350	505,850	505,952
COLLEGE CLUB REVENUE								
4430	College Club Membership	DEERY			66,500	63,250	58,500	57,918
4450	Event Registration Revenue				5,550	5,800	5,250	1,845
	College Club Revenue				72,050	69,050	63,750	59,763
ADMIN-VOLUNTEER REVENUE								
	LMSC Contribution	HUGHES			90,000	-	-	-
	Admin-Volunteer Revenue				90,000	-	-	-
CONTRIBUTION REVENUE								
4705	Contributions	N/A			-	38	-	98
4800	Contributions- Releases from Restrictions	KUHLMAN			-	-	-	-
	Contribution Revenue				-	38	-	98
TRANSFERS:								
4500	Other Income				-	-	-	5,900
4500	Opportunity Reserve Transfer				12,000	-	-	-
4500	Investment Spending Transfer	DAVIS			132,800	115,100	115,100	-
	Transfer Revenue				144,800	115,100	115,100	5,900
	Total Revenue				4,104,884	3,869,899	3,974,518	3,625,784
EXPENSE								
MEMBERSHIP SERVICES								
5010	Liability Insurance	WATSON/IOA			311,447	311,447	313,005	321,261
5012	Accident Insurance	WATSON/IOA			18,889	18,889	18,984	20,952
5102	Membership Administration	REILLY			19,650	18,800	18,750	11,131
5103	Registration Expenses	REILLY			117,800	91,670	98,200	88,129
5320	Fitness Education	JUREY			200	200	200	114
5420	Registration Committee	EHRINGER			-	-	-	-
5430	Rule Book Coordinator	N/A			-	-	-	-
5470	Zone Activity costs	COLBURN			2,000	3,000	3,000	1,500

U.S. Masters Swimming, Inc.								
Draft 2020 Budget 9/4/19 (Pre-Convention)								
INCOME STATEMENT	Cost Center	Members	Fee	PRE-CONVENTION		APPROVED		ACTUAL*
				BUDGET 2020	FORECAST 2019	BUDGET 2019		
5540	History & Archives Committee	DUNBAR			1,450	365	1,450	225
5550	Recognition & Awards Committee	LASSEN			960	960	960	838
5560	LMSC Development	MICHAEL MOORE			1,700	1,692	1,610	105
5685	Web Operations	KUHLMAN/WILLIAMSON			75,120	63,855	99,136	48,741
5690	IT Outside Services & Programs	KUHLMAN/WILLIAMSON			240,670	195,134	177,458	261,863
5701	USMS SWIMMER Magazine Production Co	DEERY/PAULLING			253,145	230,028	215,218	228,637
5703	STREAMLINES/Web Content	DEERY/PAULLING			38,250	35,250	53,200	14,473
5704	Multi-media Production	DEERY/PAULLING			-	-	-	1,802
5840	ISHOF Contributions	KUHLMAN			21,500	21,500	21,500	21,500
5860	Rule Book Costs	REILLY			11,200	12,450	9,900	8,313
5900	Membership Services Payroll	HUGHES/KUHLMAN			1,133,988	1,221,644	1,309,010	1,136,693
	Membership Expense				2,247,969	2,226,884	2,341,581	2,166,278
PROGRAM SERVICES								
5280	Coaches Committee	JENNINGS			28,585	31,935	31,935	11,036
5290	Coaches Certification	BRENNER			87,115	95,771	86,514	100,119
5500	Fitness Program	BRENNER			-	1,224	15,250	546
5600	Adult Learn to Swim	BRENNER			45,275	47,600	47,349	39,859
5610	Education Conference	JENNINGS			5,000	-	-	28,261
5770	Coach/Club Development Admin	BRENNER			89,430	82,487	85,675	66,152
5775	Regional Programs	BRENNER			21,000	20,400	37,000	14,944
5780	Local Swim Programs	BRENNER			35,165	16,688	32,367	14,406
	Program Services Expense				311,570	296,105	336,090	275,322
EVENTS:								
5205	Spring Nationals	ECKERT			20,400	18,005	22,850	23,271
5200	Summer Nationals	ECKERT			22,375	21,816	21,490	
5250	Event Development	ECKERT			19,500	1,750	5,500	4,866
5121	All American Patches/Cert.	REILLY			2,750	2,650	2,750	1,790
5270	Championship Committee	CLEMMONS			10,600	8,398	9,018	5,356
5285	LC/SC Merchant Account Fees	KUHLMAN			-	-	-	
5370	LD Committee	HALL			15,940	14,062	13,772	7,580
5380	Open Water Committee	BRUCE			405	405	405	141
5390	Officials Committee	WHITE			14,100	14,100	14,100	9,113
5410	Records & Tabulation Committee	CASWELL			-	-	-	
5440	Rules Committee	COCKRELL			1,000	500	1,000	560
5460	Sports Medicine and Science Committee	CARLSON			5,900	5,900	5,900	1,795
5240	Coordinator Contractors	ECKERT			25,000	20,000	16,000	14,700
	Events Expense				137,970	107,586	112,785	69,172
MARKETING/PARTNERSHIP								
5710	Partner costs	DEERY			39,500	35,550	57,750	58,361
5720	USA Swimming Collaboration	DEERY			21,325	4,800	5,000	2,573

U.S. Masters Swimming, Inc.								
Draft 2020 Budget 9/4/19 (Pre-Convention)								
				PRE-CONVENTION		APPROVED		
INCOME STATEMENT				BUDGET	FORECAST	BUDGET	ACTUAL*	
	Cost Center	Members	Fee	2020	2019	2019	2018	
5730	Marketing Services	DEERY		192,500	120,779	121,000	44,252	
	50th Anniversary Expenses	HUGHES/DEERY		81,560				
	Advertising and Partnership Expense			334,885	161,129	183,750	105,186	
COLLEGE CLUB SERVICES								
5570	Summit	DEERY		11,800	21,700	15,250	12,826	
5580	Events & Marketing	DEERY		36,750	35,550	35,950	37,379	
5590	Convention	DEERY		3,640	3,640	3,640	2,964	
	College Club Expense			52,190	60,890	54,840	53,169	
ADMINISTRATION:								
5013	Directors & Officers Insurance	WATSON/IOA		8,359	8,359	8,399	7,939	
5014	Bonding	WATSON/IOA		8,405	8,405	8,446	8,405	
5016	Media Professional Liability Insurance	WATSON/IOA		9,310	9,310	6,300	6,300	
5050	President	P. MILLER		11,640	8,995	10,650	8,851	
5061	VP - Programs	LIVONI		-	-	-	-	
5062	VP - Community Services	THOMPSON		-	-	-	-	
5063	VP - Administration	GUADAGNI		-	-	-	-	
5064	LMSC Education Conference	COLBURN		400	28,918	30,800	-	
5070	Secretary	DANNER		-	-	-	-	
5080	Treasurer	DAVIS		850	850	850	459	
5090	Past President	DAY		-	-	-	-	
5095	Legal Counsel	ELIAS		750	750	750	-	
5099	Board/Executive Committee	P. MILLER		68,950	68,192	67,300	58,872	
5130	USMS Headquarters Admin.	KUHLMAN/WATSON		173,280	183,400	181,655	168,199	
5135	USMS Headquarters Payroll	HUGHES/KUHLMAN		517,292	499,419	498,707	469,050	
5300	Convention	REILLY		134,500	104,350	104,150	95,811	
5310	Finance Committee	ENSIGN		-	-	-	-	
5315	Investment Committee	BENSON		1,000	1,000	1,000	-	
5330	Audit Committee	DILWORTH		6,700	6,457	6,025	5,930	
5350	Diversity & Inclusion Comm.	WELCH		4,050	-	-	-	
5630	FINA Representative	GOLDSTEIN		-	-	-	-	
5640	International Delegate / UANA	J. MILLER/GOLDSTEIN		1,500	2,500	2,500	837	
5660	USA Swimming Liaison			-	-	-	1,404	
5670	ISHOF Liaison	REID/BOAK		2,700	3,000	1,900	1,636	
5830	Outside Legal Expense	HUGHES/ELIAS		10,000	10,000	10,000	8,259	
5847	SSL Fund Operating Costs	BRENNER		-	-	-	-	
5846	April ALTS Month	HUGHES		-	-	-	-	
6010	Banking Fees	KUHLMAN		4,000	4,000	4,600	3,460	
5873	Audit/Accounting Fees	KUHLMAN		24,300	23,500	23,090	23,090	
	Administration Expense			987,986	971,405	967,123	868,500	
DEPRECIATION								

U.S. Masters Swimming, Inc.								
Draft 2020 Budget 9/4/19 (Pre-Convention)								
				PRE-CONVENTION		APPROVED		
INCOME STATEMENT				BUDGET	FORECAST	BUDGET	ACTUAL*	
	Cost Center	Members	Fee	2020	2019	2019	2018	
5870	Depreciation & Sitecore Amortization	KUHLMAN/WATSON		151,563	103,799	111,227	59,282	
	<i>Depreciation Expense</i>			151,563	103,799	111,227	59,282	
	Total Expense			4,224,134	3,927,798	4,107,395	3,596,910	
	NET ORDINARY INCOME			(119,250)	(57,899)	(132,877)	28,874	
OTHER INCOME / EXPENSE:								
OTHER INCOME:								
4900	Interest & Dividends	DAVIS		158,265	350,000	163,265	(197,312)	
4940	Gain (loss)-Disposal of Fixed Assets	N/A		-	-	-	25	
4945	Gain (loss)-Leasehold Improvements	N/A		-	-	-		
	<i>Other Income</i>			158,265	350,000	163,265	(197,287)	
OTHER EXPENSES & TRANSFERS:								
	Transfer from Opportunity Reserve			12,000	-	-		
6300	Transfer from Investment Account			132,800	115,100	115,100		
6100	Amortization-Registration system			-	-	-	18,407	
6011	Investment Advisory Fees	KUHLMAN		16,400	16,400	16,400	15,594	
	<i>Other Expenses & Transfers</i>			161,200	131,500	131,500	34,002	
	Total Net Other Income			(2,935)	218,500	31,765	(231,289)	
	NET INCOME			(122,185)	160,601	(101,112)	(202,415)	

2020 BUDGET PREPARATION TIMELINE

Description	Date	Responsible Party	Status
1. Prepare budget production schedule for distribution by the CEO/CFO to the Board, FC, C&B and staff. (All committee chairs need to be informed of worksheet distribution and due dates. Some committees schedule meetings to discuss the next year's budget.)	5/1/2019	CEO/CFO	completed
2. Distribute 2 nd quarter forecast update requests, include 2020 budget worksheets. Note: this will be done in early June w/ details of actual expenses through May.	6/11/2019	CFO/SA	completed
3. Staff meetings- discuss strategic plan and budget initiatives that support plan.	Various	CEO	completed
4. Staffing plan for 2020 and for five-year plan. Comp & Benefits Committee w/ CEO input: submit staffing, compensation and benefit plan for 2020 budget.	6/24/2019	Comp. & Benefits/CEO	completed
5. Receive all 2019 forecast/2020 budget requests. Include all assumptions. New programs must be accompanied by goals/objectives/outcomes document. Factors that impact five- year plan must also be submitted.	6/24/2019	Committee Chairs/Staff	completed
6. Create draft budget w/ all assumptions for internal review. CEO/Treasurer/CFO review and request 2020 budget adjustments.	7/8/2019	CEO/T/CFO/SA	completed
7. Draft budget presentation of assumptions, goals and objectives. New programs presented & reviewed. BOD approves and/or recommends changes as discussed at summer meeting.	July 13-14	T/BOD/CEO /CFO	completed
8. Incorporating the Board comments/proposals, the CFO and CEO shall compile a forecast for the remainder of the year and a detailed annual budget and review with the Treasurer and Finance Committee Chair	week of July 22		completed
Note: The 2 nd quarter annual forecast should be sent to the BOD/FC and Staff by July 31.	7/31/2019	BOD/FC	completed
9. 4th Monday in August – Note: due to calendar timing, scheduled for the 2nd week of August. The CEO shall submit the following to the Finance Committee and the Board: business plan; organizational goals; summary financial plan; funding priorities; and related detailed annual budget. The Finance Committee shall also receive a summary of all travel for the National Office and volunteers. The CEO is required to submit a no deficit Net Ordinary Income Budget, unless authorized by the Board;	Wk of Aug. 12	CEO, CFO, BOD,T, FC	scheduled
10. Finance Committee Call to discuss budget.	Wk of Aug. 19	FC, T, CFO, CEO	scheduled
11. Finance Committee Call to discuss budget.	Wk of Aug. 26	FC, T, CFO, CEO, C&B Chair	scheduled
12. Final pre-convention budget distributed to FC	9/3/2019		scheduled
13. Work on PowerPoint presentation		FC Chair, T, CFO, CEO	
14. Post budget materials to USMS website include executive summary of all program revenues.	9/4/2019	NO	scheduled

2020 BUDGET PREPARATION TIMELINE

Description	Date	Responsible Party	Status
15. 1 st day of the Annual Meeting – FC shall meet to review any open budget items. DELEGATE QUESTIONS ON BUDGET FC# TBD	9/11/2019	FC, T, CFO	scheduled
16. 2 nd day of the Annual Meeting – FC shall approve the detailed budget and submit to the Board for review, modification and approval prior to sending to the HOD. DELEGATE QUESTIONS ON BUDGET FC#TBD	9/12/2019	FC, T, CFO	scheduled
17. 3 rd day of the Annual Meeting – The Board shall approve and recommend a detailed budget to send to the HOD. Any Board modifications to a single line item greater than \$10,000 shall be sent back to the FC for review and comments, prior to BOD submission to the HOD	9/13/2019	BOD	scheduled
18. 3 rd day of the Annual Meeting – FC shall present the budget to the HOD for review	9/13/2019	FC, HOD	scheduled
19. 4 th day of the Annual Meeting – the HOD approves the budget	9/14/2019	HOD	scheduled

KEY

HOD = House of Delegates	P = President - Patty Miller
CC = Committee Chairs	T = Treasurer - Ralph Davis
FC = Finance Committee, Chair - Jeanne Ensign	BOD = Board of Directors
CEO = Dawson Hughes	CFO = Chief Financial Officer - Susan Kuhlman
SA = Staff Accountant-Lynn Watson	NO = National Office
Compensation and Benefits Committee - Ed Coates	



CHECK-IN AND CERTIFICATION PROCEDURE

2019 USMS Annual Meeting – St Louis, MO
Held in conjunction with the USAS convention

Each delegate must complete the two-step process outlined below. You must have a “certified ID” to vote as a member of the House of Delegates (HOD) and be eligible to attend HOD meetings.

- 1) **CHECK IN AT THE UNITED STATES AQUATIC SPORTS (USAS) STATION** to pick up your ID - a badge with your name & LMSC on it in the Exhibitor Area. You will also receive your ticket to attend the USAS Awards Banquet Saturday night, and miscellaneous souvenirs.

AND

- 2) **CHECK IN AT THE U.S. MASTERS SWIMMING (USMS) TABLE** to obtain “certification” that you are a USMS delegate. This is the process that verifies a delegate’s eligibility to vote in the House of Delegates (HOD). You will also receive your voting cards and other important convention material and information.

The USMS Certification/Information table will be open as follows:

- Wednesday, September 11th, from 8:00am – 5:00pm – Exhibitor Area
- Thursday, September 12th from 7:00am -7:45am – Exhibitor Area
- Thursday, September 12th afternoon thru Saturday – Back of the HOD room (Regency C & D) or come find Mary Hull.

The USMS Certification/Information table will move to inside the HOD meeting room Thursday afternoon, September 12th (Regency C & D). All subsequent certification by USMS will take place here during HOD meetings, until they recess. (Refer to the annual meeting schedule for time and location). Late arrivals **must** locate Mary Hull (Certification Chair) to receive their certification and voting cards.

New Delegates will receive a special ID identifying them as **NEW DELEGATES** as well as information regarding the New Delegate Luncheon.



Proposed Standing Rules of the USMS Annual Meeting of 2019

Rule 1

The first item of business of each meeting of the House shall be the Secretary's report of the number of certified delegates and others registered as present.

Rule 2

The Secretary shall be the arbiter of certified membership in the House. Certification and membership decisions of the Secretary may be appealed to the Executive Committee. Decisions of the Executive Committee may be appealed to the House. Within the session of the House, once a member has been certified, they may only be de-certified by a 2/3's vote of the House.

Rule 3

All meetings of the House are open to the public. However, the privilege of speaking in the House is limited to 1) certified House members or 2) Guests of the president. The president shall provide the Secretary with a list of Guests of the president prior to them speaking in the House. Guests of the president shall not be allowed to speak to or vote on any motions; however, guests may respond to "Requests for Information" if recognized by the presiding officer.

Rule 4

Action items contained within annual reports or meeting minutes that require House action shall be presented as main motions to the House. Acceptance or approval of reports and minutes does not bind the House to actions described within the report.

Rule 5

No member shall speak in debate more than once on the same question, on the same day, or for longer than three minutes, without Suspension of the Rules granted by two thirds vote of the House. A motion to suspend the rule allowing a member or members to speak more than once or for longer than 3 minutes, if made during debate on a question, requires a second, is non-debatable and is only in force while the question is before the House. However, a member or guest of the president, at the direction of the presiding officer, may respond to a request for information from a member with the floor.



**U.S. MASTERS
SWIMMING**

Rule 6

Motions shall be made from the microphones. Original main motions and amendments to them shall be submitted, in writing, to the clerk of the House prior to debate on the motion. Written submission may be waived by consent of the House. Requests to “pull” proposed amendments to code and budget line items may be made from the microphone or from the floor of the House.

Rule 7

All motions, in the House, shall be recorded, in writing, with the name of the maker.

Rule 8

If a motion to call for the question is made and accepted by 2/3 of the House, any member in line at a microphone shall be recognized to speak for their allotted time.

Rule 9

Elections shall be run in accordance with the USMS Election Operating Guidelines.

Who's Who



U.S. MASTERS SWIMMING

USMS Leadership and Staff 2019

An abridged directory

Board of Directors



President
Patty Miller



VP Administration
Peter Guadagni



VP Local Operations
Chris Colburn



VP Community Services
Skip Thompson



VP Programs
Donn Livoni



Secretary
Greg Danner



Treasurer
Ralph Davis



Immediate Past President
Nadine Day



**At-Large Director
Breadbasket**
Carrie Stolar



**At-Large Director
Colonies**
Jeff Strahota



**At-Large Director
Dixie**
Maddie Sibilia



**At-Large Director
Great Lakes**
Dan Cox



**At-Large Director
Northwest**
Matt Miller



**At-Large Director
Oceana**
Chris Campbell



**At-Large Director
South Central**
Ed Coates



**At-Large Director
Southwest**
Teddy Decker



**U.S. MASTERS
SWIMMING**

Non-Voting Board Members



Past President
Tom Boak



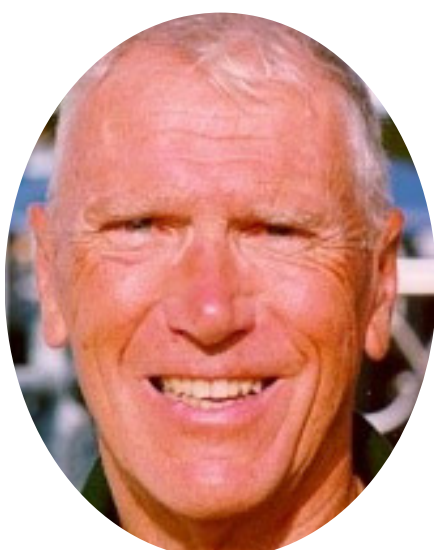
Past President
Rob Copeland



Past President
Mel Goldstein



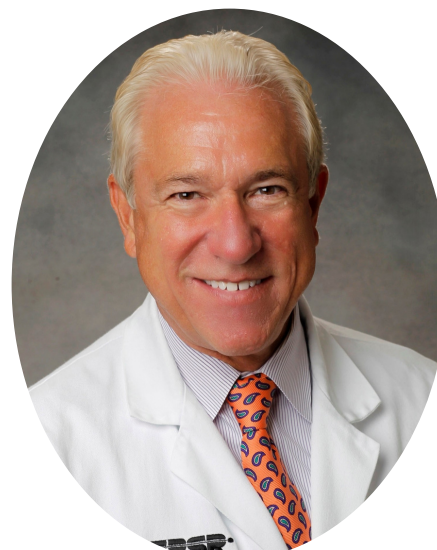
Past President
Dan Gruender



Past President
Ted Haartz



Past President
Mike Laux



Past President
Dr. Jim Miller



Past President
Jeff Moxie



Past President
Nancy Ridout



Chief Executive Officer
Dawson Hughes



Legal Counsel
Maria Elias



USA Swimming Representative
Dale Ammon



**U.S. MASTERS
SWIMMING**

Committee Chairs



Audit

Elyce Dilworth



Championship

Jim Clemmons



Coaches

Bob Jennings



Comp. & Benefits

Ed Coates



Diversity & Inclusion

Sarah Welch



Elections

Erin Sullivan



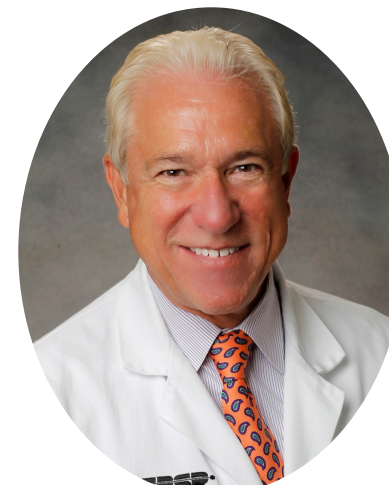
Finance

Jeanne Ensign



Fitness Education

Mary Jurey



Governance

Dr. Jim Miller



History & Archives

Barbara Dunbar



Investment

Stan Benson



Legislation

Richard Garza



LMSC Development

Michael Moore



Long Distance

Ali Hall



Officials

Teri White



Open Water

Bob Bruce



Recognition & Awards

Meg Lassen



Records & Tabulation

MJ Caswell



Registrar

Susan Ehringer



Rules

Charles Cockrell



Sports Medicine & Science

Meg Carlson



**Swimming Saves
Lives Foundation**

Jay DeFinis



**U.S. MASTERS
SWIMMING**

Zone Chairs



Breadbasket
Marcia Anziano



Colonies
Mollie Grover



Dixie
Ed Saltzman



Great Lakes
CJ Rushman



Northwest
Sally Dillon



Oceana
Sally Guthrie

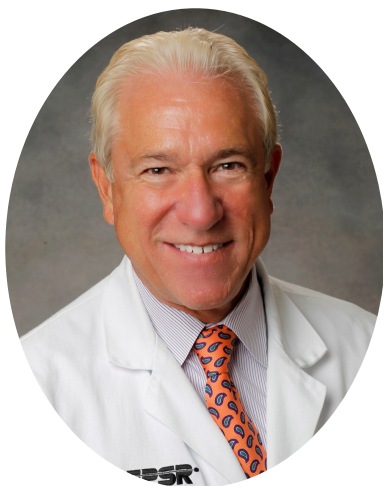


South Central
Bruce Rollins



Southwest
Mary Hull

Appointments & Liaisons



**FINA Sports Medicine
Committee & UANA
Masters Committee**
Dr. Jim Miller



ISHOF Liaison
Walt Reid



**National Board of
Review Chair**
Barbara Delanois



**US Aquatic Sports
Representative**
Patty Miller



**FINA/UANA
Representative**
Mel Goldstein



**US Aquatic
Sports Treasurer**
Tom Boak



**USMS Liaison
to IGLA**
Jessica Seaton



**National Senior
Games Liaison**
William Tingley



**UANA Masters Athlete
Representative**
Nadine Day

National Office Staff



U.S. MASTERS SWIMMING



**Chief Executive
Officer**
Dawson Hughes



**Chief Financial
Officer**
Susan Kuhlman



**Chief Operating
Officer**
Bill Brenner



**Sr. Business
Operations Director**
Jessica Reilly



**Club & Coach Services
Director**
Marianne Groenings



**ALTS & Foundation
Programs Manager**
Holly Neumann



**Member Services
Coordinator**
Steve Hall



**Sr. Marketing and
Communications Director**
Kyle Deery



**Partnerships & Events
Director**
Jay Eckert



**Publications &
Communications
Manager**
Daniel Paulling



**Events & Partnerships
Coordinator**
Onshalee Promchitmart



**Marketing
Coordinator**
Kim Heimiller



Staff Accountant
Lynn Watson



Web Developer
Jay Place



**Administrative
Assistant**
Melanie Jaudon



**Marketing &
Communications
Specialist**
Laura Hamel



**Education
Coordinator**
Mel Goldstein



**National Swims
Coordinator**
Mary Beth Windrath



**Open Water Compliance
Coordinator**
David Miner



Robert's Rules of Order – the Basics

The purpose of “Robert's Rules of Order” includes the following:

- Ensure majority rule
- Protect the rights of the minority, the absentees and individual members
- Provide order, fairness and decorum
- Facilitate the transaction of business and expedite meetings

Basic Principles

- All members have equal rights, privileges and obligations
- Full and free discussion of every motion is a basic right
- Only one question at a time may be considered, and only one person may have the floor at any one time
- Members have a right to know what the immediately pending question is and to have it restated before a vote is taken
- No person can speak until recognized by the chair
- Personal remarks are always out of order
- A majority decides a question except when basic rights of members are involved
- A two-thirds vote is required for any motion that deprives a member of rights in any way (e.g., cutting off debate)
- Silence gives consent. Those who do not vote allow the decision to be made by those who do vote
- The chair should always remain impartial

Role of the Presiding Officer

- Remain impartial during debate - the presiding officer must relinquish the chair in order to debate the merits of a motion
- Vote only to create or break a tie (or 2/3 for matters requiring a 2/3 vote) – exception: the presiding officer may vote on any vote by ballot
- Introduce business in proper order
- Recognize speakers
- Determine if a motion is in order
- Keep discussion germane to the pending motion
- Maintain order
- Put motions to a vote and announce results



General Procedure for Handling a Motion

- A member must obtain the floor by being recognized by the chair
- Member makes a main motion
- A motion must be seconded by another member before it can be considered
- If the motion is in order, the chair will restate the motion and open debate (if the motion is debatable)
- The maker of a motion has the right to speak first in debate
- The main motion is debated along with any Subsidiary motions (e.g. “I move to amend the motion by ...”, Privileged motions (e.g. “I move to postpone the motion to ...”) and Incidental motions (e.g. “I move to divide the question.”)
- Debate on Subsidiary, Privileged and Incidental motions (if debatable) takes precedence over debate on the main motion and must be decided before debate on the main motion can continue.
- Debate is closed when:
 - Discussion has ended, or
 - A two-thirds vote closes debate (“Call the question”)
- The chair restates the motion, and if necessary clarifies the consequences of affirmative and negative votes
- The chair calls for a vote by asking “All in favor?” Those in favor say “Aye” (or in HOD, hold up the Green “Yes” card). Then asking “All opposed?” Those opposed will say “No” (or in HOD, hold up the Red “No” card). And finally asking “All abstained?” Those abstaining will say “Aye” (or in HOD, hold up the White “Abstain” card)
- The chair announces the result

General Rules of Debate

- No members may speak until recognized by the chair
- All discussion must be relevant to the immediately pending question
- No member can speak more than once to each motion
- No member can speak more than three minutes
- All remarks must be addressed to the chair – no cross debate is permitted
- It is not permissible to speak against one’s own motion (but one can vote against one’s own motion)
- Debate must address issues not personalities – no one is permitted to make personal attacks or question the motives of other speakers



- The presiding officer must relinquish the chair in order to participate in debate and cannot reassume the chair until the pending main question is disposed of
- When possible, the chair should let the floor alternate between those speaking in support and those speaking in opposition to the motion
- Members may not disrupt the assembly
- Rules of debate can be changed by a two-thirds vote

Robert's Rules Help Get Things Done!

- **Make Motions** – that are in order
- **Obtain the Floor** - properly
- **Speak** – clearly and concisely
- **Obey** – the rules of debate
- And most of all, be courteous! That's **always** in order!

Recommended Books

Robert's Rules of Order, Newly Revised, Tenth Edition, 2000

Robert's Rules of Order, Newly Revised, In Brief, Thomas J. Balch, 2004

Robert's Rules for Dummies, C. Alan Jennings, 2004

A-B-C's of Parliamentary Procedure. Co, Channing L. Bete, 1998

Recommended Web Sites

www.robertsrules.com | www.rulesonline.com | www.parlipro.org |
www.robertsrules.org | www.roberts-rules.com