

**President**

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**Peter Guadagni**

Our annual meeting this year was to be the culmination of a yearlong celebration of the USMS 50<sup>th</sup> anniversary. There should have been a successful Spring National Championship event conducted in San Antonio, at a venue which could have accommodated our largest ever turnout. This would have been followed by a Summer National Championship meet in beautiful Richmond, Virginia using the pool from the 2008 Olympic trials conducted in Omaha. Our membership was expected to get a boost from a marketing campaign centered around the Tokyo Olympics.

It was not to be.

As Board members headed home from our winter meeting on March 1, the airports were crowded, and life still seemed normal. Within two weeks that would change. USMS announced the cancelation of the Spring Nationals and virtually every Masters' program was required to cease operations.

Despite this year's upheavals we have much to celebrate. The reserves built over a half century of operations have provided a stable financial foundation and given us the capacity to offer support to local clubs. An experienced national staff enabled us to apply for and receive assistance from government programs. Our digital transformation gave us the infrastructure to provide an unparalleled level of support to members looking to cope with life out of the water. Our foresight in creating the Diversity and Inclusion Committee gave us a platform to consider our role in relieving the systemic racism and injustice plaguing our larger society. Finally, the House of Delegates' wisdom in approving last year's budget modernization legislation will allow us to delay budget approval until after 2021 membership registration begins. This window into next year's membership levels will be helpful in reducing the uncertainty of our 2021 financial plans.

Solutions created to cope with the pandemic can help address some of our longtime challenges and should also be celebrated. The tools developed to support swimmers when group practices are restricted can appeal to prospective members who do not have the opportunity to join a club due to location or time constraints. Our inability to conduct in person coach training is resulting in the development of a blended approach including online learning, available when a new coach needs it, in addition to important in person mentorship. Video conferencing allows for greater interactive communication with large numbers of volunteer leaders as happened at the August Town Hall session. This year's virtual annual meeting shows a path whereby more of our business activities can be accomplished with a smaller investment. This direction would free up resources for training and program development that could drive greater member value.

Eventually we will emerge from the pandemic. As we do, I anticipate the focus of the Board, National Office, and my activities as president to be on helping local clubs and events regain

## *USMS Executive Committee Reports*

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their pre-pandemic vitality. Planning has already begun but it is hard to forecast the full scope of challenges we may encounter in 2021. My belief that a primary mission of USMS nationally must be to help local clubs and work out groups grow and thrive has only been strengthened by this year's experiences. However, realizing our vision *of being the premier resource for adult aquatic fitness in the United States and making fitness through swimming available for as many adults as possible*, requires expanding our horizons. It is time to revisit and refine our strategic plan.

Finally, I would like to thank the professional staff, the Board, our many volunteers, and our coaches for all their efforts in helping our members cope with the crisis of 2020. Together, we can make USMS' second 50 years even better than its first.

**Vice President of Administration**

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**Chris Colburn**

The Administration division consists of four committees (Championship, Legislation, Membership (formerly Registration), and Rules). The Vice President of Administration (VPAdmin) is an ex-officio member of these four committees, and also works on any 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 the committees (and the VPAdmin) are summarized below. You can find more details in the annual reports and meeting minutes for each committee.

The **Championship Committee** (chaired by Jim Clemmons) advises national championship hosts and makes recommendations and decisions that enhance the quality of championship meets for our members; reviews bids and selects the sites for national championship meets; and supports marketing opportunities for U.S. Masters Swimming Corporate Partners. The Committee has had an interesting year due to the progress of the COVID-19 pandemic, and has worked with selected meet hosts, bidders for future events, and the National Office to make decisions about how to best move forward in the current health situation. To that end, the Committee worked on the decisions to cancel both 2020 national championship meets (Short Course in San Antonio and Long Course in Richmond) and award those bids for the 2022 events. In addition, the Committee has begun to work with the hosts of the 2021 National Championship events (Short Course in Greensboro and Long Course at the Spire Institute) in preparations for those meets, as well as to work on the associated meet logistics, such as National Qualifying Times (NQTs). The Committee received bids for 2022/23 events as well, but decided to not yet award those bids in light of the current circumstances.

The **Legislation Committee** (chaired by Richard Garza) has had a busy year. The committee is responsible for the compilation, changes, and updates related to Parts 2, 4, 5, 6, the Glossary, Organizing Principles, and Legislation's area of jurisdiction in Appendix B of the Rule Book. The committee fielded and responded to a number of interpretation requests related to items under their purview. The committee met monthly in the Spring to discuss interpretation requests, as well as received and anticipated legislation proposals in advance of the June 10 submission deadline. During the months of June and July, the committee met frequently to deliberate and vote on the balance of the submitted legislation proposals, as well as to prepare the packet of recommendations submitted to the House of Delegates for the Annual Meeting.

The **Membership Committee** (chaired by Susan Ehringer) deals with items related to membership; registration (software and logistics); and the roles of LMSC Membership Coordinators. The committee started off the year with a Peer-to-Peer call (in coordination with the LMSC Development Committee) about the evolution of the Membership Committee, and the change in name of LMSC Registrars to Membership Coordinators to reflect the work these volunteers were already performing with our members. Other communications the committee is undertaking in 2020 include improved FAQs, educational materials, and documentation for Membership Coordinators.

The **Rules Committee** (chaired by Charles Cockrell) also had another busy year. The committee is responsible for ensuring that the competitive rules in part one of the USMS Rule Book provide for fair and equitable competition in the best interests of all our members. The committee works throughout the year to ensure that USMS members are informed of current rules, interpretations, and rule changes. The committee accepts, considers, and reports proposed amendments to Part One and the Glossary to the USMS House of Delegates in conjunction with the USMS Annual Meeting. 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 committee met in June and July to consider proposed amendments and prepare the pre-convention delegate packets. The Chair attended the USA Swimming Rules and Regulations Committee meeting in June.

In addition to acting as a liaison to the Executive Committee for the Administration committees, I continued my service this year as a member of the **IT Liaisons Group**, a task force of current and former Board members who worked with the CEO to advise the National Office on the ongoing Digital Transformation and USMS 3.0 strategies. As a result of the issues surrounding the COVID-19 situation, I also chaired a **Sanctions Recommendation Subcommittee**, responsible for bringing to the Board specific recommendations, topics of discussion, and high level considerations surrounding the return to traditional sanctioned events in both pools and open water. It is the goal of this subcommittee to provide guidelines to the volunteer base at the Annual Meeting that would indicate how we could best move forward with providing a safe, fun event experience for our members.

**Vice President of Local Operations**

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**Ed Coates**

I have enjoyed my first year in this role and learning about the great work done by the committees that I support. 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. This year each committee developed a committee statement which is a one-page description of the committee's responsibilities and activities. The committee statements were developed to help volunteers understand the what a committee does and to help recruit volunteers. The divisions activities are summarized below. Detail reports from each committee's activities is available in the committee reports section of the annual meeting packet or by reviewing committee meeting minutes posted on [www.usms.com](http://www.usms.com).

**History and Archives committee** (chaired by Frank "Skip" Thompson) continues to perform detailed work on the tasks of collecting and preserving the history of the USMS organization and its membership. The committee has been focused in two areas this year:

1. Continued compilation and digitizing historical records and results. This group, led by Barbara Dunbar, recently completed compiling and digitizing Open Water and E-Postal results from 1974-1997. The group continues to work on compiling digital files for historical Relay Top 10s and researching missing national record data.
2. Encouraging LMSCs to develop a method to capture and share its of activities through photos, documents, stories and newsletters. The group led by Bob Anderson communicated this concept to LMSCs leaders and encourage LMSCs to capture photos/activities from the Toyota Virtual National championship event on various social media platforms.

The **LMSC Development Committee** (chaired by Lisa Brown) continues work to provide support and education to LMSCs on effective operations and best practices. In March, the committee administered surveys to LMSCs to evaluate compliance with LMSC standards. The results have been compiled and shared with the LMSCs. The committee also hosted a peer to peer call in April in conjunction with the coaches committee to share ideas to keep swimmers engaged while pools were closed. This call had the largest attendance of any previous peer to peer call. The committee is in the process of reimagining the peer to peer educational webinars in conjunction with ongoing education provided by the coaches committee. The committee also formed a subcommittee to review volunteer position descriptions posted on the USMS website. The volunteer position descriptions were last updated in 2012. The revised descriptions should be posted on the website by the annual meeting.

**Recognition and Awards** (chaired by Megan Lassen) oversees the national service awards that highlight the outstanding efforts of our members and volunteers. They coordinated the selection of the Ransom J.

Arthur Award recipient Frank “Skip Thompson”. The committee received a record number of nominations for the RJA award this year. This year a subcommittee worked on revising the Club of the Year application. The committee is also developing an awards presentation that will be used at the virtual annual meeting to recognize award recipients. The committee continues to look at ways to promote volunteer recognition of both national and local volunteers.

**Records and Tabulation** (chaired by MJ Caswell) administers the compilation of Top Ten , All-American, All-stars lists and USMS Records, as well as the list of measured/certified competition courses. The committee continued to work closely with the National Office and the National Swims Administrator (Mary Beth Windrath) to maintain and publish these swim recognitions. The committee has been working this year to update the Guide to Operations sections related to Top Ten administration. The committee also reviewed the impact of pandemic on events rankings and the annual recognition programs (Top-ten, All-American and All-Stars).

In addition to supporting these committees and participating in Board activities, I also am an active member of the Governance Committee, on which I lead the effort to provide training and educational activities for Board members. I was also part of the Unified Fee communications group that reached out to all the LMSCs to get feedback on the unified fee early adoption program, the modified year plus membership, and also check on LMSC and club’s status early in the pandemic. The feedback from these discussions helped formulate the legislation proposed to implement the Unified Fee and also the development of COVID relief matching grant program.

I look forward to participating in our first virtual annual meeting and helping the organization grow in its 51<sup>st</sup> year and beyond.

**Vice President of Programs**

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**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 Postal 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 Long Distance Volunteer Award at convention. During 2020 all OWC events have been canceled. The One Hour Postal NC was held in the winter. At this time, Aug.11, there is still discussion regarding the four (4) remaining Postal NC events being held.

The **Officials Committee**, chaired by Teri White (vice chair – Mike Abegg) have volunteered at USMS pool meets. The committee implemented a USMS Referee Certification and extended all certifications from 2 years to 4 years.. They are also selecting an outstanding official to receive the USMS Service Award for Officials. The OC conducted a major review of content to their website with many new/updated files submitted.

The **Open Water Committee**, chaired by Kim Elsbach (vice chair—Mark Johnston) Given that most of the work of the OWC is now under the purview of the OWTF and the National Office, Kim and Mark made a proposal to the Committee in May, 2020 to disband the committee and transfer the few remaining, annual tasks to the LDC. Any larger Open Water projects would be undertaken by a temporary group of USMS volunteers, under the guidance of the National Office. OWC Committee members voted on this proposal (#1), as well as a proposal to disband on a Pilot basis only (#2), and a proposal to do nothing (no change from current status #3). The majority voted to approve #2.

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**

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**Chris Campbell**

My first year in this position has been challenging, both personally and for the four Committees for whom I liaise with the USMS Board of Directors. Like all members of USMS, we too were impacted by the shutdown and shelter-in-place directives driven by the global COVID-19 pandemic. Personally, my practice and competition have been severely constrained, and my officiating opportunities have been all but eliminated. My Committee members were similarly affected. Furthermore, the distressing events of this summer surrounding issues of Racial justice and equality are forcing deep reflection and a reckoning in all aspects of life, Masters Swimming included. My four Committees--Coaches, Diversity and Inclusion, Fitness Education, and Sports Medicine and Science—have been heavily engaged this year, even more so than expected. Our Coaches and Fitness Education Committees have had their creativity stressed in new and unexpected ways, as our Swimming Communities were forced to adapt fitness and training methods and routines to National, State, Municipal and Governing Body policies and restrictions. Our Sports Medicine and Science Committee found our Community inundated with information from all kinds of sources, and we all wonder what is correct, applicable and practical for Masters Swimmers, and what is not. SMS now works to sort this out. And our Diversity and Inclusion Committee found itself especially relevant at this moment and rose to meet the challenges.

At the beginning of the year, the Executive Committee of the Board of Directors challenged all of the USMS Standing Committees to generate Statements of Purpose for themselves. This exercise, while intended to be informative, proved far more valuable. These Statements led our Committees to define their goals, objectives and the methods of achieving them more clearly and concisely. In the case of my four Committees, this clarity of definition of purpose and methodology proved to be far more than I dared to hope. These Statements afforded my Committees the opportunity to expand their thinking and become more creative in their approaches to dealing with our current circumstances. They all seized this moment and excelled at it, and I couldn't be prouder of them.

I refer readers to the Annual Reports submitted by my Committees for detailed descriptions of their activities since last year's Convention in St. Louis. Here, I will hit their highlights.



**Coaches Committee:**

Kenny Brisbin, Chair; Chris McPherson, Vice Chair

At large Members: Kathy Gallagher, Terry Heggy, Molly Hoover, Susan Ingraham, Bob Jennings, Carol Nip, Kerry O'Brien, Lori Payne, Elise Shank, Trey Taylor, Timothy Waud, Rich Williams

Ex-Officio: Bill Brenner, Steven Hall

In addition to their usual, well-established list of deliverable products to the USMS Community, the Coaches Committee this year undertook closer liaisons with other Community Services Committees. While many of our usual efforts, such as support of the National Coaching Clinic and the USMS High Performance Camp, On Deck Coaching at Nationals and the Pan American Games and in person mentoring have been deferred to varying degrees, the Committee has used this time to work closely with the National Office on evolving and updating the USMS Coaches Certification process. They assisted in the transition to a new online system for hosting web-based workouts, began soliciting and receiving content for more coaching-related publications, and refining and streamlining the Coaches Mentoring Program, as well as selecting Mentor-Mentee match ups. Additionally, the Coaches Committee worked with the National Office to modify and standardize the requirements for the position of LMSC Coaches Chair. In response to the shutdowns due to COVID-19, the Committee is developing a series of presentations, which are intended to be presented monthly. The applicability of these webinars will extend beyond the time of the pandemic. Those activities not affected by the COVID-19 shutdowns continue on schedule. These include selection of the winners of the Kerry O'Brien Coaches Award and the USMS Coach of the Year. Of special note is the development of a much closer working relationship with the Diversity and Inclusion Committee, especially with respect to the generation of a D&I module to be included in the Coaches Certification Curriculum. While targeted towards Coaches, this webinar and its follow-on activities are both useful and timely.

Coaches serve as the primary conduit between USMS Leadership and the membership at large. As such, they cast a long shadow, and they will continue to do so.

**Diversity and Inclusion Committee:**

Sarah Welch, Chair; Ally Segal, Vice Chair

At-Large Members: Virgil Chancy, Jeff Commings, Donita Flecker, Kyle Jackson, Megan Johnston, Tim Murphy, Leslie Scott, Diana Triana, Blair Bagley, Tom Moore, Janelle Munson-McGee,

Ex-Officio: Daniel Paulling, Jessica Reilly

Of all of my Committees, the newest one has found itself in the spotlight most often and for significant reasons, given the events of this summer. Their approaches to issues have been thoughtful and well considered, reflecting positively on our Organization. This Committee has worked closely with the National Office to issue a statement in support of Racial justice and equality, and to establish a Diversity and Inclusion link on the USMS webpage, providing access to resources, information and best practices for Clubs, Coaches and Members. The Committee has worked across all of USMS to survey Coaches and Clubs, and to develop a growing list of Best Practices for D&I. An updated survey, with more in depth and refined questions, will be released to the USMS Coaches Community in the near future. The Committee has crafted legislation to update and expand definitions within USMS Rules and Policies. They are working with LMSCs to define the position of Diversity and Inclusion Chair. Two LMSCs, Minnesota and Connecticut, have already established this position. The Committee had developed closer ties to the Coaches Committee, providing information and resources to help Teams become more diverse and inclusive in their membership. As noted above, the Diversity and Inclusion webinar has been developed for inclusion in the Coaches Certification curriculum. After a Dry Run presentation to the D&I Committee and selected members of the Coaches Committee, the first formal presentation was made in July to the entire Coaches Committee, along with other USMS Coaches and Members. Over 50 people attended online, and the webinar was a great success.

This Committee is still finding more ways to make significant impacts to USMS. It will continue to grow, learn and share its knowledge and expertise going forward.

**Fitness Education:**

Mary Jurey, Chair; Emily Cook, Vice Chair

At-Large Members: Brigid Bunch, David Morrill, Ken Winterberger, Karin Wegner, Ann Marshfield, Anita Cole, Brian Cummings, Lisa Watson, Andy Seibt, Kathy Englar, Matt Miller, Lisa Ward

Ex-Officio: Jay Eckert, Onshalee Promchitmart

This Committee benefitted greatly from the generation of a Committee Statement of Purpose. Doing so resulted in the formation of subcommittees with specific duties and expected deliverable products. Goals, methodologies, processes and deliverables are now more clearly defined. The Committee now meets monthly to track ongoing activities and to examine relevant issues. Formalized activities now include development of a more clearly defined set of criteria for the USMS Fitness Award, and solicitation of nominations, closer liaison with the National Office on issues of support and marketing of the Fitness Challenge Series of events, and on issues of membership growth and retention. COVID-19 has resulted in a new awareness of the importance of communication at the National, LMSC, Club, Coach and Member levels. The pandemic has presented unique challenges to maintaining and enhancing member fitness, and this Committee is answering the call. As a consequence, we are pursuing closer relationships with the other Committees under the Community Services umbrella.

As Member fitness is a primary objective of USMS, this Committee will be impactful and relevant for a long time to come.

**Sports Medicine and Science:**

Christopher Reider, Chair; Jane Moore, Vice Chair

At-Large Members: Meg Carlson, Arlette Godges, Kris Goodrich, Clare Kubiak, Melodee Nugent, Jim Miller, Aaron Schneider, Jessica Seaton, Robin Tracy, Rich Williams

Ex Officio: Daniel Paulling

This Committee also benefitted greatly from the generation of a Committee Statement of Purpose. As is the case with Fitness Education, doing so has resulted in the more clear definition of specific duties and deliverable products, as well as a greater focus on Community expectations. The Committee now meets monthly to track ongoing activities and to examine relevant issues. Given the flood of information, some good, some bad, concerning health and fitness during the pandemic, the Committee acted to establish a pool of qualified professionals to serve as reviewers for USMS publications. All of these reviewers are USMS members and are experts in their fields. As a consequence, the Committee will now solicit, author and review articles for publication in various USMS organs. They will serve as gatekeepers, thoroughly vetting information targeting our membership for validity, applicability and practicality. The Committee's first publication, authored by Dr. Jim Miller, recently appeared in Streamlines. As of this writing, it had already received 3400 views. A second article, on the subject of hydration, is currently in the review cycle. It is the goal of this Committee to establish a dynamic library of relevant and targeted articles and documentation for access by the USMS Membership. Additionally, the Committee is working with the National Office to determine the feasibility of revitalizing the Sports Medicine Blog. We are examining the frequency of usage, as well as the best mechanisms for conveying relevant information to our membership.

This Committee is now defining a path forward to position itself to make valuable contributions to USMS.

**Secretary**

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**Greg Danner**

This year has certainly brought on some unique challenges. I'm impressed by the response of our volunteers and National Office to keep our members engaged and primed for a return to the water. We will make our way back stronger than ever.

My activities for the past year were typical for the role, taking minutes for: Convention HOD sessions, Executive Committee conference calls, BOD conference calls, and in person meetings (several BOD meetings at convention as well as the Winter BOD meeting). After the distribution of minutes and their subsequent approval, I posted them to the website. Additionally, committee and task force chairs that submitted minutes were posted to the site. I managed the digital recordings for all the meetings and assisted with the transition to a new meeting platform that was precipitated by current events and the need for additional services.

Although I regret all the faces I won't be able to see at the annual meeting, our virtual format this year is going to provide us with a new opportunity to improve the way we operate long term. Thank you all for allowing me to serve on your behalf; I hope everyone can get back in the water safely soon.

**Treasurer**

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**Teddy Decker**

This was my first year as treasurer for USMS and what a year it has been! We started out the year with great expectations of having a celebratory year of 50th anniversary events and a strong Olympics campaign. The approved budget was at a deficit, but with the purpose to spend down a little of our reserves to give back to the membership and make sure we provide the best possible services and benefits to our members.

This normal status quickly went out the window when the COVID-19 crisis hit the nation. Most public and private pools around the country (and world) were shut down and most of our members were no longer allowed to congregate or workout with their teams, not to mention the cancelling of all events - local to national. The USMS staff and financial oversight committees reacted very quickly to implement plans to mitigate the potential financial losses and also to continue to provide valuable services to our members in the venues available under the difficult circumstances.

Because of these decisive and expedient measures, I am pleased to say that USMS remains a very healthy organization from a financial perspective and the projected budget for 2020 is actually anticipated to be better than originally planned when it was approved prior to the COVID-19 pandemic.

The Finance Committee advised on the adjustment of contracts, the updated budget, and other urgent financial matters to make sure that the fiscal health of USMS could be maintained.

In addition, due to the prudent stewardship of our investment committee and our investment advisors, Northern Trust, the fluctuations in the stock market have had comparatively small effect on our reserves which remains in excess of \$3.3M as of June 30, 2020.

Our independent accounting firm, Kerkering, Barberio & Co of Sarasota, FL conducts the annual audit, provides a management review letter, and makes an annual presentation to the Audit Committee. For the tenth year in a row there were no reported deficiencies by our auditor. This is a direct reflection of our Chief Financial Officer, Susan Kuhlman, who continues to do an outstanding job maintaining our financial records and advising on all matters related to finance.

Going forward, our Audit, Finance, and Investment Committees are continuing to work with the national office staff and make recommendations to the Board of Directors to ensure the financial stability of our organization now and for many years into the future.