

Announcements

CERTIFICATION TABLE HOURS

Wednesday 8am to 5pm & Thursday 7:00am – 7:45am

Muehlebach Pre-function Area

Thursday afternoon thru Saturday

Back of HOD or come find Debbie

MEET & GREETs

DELEGATE ORIENTATION

Thursday 9:15am – 9:45am

Imperial Ballroom

NEW DELEGATE LUNCHEON

Friday 11:45am – 1:00 pm

Pizza Bar (7 minute walk)

More Details available at the Delegate Orientation

MEET THE CANDIDATES FORUM

Thursday 12:30pm – 1:30pm – **Imperial Ballroom**

Meet the candidates running for
USMS Officer Positions

USMS HOSPITALITY SUITE

The Missouri Valley LMSC has graciously agreed to staff the USMS Hospitality Suite. The suite will be open beginning Wednesday evening thru Sunday morning.

Come socialize with other USMS volunteers in

Room 2122

“ROUND TABLE” LUNCH

Saturday 12:00pm – 1:00pm - Basie A&A1, B&B1.

Enjoy your lunch while networking with your peers who do the same job as you do in the LMSC.

This will be an informal session where like officers will group together and discuss their positions and responsibilities. We hope to see lots of you there!

WORKOUTS

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

SWIM

Central High School Pool

Bus pick up at 5:30 AM (PROMPTLY!) Central Street
(East side of Marriott Tower building)

DRYLAND

Eisenhower (Salon 6)

EVENING ACTIVITIES

WELCOME RECEPTION

Wednesday 7:00pm - 9:00 pm

This theme for this year’s welcome reception is “Jazz”. This will take place in the Exhibitor Area with cash bar and hors d’oeuvres.

LMSC SOCIAL – Jack Stack BBQ

Hosted by the Missouri Valley LMSC

At the Barney Allis Plaza

Thursday 7:30pm - 10:00pm

IMSHOF INDUCTION

Friday 6:00pm – 8:30pm

6:00-6:45 pm – Reception (cash bar)

6:45-8:45 pm – Induction Ceremony

Basie A&A1

All USMS delegates are invited (complimentary tickets) to attend the induction of US Masters Swimmers **Jack Groselle, David Radcliff & Nancy Ridout**

USAS BANQUET

Saturday 7:00pm

Imperial Ballroom

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

HOSPITALITY SUITE HOURS - Room 2122

Wednesday

4:00pm – 6:00pm & 8:30pm – 11:00pm

Thursday

7:00am – 8:00am & 10:00am – 12:15pm

1:45pm – 4:00pm & 9:00pm – 11:00pm

Friday

7:00am – 9:30am & 11:45am – 1:00pm

8:00pm – 11:00pm

Saturday

7:00am – 9:00am

12:00pm – 1:00pm

9:30 pm – 1:00am

Sunday

7:00am – 9:00 am

Announcements

ORIENTATIONS

COMMITTEE CHAIRS

Wednesday 6:30pm – 7:00 pm – Colonial Ballroom

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

DELEGATE

Thursday 9:15 – 9:45 am - Imperial Ballroom

Chris Stevenson, VP of Local Operations will provide a "USAS Convention Orientation" at the first House of Delegates (HOD) on Thursday. Chris will introduce several members of the USMS leadership and review valuable information to improve your convention experience.

NEW BOARD MEMBER – USMS GOVERNANCE/LEADERSHIP PRESENTATION

Friday 1:00pm – 2:00 pm – Nixon (Salon 5)

Dr. Jim Miller, USMS Past President will provide a "New Board Member Orientation" to new members of the USMS Board on Friday. This orientation includes information on your responsibilities as 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.

EDUCATION

ADULT LEARN TO SWIM INSTRUCTOR AND COACH CERTIFICATIONS

USMS is hosting the following educational opportunities on Wednesday, September 30, 2014
Courtyard Kansas City at Briarcliff – 4000 North Mulberry Dr, Kansas City, MO 64116

USMS Adult Learn to Swim Instructor Certification

[Adult learn-to-swim Instructor Certification](#)

USMS Coach Certification

[Levels 1 & 2 Coach Certification](#)

[Level 3 Coach Certification](#)

For registration and more details please click the links above.

LMSC WORKSHOPS

Media – Laura Hamel

Friday 9:30am – 10:30am – Bennie Moten A&B

Ever wonder what goes on behind the scenes of USMS publications? How articles get chosen for *SWIMMER* magazine? How to get an announcement into an issue of *STREAMLINES*? Do you have great story ideas and want to know how to share them? Or how about a suggestion on how communications can be improved in your LMSC? Do you have a communications plan when you're trying to obtain local press coverage for your event? What about social media – is your club struggling with how to best use it to promote your team locally and nationally through USMS's social media channels? Bring your questions and join USMS Communications and Publications Director Laura Hamel for an overview of USMS publications and communications.

Governance and Leadership – Ed Tsuzuki & Patty Miller

Friday 1:00pm – 2:00pm – Truman B

How does your LMSC fit into the aquatics world? Do you serve on the board of a non-profit organization? If so, what are your duties and responsibilities? Can a non-profit make a profit? Learn the answers to these questions and improve your leadership effectiveness by learning more about LMSC governance in this session. This workshop was first presented at the 2015 LMSC Leadership Summit and is back by popular demand!

Announcements

Recruiting and Managing Volunteers for Competitions and Leadership- Susan Ehringer

Friday 1:00pm – 2:00 – Colonial Ballroom

In this workshop we'll relate national statistics on volunteering to the USMS Masters Swimming population and identify key steps in developing a volunteer program that helps you discover ways to recruit volunteers for boards and meets.

Why Do We Swim - Paige Buehler

Friday 1:00pm – 2:00pm - Lido

Join us for a frank and introspective discussion on why people join U.S. Masters Swimming. Share the inspiration to better speak to and serve your LMSC's membership. This session was developed for the 2015 Leadership Summit and modified for the broader convention audience.

Staff Speed Dating – Dan Cox

Saturday 10:30am – 11:30am – Basie A&A1, B&B1

Simple, easy and fun ways to learn more about what your USMS national office staff does for you!

Program Developer Program – Bill Brenner

Saturday 11:30am – 12:00pm – Basie A&A1, B&B1

Are you passionate about swimming and the benefits Masters Swimming provides? Are you looking for an exciting and meaningful volunteer opportunity supporting your LMSC? Bill Brenner, USMS Education Director, will give a brief overview of this free in-classroom seminar for volunteers interested in learning how to support the clubs, workout groups, coaches and instructors in your LMSC.

*Free Lunch Money give away for a few lucky people who stay to hear this presentation

Sports Medicine Presentation – The Benefits of Creating a Positive and Supportive Environment in Physical Activity Settings

Friday 2:15pm – 3:15pm – Imperial Ballroom

Dr. Mary Fry, an associate professor in sport and exercise psychology and the Director of the KU Sport and Exercise Psychology Lab will be presenting her research on **The Benefits of creating a positive and supportive environment in physical activity settings**. She and her students conduct a lot of research examining the benefits of participants being in caring environments where the focus is on individuals feeling good when they give their best effort, see improvement, and cooperate with others.

Open Water Workshop – NAVIGATING OPEN WATER SANCTIONING AND SAFETY PLANNING

Friday 8:00am – 9:00am – Imperial Ballroom

Whether you have put on a swim before or are interested in learning how, this workshop will guide participants through the open water swim sanctioning and safety planning process. Come learn how to apply for a sanction, select a swim venue, develop entry information, staff your event, making a safety plan and more.



Are you a Swimming Saves Lives Foundation Donor?

Any House of Delegate Member who contributed to the Swimming Saves Lives Foundation during the 2015 registration year will receive an acknowledgement button at convention registration. Contributions can be made online at www.usms.org/giving

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- Legal Counsel

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**U.S. MASTERS
SWIMMING**

Candidates for Office

- President – Patty Miller
- VP of Administration – Ed Tsuzuki
- VP of Community Services
 - Richard Garza
 - Lori Payne
 - Frank “Skip” Thompson
- VP of Local Operations – Chris Stevenson
- VP of Programs – Chris McGiffin
- Secretary – Chris Colburn
- Treasurer – Ralph Davis

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U. S. Masters Swimming

United States Aquatic Sports Annual Convention – Kansas City, Missouri 2015

WEDNESDAY, September 30, 2015

9:00am - 2:00pm	Board of Directors	Colonial Ballroom
2:30pm – 4:00pm	Investment #1	Jay McShann A
2:30pm – 4:30pm	BOD Task Force #1	Lester Young B
	BOD Task Force #2	Jay McShann B
4:00pm – 5:30pm	Finance #1	Colonial Ballroom
5:30pm - 6:30pm	Board of Directors	Colonial Ballroom
6:30pm – 7:00pm	Committee Chairs	Colonial Ballroom
7:00pm - 9:00pm	WELCOME RECEPTION by Risk Management	Marriott Foyer

THURSDAY, October 1, 2015

6:00am - 7:00am	Swim Practice Dry land Workout	Eisenhower (Salon 6)
7:00am - 8:00am	Women in Aquatics Breakfast (Please register USAS)	Registration desk
8:00am – 9:45am	House of Delegates #1	Imperial Ballroom
10:00am-11:15am	Officials Fitness Education Recognition & Awards Legislation #1 Finance #2	Lester Young A Big Joe Turner A Trianon E Lido Truman B
11:15am – 12:30pm	Lunch	
12:30pm – 1:30pm	House of Delegates #2	Imperial Ballroom
1:45pm – 3:15pm	Championship #1	Andy Kirk A&B
2:00pm – 3:15pm	Open Water Registration LMSC Development	Julia Lee A&B Truman B Truman A
3:30pm – 4:35pm	Long Distance #1 Coaches History & Archives Rules #1 Investment #2	Julia Lee A&B Andy Kirk A&B Lester Young A Truman A Hoover (Salon 4)
4:45pm – 5:30pm	House of Delegates #3	Imperial Boardroom
5:45pm – 7:00pm	Zone Meetings Breadbasket Colonies Dixie Great Lakes Northwest Oceana South Central Southwest	Yardbird B Trianon E Truman A Truman B Wilson (Salon 3) Lester Young B Andy Kirk A&B Trianon A&B
7:30pm -	LMSC Social	Barney Allis Plaza

FRIDAY, October 2, 2015

6:00am - 7:00am	Swim Practice	Eisenhower (Salon 6)
	Dry land Workout	Andy Kirk A&B
8:00am – 9:15am	Sports Medicine & Science	Lester Young A
	Records & Tabulation	Exec Board Room
	Foundation	Julia Lee A&B
8:00am – 9:30am	Championship #2	Imperial Ballroom
8:00am – 10:00am	Open Water Workshop	Bennie Moten A&B
9:30am - 10:30am	LMSC Workshop #1 - <i>Media</i>	Andy Kirk A&B
	Legislation #2	Julia Lee A&B
	Rules #2	Jay McShann B
	Finance #3	Imperial Ballroom
10:45am - 11:45am	House of Delegates #4	
11:45am – 1:00pm	Lunch with New Delegates	
1:00pm – 2:00pm	Long Distance #2	Andy Kirk A&B
	LMSC Workshop #2 – <i>Leadership</i>	Truman B
	LMSC Workshop #3 – <i>Recruiting & Managing</i>	
	<i>Volunteers for Competitions and Leadership</i>	Colonial Ballroom
	LMSC Workshop #4 – <i>Why we do swim!</i>	Lido
	Governance/Leadership Presentation	Nixon (Salon 5)
	Audit	Exec Board Room
2:15pm - 3:15pm	Sports Medicine Presentation	Imperial Ballroom
3:30pm - 5:15pm	House of Delegates #5	Imperial Ballroom
5:15pm - 5:30pm	BOD to approve the budget as amended	Imperial Ballroom
6:00pm - 8:30pm	International Masters Swimming Hall of Fame Induction Ceremony	
	Complimentary Tickets to USMS House of Delegates Members	
	IMSHOF Reception – Cash Bar (6:00-6:45)	Basie A&A1
	IMSHOF Induction Ceremony (6:45-8:30)	Basie A&A1

SATURDAY, October 3, 2015

6:00am-7:00am	Swim Practice	Eisenhower (Salon 6)
	Dry land Workout	Andy Kirk A
7:00am – 8:00am	Governance	Big Joe Turner A
8:00am - 9:00am	Finance #4	Trianon A&B
	Rules #3	Julia Lee A&B
	Legislation #3	Basie A&A1, B&B1
9:15am - 10:15am	House of Delegates #6	Basie A&A1, B&B1
10:30am – 11:30am	Staff Speed Dating	Basie A&A1, B&B1
11:30am – 12:00pm	Program Developer Program	Basie A&A1, B&B1
12:00pm - 1:00pm	Round Table Lunch	Basie A&A1, B&B1
1:00pm - 1:30pm	Rules #4 (USA Swimming)	Julia Lea A&B
1:30pm - 5:30pm	House of Delegates #7	Basie A&A1, B&B1
7:00pm - 10:00 pm	AQUATICS AWARDS BANQUET	IMPERIAL Ballroom

SUNDAY, October 4, 2015

8:00am - 9:00am	United States Aquatic Sports Board of Trustees	Truman A
10:00am – 12:00pm	Board of Directors	Colonial Ballroom

TO: U.S. MASTERS SWIMMING HOUSE OF DELEGATES

FROM: ROB BUTCHER, EXECUTIVE DIRECTOR

DATE: AUGUST 21, 2015

SUBJECT: ANNUAL MEETING REPORT

This memo serves as a progress update and an overview of the activities that we are dedicating resources.

MEMBERSHIP SERVICES

- The 16-month membership product was introduced September 1, 2014. This membership offering was created in response to members who, in years past, had registered after September 1 and obtained a membership that expired December 31, and felt overwhelmingly that the value of a year-end membership was not worth the price. On September 1, 2014, USMS introduced a new offering allowing members to purchase a 2015 membership with their year-end 2014 membership. We had budgeted for 500 16-month memberships. However, the demand for this offering was more than we anticipated and we sold 2,216 16-month memberships. Enhancements are being made to the online registration system and in marketing and communications to promote this new membership option on September 1, 2015.
- USMS built and owns our membership registration, club registration, Spring and Summer Nationals registration, and events results database. Significant IT, membership, and accounting time will always be allocated to operating, maintaining, and safeguarding our systems.
- A complete rewrite and IT programming overhaul is being planned for the “Places to Swim” service so it can be fed from the club and workout group registration database and thus be a better information resource for those seeking USMS programs. This will be an ongoing project in 2016 and 2017.
- Convention administration responsibility and publishing and printing of the Rule Book are activities now managed by the membership team in the National Office.
- Our membership team of Anna Lea Matysek and Tracy Grilli has the added responsibility of providing volunteer training for LMSC registrars, sanctions chairs, Top 10 recorders, and treasurers. They have created and frequently update tutorials and provide phone and email support year-round. This is in addition to the primary responsibility of providing membership services to our 64,000+ members.

COMMUNICATIONS AND PUBLICATIONS

- Our Communications and Publications business unit produces six issues of *SWIMMER* magazine, 30 issues of *STREAMLINES*, video content, and regular features to usms.org. In addition, event communications surrounding our national events, including 10 pre-event email updates and the meet programs are managed and produced in-house.

- Our Communications team manages our growing social media programs of Facebook, Twitter, YouTube and LinkedIn. With more than 60,000 followers, Masters Swimming has an influential and important voice in social media.
- Our communications staff is an integral part of our public relations outreach as we expand our reach beyond the swimming media space.
- Our publications staff is conducting a *SWIMMER* magazine survey in an ongoing effort to ensure that our flagship publication continues to bring relevant, informative, and entertaining information to our members.

EDUCATION SERVICES

- Throughout 2014, we wrote the USMS Adult Learn-to-Swim Instructor Certification Program curriculum. On January 1, 2015, ALTS instructor certification was introduced and taught in Indianapolis. In 2015 we are teaching 12 ALTS instructor classes (as of this update, 237 instructors have paid to attend the ALTS instructor certification). We're scheduling 25 ALTS instructor classes in 2016 and project 625 will attend the class.
- Strong demand for our USMS Masters Coach Certification Program continues with an expected 29 teachings in 2016. We project 600 coaches will attend Levels 1 through 3.
- Coach designations have undergone changes for 2016. Previously, any registered member could purchase a "Recognized Coach" designation. This has been discontinued. Beginning with the 2016 registration year, coaches are eligible for a new designation, "USMS-Certified Masters Coach," only if they have completed a coach certification class. The "USMS-Certified Adult Learn-to-Swim Instructor" designation is only available to those who have completed the ALTS instructor class.
- Education Services will continue its outreach initiative, making more than 100 club and facility visits in 2016.
- In partnership with Pacific Masters LMSC, we will host an education experience for Masters coaches in November 2016. The plan is that the Masters Coach Education Experience will be hosted in even years while the LMSC Leadership Summit will be hosted in odd years.

SWIMMING SAVES LIVES FOUNDATION

- Our foundation's cause addresses a societal issue and is in direct support of our vision to be the premier resource for adult aquatic fitness and will make fitness through swimming available for more adults.
- In 2012, SSLF funded five local partners who provided opportunities for adults to learn to swim with a hope that those adults would have the confidence and desire to continue swimming with a Masters Swimming program. In 2013, SSLF received 31 grant applications and provided funding to 11. For 2014, SSLF provided \$60,000 in grants. In 2015, we have received more than 70 grant applications and we expect to award \$87,000 in foundation grants.
- The volume of donor gifts to SSLF has been increasing. From 2011 to 2014 the individual member donations increased by 60%.
- To bring visibility and awareness, as well as create a volunteer give-back opportunity for SSLF, the month of April was designated as Adult Learn-to-Swim Month.

MARKETING SERVICES

- Our sponsorship portfolio has grown from 10 partners in 2009 to 35 partners in 2016. Partner revenue exceeds \$450,000 with an additional \$35,000 in products used to support ongoing programs.
- A comprehensive membership survey is scheduled for 2016 with a purpose of identifying new membership markets and programs that USMS might offer.
- The past five years, USMS has been a supporter of the College Club Championships. College club swimming is growing and we are investing in research so we may learn and understand how USMS can build bridges and programs to serve this demographic.

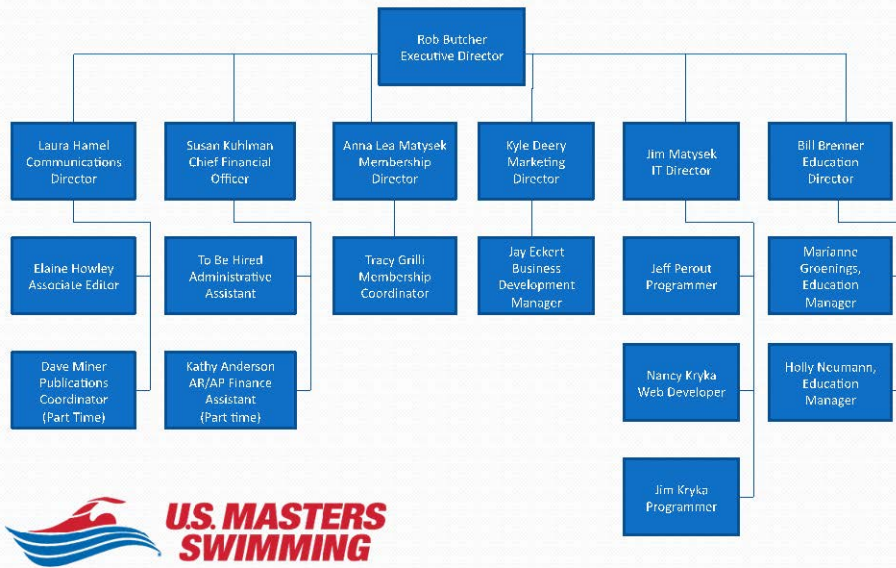
RISK MANAGEMENT AND INSURANCE

- We continue our partnership with Entertainment Sports and Insurance eXperts for risk management and insurance services. Risk management programs include expanded insurance coverage, an online sanction database, a national-level event compliance review, and a new waiver.
- If the event sanction fee legislation and budget is approved, the National Office will be responsible for implementing the billing process with our LMSCs. Preparations are ongoing for this new model.
- USMS specialized legal needs are increasing. Sarasota-based counsel has been retained for counsel and advice with respect to our national and local fundraising activities and our real estate needs as the National Office moves into its new location in 2016.

ADMINISTRATION & VOLUNTEER

- The inaugural LMSC Leadership Summit was held in 2015. This successful face-to-face leadership summit is being planned every other year and is next scheduled for 2017.

2016 National Office



USMS Executive Committee Reports

President

Nadine Day

I would like to thank you for the opportunity to serve as your President for U.S. Masters Swimming. I am very grateful and humbled that you voted for me four years ago and entrusted me to lead our organization. Throughout these last four years I have strived to put our membership as my highest priority and to represent USMS with integrity.

I have been very fortunate to have an exceptional Executive Committee assisting with the National volunteer leaders. One of the President's responsibilities is to appoint national committee members. National committee members were appointed in collaboration with the Executive Committee and the respective Committee Chairs. Our dedicated volunteers serving at the national level help to make decisions that provide opportunities and services for our members and fair competition for all. Thank you to all of the national committee members.

The Board of Directors has been very engaged working to meet the needs of our organization focusing on the best path forward regarding the future of our USMS National Headquarters. We formed a task force to examine if Sarasota can continue meet the continued growth of USMS as we have outgrown our current National Headquarters. The task force determine that Sarasota can meet our organizational long term needs and we will be transitioning to a new location in Sarasota.

Four years ago, we experienced an insurance crisis that temporarily distracted us. We were faced with not having a long term sustainable plan for covering insurance premiums. In response, we have enhanced our sanction progress and improved our safety guidelines for open water. We did our first risk analysis and determined exactly what and whom we will insure. We put our member's safety first. This year we are dedicated to putting a plan in place that will ensure that USMS has a sustainable model that is fair and will not disrupt other programs and services to our members.

This year we were able to partner with majority of the LMSCs and have a LMSC Leadership Summit. The networking and collaboration was amazing and extremely productive. The national office is providing LMSCs leaders with services and programs so they in turn are able to meet needs of our members. We focused on awareness of the defined roles and responsibilities of all volunteer positions and governance, this is resulting in more volunteers at the local levels.

Some of my biggest impacts and proudest accomplishments I achieved as President has been helping to demonstrate USMS as strong leader in promoting aquatics worldwide. I had the opportunity to give a presentation on Masters Aquatics to the CCCAN Federations that was well received. This lead USMS to develop new partnerships and grow adult swimming beyond our borders. I assisted and observed the UANA Congress providing additional opportunities to promote USA Aquatics. I represented U.S. Masters Swimming and Masters Aquatics while participating in the UANA Masters Pan American Championships and FINA Masters World Championships allowing me to meet with many Masters Federation leaders and share the vision of USMS.

We have been successful as an organization because the national staff and hundreds of volunteers have worked together with a common goal of making USMS the premiere resource for adult aquatics. We are fortunate to have a national staff working daily for our organization to elevate the services that we provide to our members, volunteers, and coaches. USMS would not exist without all the volunteers and the dedication they have to make USMS successful.

USMS Executive Committee Reports

In the coming years succession planning will be part of the focus for USMS. We need to address long term viability and continuous success of our organization to serve and meet the needs of our membership by mentoring the younger generation. It is our responsibility as leaders to ensure that we have people willing and ready to step up to replace us.

Thank you again. I am blessed and honored to say that I am a US Masters Swimmer. I am looking forward to serving you as immediate Past President. I will to continue to promote Masters Swimming and Aquatics for all and I pledge to always remember that my highest priority is our membership.

Vice President of Administration

Ed Tsuzuki

2015 marks 6 years of service on the USMS Board of Directors and I hope to be able to continue for a second term as the Vice President of Administration. While I have said this in every annual report I have submitted, I continue to be amazed at not just the “quantity” (the incredible number of hours) but more importantly the “quality” (the knowledge, the experience, the professionalism) of the volunteers we have in our organization. The highlight of the year for me was to participate in the first “LMSC Leadership Summit,” where we were able to bring our LMSC leaders together with some of the USMS leaders and staff members for an outstanding weekend of sharing best practices, discussing opportunities at both the local and national level, education, and active networking. It was refreshing to see the communication and collaboration taking place among all the participants and of course it was a thrill to be able to meet so many of our volunteer leaders. I am already looking forward to our 2016 summit!

I am extremely fortunate to have such an experienced group of veteran committee chairs leading the Championship, Legislation, Registration and Rules Committees. The level of experience and knowledge that these four committees have demonstrated throughout the year has been very impressive. For details, please refer to their annual reports.

The **Championship Committee**, chaired by Jeff Roddin (vice chairs – Kim Crouch and Jim Clemmons) works tirelessly to ensure that the swimmers at the USMS national championship meets have an outstanding experience and also that the hosts are supported to deliver a high-quality event for all. Of course, their work gets extremely busy immediately before each (spring and summer) championship event, but they must also manage the bidding process for future events.

The **Legislation Committee**, chaired by Meg Smath (vice chairs – Sean Fitzgerald and Richard Garza) considers proposed changes to Parts 2, 4, 5, and 6 of the rule book, as well as relevant changes to the Organizing Principles and Glossary in odd-numbered years. Since this is a “Legislation” year, the committee will be quite busy considering all the proposals for this year.

The **Registration Committee**, chaired by Leo Letendre (vice chairs – Arnie Litt and George Simon), was able to provide feedback on the new online registration system enhancement request list.

The **Rules Committee**, chaired by Kathy Casey (vice chair – Charlie Cockrell) has jurisdiction over Part 1 of the rule book and the glossary. Since this is not a Rules year any proposed amendments, deemed an emergency (and recommended for approval) by the Rules Committee will require a nine-tenths vote of the House of Delegates for approval. Despite being a Legislation year, Kathy and the committee remained very busy proofreading the rule book, answering questions, providing interpretations, and publishing regular articles to address frequently asked questions.

USMS Executive Committee Reports

I am honored to continue to serve on the USMS leadership team and would like to thank all of my colleagues (both the volunteers as well as the national staff) for the many learning opportunities that they provide as well as the experienced veterans who continue to mentor me throughout the year.

Vice President of Local Operations

Chris Stevenson

The Local Operations division consists of four committees (Awards & Recognition, History & Archives, LMSC Development, Records & 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 productive one for the four operations committees; their activities are summarized below but annual reports and meeting minutes should be consulted for more detail.

History and Archives, chaired by Meegan Wilson, continues to do very fine work on their tasks of collecting and preserving the history of the USMS organization. Their projects tend to be multi-year efforts such as finding, digitizing and consolidating paper documents such as older registration files, USMS record and Top 10 chronologies, and stories. They also generate stories for publication on the USMS web site.

The **LMSC Development Committee**, chaired by Paige Buehler, has had another busy year. Several on the committee played prominent roles in planning the first Leadership Summit for LMSC chairs and other leaders, held in March. They have organized an excellent series of about ten peer-to-peer (P2P) teleconferences for different LMSC offices, giving volunteers across the country an opportunity to share ideas and best practices. Notes from these sessions have been generated and posted on the USMS Discussion Forums that were created to foster communication among LMSC volunteers. The committee also organized two Adult Learn to Swim training webinars and is in charge of organizing Convention training workshops. The committee is in the process of a thorough review of the LMSC Standards document and best practices.

Recognition and Awards, chaired by Ray Novitske, oversees the national service awards that are so valuable for underlining the very fine efforts of our volunteer base. The committee continued efforts to increase submissions for national awards and were successful for several key awards. They coordinated the selection of the Ransom J. Arthur Award recipient Meg Smath, who was honored by USMS President Nadine Day in Kentucky while being recognized *in absentia* at Spring Nationals. Work on other national and international awards continues, including those selected by other committees.

Records and Tabulation, chaired by Jeanne Seidler, continued its excellent supervision of Top 10 lists and USMS Records, as well as the list of measured/certified competition courses. The committee includes the National Swims and the USMS Records Administrators (Mary Beth Windrath and Walt Reid, respectively) among its members. The committee also continued to formulate, refine, implement and publish policies related to these lists and records. The committee has also taken responsibility of monitoring progress and suggesting improvements on the End-to-End Event Management E2EEM system of sanctioning and results collection and processing.

In addition to acting as liaison for these committee and serving on the Board of Directors and Executive Committees, I was also a member of the following task forces. The reports of these task forces should be consulted for more detail.

USMS Executive Committee Reports

- The **Open Water Task Force**, whose task focused largely on recommending ways to cover insurance liability costs in a more sustainable in equitable manner. Recommendations of the task force were presented to the board and approved and now pass to the House of Delegates.
- The **IT Liaison Group** is a new *ad hoc* committee consisting of the four VPs, the IT Director and the Executive Director. The goal of the group is to help prioritize IT projects and to monitor their progress. The VPs also act as liaisons to their committees who have submitted IT projects.
- The **Leadership Summit Task Force** was charged with planning the first LMSC Leadership Summit, which took place in March and was widely praised by participants. Current plans are to offer the Summit every two years.

Vice President of Programs

Chris McGiffin

Another busy year is underway for the USMS Programs committees, and another opportunity to say THANK YOU to the committee members, their chairs and vice chairs for your impressive efforts and achievements thus far. We are blessed with amazing volunteers who dedicate themselves to bringing our members the BEST adult aquatic experiences for health, wellness, fitness and competition.

The Long Distance Committee - Donn Livoni, Chair; Ali Hall, Vice Chair

2015 Goals:

- ◆ To increase total participation in 2015 OWNC 's by 10% over 2014.
- ◆ To Receive, for 2017, a minimum of one qualified, in-area, bid per event, including at least one Central area two-event festival bid.
- ◆ Explore possibilities for collaborative (and possibly innovative) strategies with other USMS stakeholders for increasing OWNC participation.
- ◆ Explore feasibility of developing a 3-5 year pool of unselected, qualified bidders; this would allow a bidder to reconfirm interest, capacity, leadership and commitment while by-passing the detailed bid process for a period of years.

Sub-committees:

- ◆ Documents - James Biles, Lead; Rob Copeland (OWGTO); Bob Bruce (ePostal manual); Rendy Opdycke.
- ◆ National Championship Oversight - Donn Livoni, Lead; James Biles; Ali Hall; Bob Bruce (ePostals)
- ◆ Patches, All-Americans, Records, All-Stars (PARA) - Greta van Meeteren, Lead;
 - Patches & Awards - Robert Zeitner & James Biles
 - All-Americans - Men - Rob Copeland & Greta van Meeteren/Denise Brown
 - All-Americans - Women - Greta van Meeteren & Rob Copeland/Denise Brown
 - All-American Relays - Phyllis Quinn & Jill Wright/Denise Brown
 - Records - Jill Wright & Bruce Hopson/Michael Fanelli
 - All-Stars - Rob Copeland & Rendy Opdycke/Michael Fanelli
 - Postal Series - Robert Zeitner & James Biles/Bruce Hopson
- ◆ Safety - Bill Roach (Chair), Bob Bruce, Rob Copeland, Donn Livoni
- ◆ Rules/Legislation - Bob Bruce (Chair), Donn Livoni, Lynn Hazlewood, Bruce Hopson, Rob Copeland
- ◆ Communications - Ali Hall, Lead; Rendy Opdycke
- ◆ Club Assistant - Colleen Driscoll; Phyllis Quinn

USMS Executive Committee Reports

- ❖ National Championship Selection - Ali Hall, Lead; Robert Zeitner; Denise Brown; Colleen Driscoll; Phyllis Quinn

2015 LD National Championships (as of 7/14)

- ★6/13 - Del Valle Open Water Festival (Livermore, CA) 10K (6.2 miles)
Liaison: Bruce Hopson backup: Phyllis Quinn & Rendy Opdycke
National Office/BOD: Elaine Howley
ISM: David Benjamin
 - ➡Recap: Total of 110 actual entrants.
- ★6/14 - Del Valle Open Water Festival (Livermore, CA) 1 mile 6/14
Liaison: Bob Bruce backup: Phyllis Quinn & Rendy Opdycke
National Office/BOD: Elaine Howley
 - ➡Recap: Total of 375 actual entrants.
- ★6/20 - Morse Reservoir Open Water Swim (Noblesville, IN) 15K (9.3 miles)
Liaison: Ali Hall backup: Rob Copeland
National Office/BOD: Bill Roach
ISM: Kevin Elliott
 - ➡Recap: Total of 75 actual entrants—event sold out within a week)
- ★6/27 - Central Oregon Masters (Foster Lake, OR) 2-mile cable
Liaison: Jill Wright backup: Donn Livoni & Mike Fanelli
National Office/BOD: None
ISM: Elke Asleton
 - ➡Recap: 85 total entrants (\$3 USMS NC surcharge). 82 total swimmers who did the event. 108 total entries for the Foster Lake Cable Swims, which also included: a. Swimmers who entered the One-mile swim but not the Two-mile swim. b. Swimmers who entered the Two-mile event as OEVTs, and who were therefore not eligible for the NC swim (Bob Bruce contacted each of them individually a week before the swims to make sure of their intention).
- ★8/29 - Green Leaf Racing (Lake George, NY) 2,5K (2.55 mile)
Liaison: Colleen Driscoll backup: Denise Brown
National Office/BOD: Chris McGiffin
ISM: Natalie Patz
 - ➡As of 7/14, SwimPhone shows 90 total entries.
- ★9/12 - Big Shoulders Open Water Swim (Chicago, IL) 5K (3.1 miles)
Liaison: Bruce Hopson backup: Robert Zeitner
National Office/BOD: Rob Butcher
ISM: Bill Roach
 - ➡Recap: Total of 800 actual entrants—event sold out within a week
- ★OHeP: Chicago Smelts January 1–31
Liaison: James Biles backup: Denise Brown & Jill Wright
 - ➡Recap: Total 2015 participation = 2293 (2014 was 2407); Total Revenue = \$14,108 (2014 was \$15,783).
- ★5,000M/10,000M ePostal: Central Oregon Masters May 15–September 15
Liaison: Greta van Meeteren backup: Michael Fanelli
 - ➡Recap: Total 2015 participation = 2293 (2014 was 2407); Total Revenue = \$14,108 (2014 was \$15,783).
- ★3,000/6,000 ePostal: Davis Aquatic Masters September 15–November 15
Liaison: James Biles backup: Jill Wright

Other LDC Highlights:

USMS Executive Committee Reports

- Independent Safety Monitor position is being piloted by LMSCs hosting the Open Water National Championship events
- Updated USMS Open Water National Championship contract language
- National Office/BOD ambassadors at OW National Championships
- Bill Roach, Donn Livoni and Dave Minor attended the USA Swimming Open Water Safety Workshop April 23, 2015 in Fort Myers, FL.

The Officials Committee - Ed Saltzman, Chair; Pat Baker, Vice Chair

Task Forces

❖ Recruitment Task Force - Brian Albright, Chair; Herb Schwab; Dave Diehl; Jim Holcolmb; Ed Saltzman.

- ➔ Formed to determine if LMSCs are having challenges staffing locally sanctioned meets with certified officials.
- ➔ Survey sent to LMSC Chairs and Officials Chairs to help understand the level of need that currently exists to recruit officials at the local level.
 - ◆ 41 responses from 31 different LMSCs
 - ◆ 3 LMSCs reported Significant problems finding certified officials (Iowa, San Diego-Imperial, South Carolina)
 - ◆ 15 LMSCs were “Somewhat likely” and 8 LMSCs were “Very likely” to use, promote and support a USMS Officials certification program.
- ➔ Recruitment task force is planning direct outreach to work with the three LMSCs that reported immediate challenges. Short-term solutions options will be developed.

❖ Training Task Force - Michael Moore, Chair; Mary Pohlman; Pat Baker; John King; Tom Cox; Alina de Armas; Ed Saltzman

- ➔ Formed to reaffirm the need for a formal USMS Officials Certification program, to create a framework of certifying and training USMS deck officials, and to report task force recommendations back to the Officials Committee for further action.
- ➔ Based on the survey results received, there appears to be sufficient need (74% of LMSCs) for a “home grown” USMS Officials Certification program.
- ➔ The full committee voted unanimously in favor of a motion supporting the development an in-house certification program.

Other Officials Committee Highlights:

- Completed migration of documents from former USMS Officials committee web page to USMS GTO. New Officials landing page is now the repository and primary reference.
- Spring Nationals - a total of 32 officials worked 203 sessions, averaging 4hrs per session.
- Difficulties recruiting officials to work at Summer Nationals were overcome with the help of Pat Baker. Pat negotiated 15 complimentary rooms for the volunteer officials, and she worked with Nadine to increase the Spring Nationals official's reimbursement by an additional \$1,000.

The Open Water Committee - Lynn Hazelwood, Chair; Rob Copeland, Vice Chair

2015 Goals:

- ◆ Promote the development of and participation in USMS open water swimming.
- ◆ Provide open water education for USMS managers, LMSC administrators, event hosts and swimmers.
- ◆ Enhance the safety of USMS sanctioned events.
- ◆ Develop and maintain publications that support achievement of the committee goals.

Subcommittees

- ❖ **Joint OW Management Group**—Chair Lynn Hazlewood: This is a new joint OWC/LDC management group whose job is to oversee the functioning of USMS Open Water Goals and Projects and work on special projects as necessary. Since its inception in October, the committee has 1) completed planning for the implementation of Water Temperature regulations, 2) implementation of Independent Safety Monitors, 3) updated the OWGTO to reflect that planning and update the OWGTO to include decisions made since the last version and 4) initiated a project aimed at partnering with USA Swimming on officials training.
- ❖ **Safety/Safety Education Subcommittee**—Chair Jim Wheeler: Much of the work begun by the Joint OW Management Group has shifted to the Safety/Safety Education Subcommittee. This subcommittee's tasks include: 1) Officials Education with USA Swimming, 2) education and implementation of the Independent Safety Monitor project, 3) continuing safety education (webinars, videos, convention workshops) and 4) development of Best Practices for Open Water Activities including open water practices, clinics and training swims.
 - ➔ With funding from the OWC budget, Bill Roach, Donn Livoni and Dave Minor attended the USA Swimming Open Water Safety Workshop April 23, 2015 in Fort Myers, FL.
 - ➔ Safety education to be split into three parts:
 - 1) a webinar on Navigating Safety Planning and Sanction Process with an accompanying Safety Workshop at convention (includes LMSC officials and event host training)
 - 2) event management training (including people who provide safety for the event, people who ensure fairness for events, and people who provide the structure/operations for events)
 - 3) Independent Safety Monitor training. Safety Director training follow with the planning for all education occurring in the fall of 2015. Funds have been requested for 2016 safety education implementation.
- ❖ **Joint Rules/Legislation Subcommittee**—Chair Bob Bruce: This is a joint OWC/LDC subcommittee that has existed for the past two years. The Chair has already looked at possible rules proposals that may need attention off-cycle and expects to have some work for the subcommittee on legislation issues coming out of the BOD and OWTF. Some members of this subcommittee have worked as part of the OW Joint Management Group to plan and implement new regulations for 2015.
- ❖ **OWGTO Subcommittee**—Chair Rob Copeland: This subcommittee's job is to update, reorganize and enhance the OWGTO as needed and to keep the contents of the OWGTO consistent with USMS policy as defined by the Board of Directors. Some members of this subcommittee worked as part of the OW Joint Management Group to update the OWGTO for the 2015 regulations.
- ❖ **Awards Subcommittee**—Chair Sue Nutty: This subcommittee is responsible for the development of and administration of the Open Water Service Award and any award systems that may come out of an OW Event Results Database.
 - ➔ Encouraging more nominations for the National Service Award including: a simplification of the nomination process; distribution of promotional emails to USMS open water managers and swimmers; and a decision to leave nominees on the list for three years, should they be unsuccessful. An evaluation of the success of these measures will be made following the process.
- ❖ **OW Activity Development Subcommittee**—Chair Jax Cole: This is a new subcommittee and is beginning the organizational process. The tasks of this subcommittee include: 1) planning for the future development of open water activities including sanctioned events, clinics, practices and training swims, 2) holding brainstorming sessions with the full committee during regular meetings and 3) communicating with LMSCs, clubs and event hosts to determine their needs for development.

USMS Executive Committee Reports

Special Appointments

- **Committee Secretary**—Secretary Joanne Wainwright: The Chair has appointed a secretary and two back-ups whose job it is to take minutes at committee meetings and prepare final minutes for publication on usms.org.
- **Publications Liaisons**—Primary Glenda Carroll, Back-up Sandra Frimmerman-Bergquist: The publications liaisons have been named and Laura Hamel has set them up to communicate with the USMS Editors concerning information to be published using Streamlines, Facebook, Twitter and email blasts.

Open Water Workshop for 2015 Convention

- Estimating a need for a 2-hour time slot to cover ISM and OW Sanction education material.

2015 Sanctioned Open Water events as of 7/12:

Total Sanctions approved = 50

Total Sanctions pending review = 0

Total Events Cancelled = 2

Total Events Withdrawn = 1

I will close with a note related to our two-year battle with the open water insurance surcharge. There is a glimmer of hope that the 2015 USMS House of Delegates will help address current circumstances by considering a combination of legislative and budgetary proposals put forward by Board of Directors that seek to balance insurance costs in a more sustainable manner. But whether or not that happens, we volunteers at the LMSC level have the potential to contribute significantly to that sustainability and to influence event and membership growth. The USMS brand is the LMSC brand - we share a duty to deliver the BEST possible membership value.

Vice President of Community Services

Jody Smith

Secretary

Chris Colburn

I would like to thank the Executive Committee, Board of Directors, and Committee Chairs for their assistance with my role as Secretary this year. Without their help, I would not be able to collate much of the information viewed each day on the website by the membership and other visitors from around the globe. I'd also like to recognize the staff for their tireless service, both to the volunteer infrastructure and to Masters Swimming as a whole.

This year has proceeded like many others for the USMS Secretary. I have recorded meeting and conference call minutes for the Board of Directors and the Executive Committee, and posted the approved documents on the website. I also worked with committee chairs to ensure that their meeting minutes were posted as received. I have communicated with the National Office to ensure that Convention and Board Meeting materials were prepared as needed for our meetings throughout the year. Finally, I have executed documents as requested by the business in my role as corporate Secretary.

In closing, I have enjoyed my term as USMS Secretary. I look forward to a successful Convention, and hope to have the opportunity to serve U.S. Masters Swimming in this role for two more years. Thanks again to everyone who has helped me both to succeed in this role and to continue to give back to the organization and the sport that has done so much for so many of us over the years.

USMS Executive Committee Reports

Treasurer

Phil Dodson

Seven years ago USMS financial management was coordinated from the home of our part time Controller who carried out the responsibilities in the evenings and weekends. At the time, USMS had around 40,000 members and annual revenue of about \$1,200,000. With USMS decision to hire an Executive Director, establish a headquarters and pursue our strategic plan, there was a need for USMS to invest in our financial administration including the hiring of a CFO.

In the past seven years, USMS annual budget has increased to roughly \$3,600,000 with nearly \$2,600,000 in unrestricted reserves. USMS has no debt. We opened an investment portfolio which has grown over \$550,000 since its inception in February, 2011. We are in the middle of our dues increase program that was adopted to invest in programs and services under a secure financial foundation. In short, our financial condition is excellent.

We added an Investment Committee and Audit Committee. Our Finance Committee continues to play significant roles in assisting the Board with its fiduciary responsibilities. We owe many thanks to these volunteers and our CFO for their oversight of our assets which has greatly contributed to our organization's outstanding financial condition.

The role of the Treasurer is evolving. Seven years ago, the Treasurer was a very active day-to-day individual in the daily financial operations. Today, the Treasurer is more of a thought leader in partnership with our Board, Executive Director, CFO and Committees.

Our Treasurer needs to be someone with USMS Board experience, a broad base of financial management skills and time to devote to this team of volunteers and staff.

I have spent a total of five years on the Board, so it was with a heavy heart in April I decided to take my passion and energy for USMS and redirect them in pursuit of other interests. I will remain an active USMS volunteer as there are many financial challenges facing our organization. The three most significant are: evaluating USMS programs with measurable metrics to improve and make them more effective, allocating USMS funds appropriately across all four of our strategic initiatives and determining when USMS programs have enough critical mass for self sustaining membership growth without further dues increases.

This has been a truly exciting time and I am honored to have served as the USMS Treasurer.

Legal Counsel

Patty Miller

One of the interesting things about being USMS's legal counsel is the opportunity to be a generalist. While the legal issues in the past year did not raise great risk for USMS or involve incredible complexity, they were varied and did require input and management from in-house counsel to keep them low risk. The issues included litigation against a member club insured under USMS's policies, questions about the USMS waiver of liability, contract review and updating, and advice related to USMS's tax-exempt status. We also had the usual number of dissatisfied members and sometimes adverse volunteers, some of whom who raise threats of litigation.

USMS Executive Committee Reports

On the last issue, I am grateful that rules changes and NBR procedures arising from the 2013 USMS convention have provided more structure to the grievance process, which has been managed well by NBR Chair Barbara Delanois. This has allowed legal counsel to be less involved in that process, freeing up time for other activities.

One of those additional activities has been legal management. The legal services model for USMS has evolved over the last couple of years such that we now have more funds budgeted for outside counsel services, allowing us to refer certain matters that require topic-specific or state-specific expertise or that call for more time than volunteers can provide. Using this model in the past year, USMS has obtained advice from our Florida counsel, Blalock Walters, on the lease of a new headquarters space, a possible change in our state of incorporation, updates to our privacy policy, and Florida-specific employment issues. This legal services model will be helpful as we transition to a new legal counsel, allowing him or her to continue to provide effective volunteer services to USMS while relying on outside counsel for certain matters.



Strategic Plan Summary

September, 2011

I. Mission

To promote health, wellness, fitness and competition for adults through swimming

II. Vision Statement

USMS will be the premier resource for adult aquatic fitness in the United States and will make fitness through swimming available for as many adults as possible

III. Values

- We value HEALTH AND FITNESS, constantly challenging ourselves to achieve, in competition and in accomplishing our own goals.
- We value RESPECT for our teammates, competitors, coaches, employees, and volunteers.
- We value FUN, enjoying camaraderie with our fellow swimmers and embracing swimming as a joyful and satisfying avocation.
- We value LEARNING through coaching, programs, and communication.
- We value EXCELLENCE in safety, education, innovation, performance, leadership, and the provision of services and programs.

IV. Strategies

- Enhance the volunteer experience and improve volunteer performance through role clarity, training, recognition, and recruitment.
- Create and enhance membership value through expanded and improved USMS products, services and delivery infrastructure.
- Increase awareness of and strengthen the U.S. Masters Swimming brand and image in targeted markets.
- Engage and activate partnerships with organizations that align with the USMS mission, vision and values, for the purpose of increasing benefits to our members, enhancing and expanding the USMS brand, building USMS membership and improving access to swimming facilities.

HOD - Overview of Event Fee Proposal

PROPOSED EVENT SANCTION FEE BACKGROUND INFORMATION

The USMS Board of Directors has submitted legislative and budget proposals that are drafted to create a more equitable and sustainable solution to the costs associated with our liability insurance premium. This document seeks to provide high-level information that we hope will help delegates at the USMS convention understand the basic tenets of the proposed solution. A presentation is planned during a House of Delegates session to provide more details related to the analysis and the rationale.

INSURANCE INCREASE AND FUTURE OF OPEN WATER

USMS's liability insurance premium more than doubled from 2012 to 2013. In 2013, with insurance costs continuing to rise, the board of directors underwent a year-long assessment and debate, concluding that open water is a valued offering enjoyed by more than 25% of our members and that USMS should continue to cover open water as an insured activity. Necessary investments have been made by USMS into open water with enhanced risk management, education, and compliance. The result is that our open water activities are becoming safer for members.

In 2013, in an attempt to help offset a portion of the rising insurance costs, USMS put in place a program to charge LMSCs \$1,000 for each open water sanction it approves. The \$1,000 charge continued in 2014 and 2015. However, the House of Delegates voiced concern that the current the \$1,000 charged by USMS for each open water sanction has contributed to a decrease in the number of sanctioned open water events and requested that the board of directors come up with a better event sanction fee solution for the viability of open water swimming. The following table clearly shows the trend of open water sanctioned event including open water national championships.

Year	Number of Open Water Sanctions
2012	109
2013	57
2014	57
2015	50 – projected

TASK FORCE CREATED TO DEVELOP A NEW SOLUTION

A task force was constituted at the 2014 convention with representation from open water, pool swimmers, LMSCs, Finance Committee and the National Office. Their charge was to study the issue of event sanction fees and bring forward a recommendation that would provide opportunity for open water growth without taking dollars from existing programs.

The task force looked at all USMS sanctioned events concluding the cost of insurance and event risk is not isolated to only open water events. Sanctioned pool events benefit from USMS insurance and other event costs and should be contributing to help offset USMS insurance costs just like open water events, clubs and workout groups. Therefore, the task force recommended an event sanction fee model that adjusts the fee for open water events and adds a fee for pool events.



HOD - Overview of Event Fee Proposal

USMS's 2016 insurance expense is projected to be \$406,000. The proposed event sanction fee model is projected to generate \$67,000 from open water events and \$28,000 from pool events for a total of \$95,000 in event sanction fee revenue. The board of directors feels that this is sufficient revenue to contribute to coverage of the insurance expense while not overburdening event cost.

HOW AND WHEN WILL NEW MODEL BE IMPLEMENTED

LMSCs will continue to sanction open water and pool events. After an event is completed, the LMSC will be billed the applicable event sanction fee. As with the existing open water sanction fee, LMSCs determine how to cover that cost. USMS will continue our sanction rebate program for LMSCs that are not able to absorb the new model.

The chart on the below indicates the changes expected for 2016. If the House of Delegates approves the proposed legislation and they approve the 2016 Budget (with the new sanction fees), the new event sanction fee model for 2016 will take effect October 4, 2015.

	Current Event Sanction Fee Model	Proposed Event Sanction Fee Model
Pool Sanctions	No charge	\$70 billed to the LMSC that sanctions the event and collected by USMS from the LMSC once the event is concluded
Pool Clinics	No charge	No event sanction fee charge
Spring and Summer Pool Nationals	Defined by contract with the event host	Defined by contract with the event host, not subject to the \$70 event sanction fee
Open Water Sanction	\$1,000 billed to the LMSC approving the sanction	<ul style="list-style-type: none"> a. \$300 billed to the LMSC that sanctions the event and collected by USMS from the LMSC once the event is concluded b. \$5 for each participant billed to the LMSC that sanctions and collected by USMS from the LMSC once the event is concluded c. Minimum charge of \$500 and maximum charge to the LMSC not to exceed \$3,000
Open Water Clinics	No charge	No event sanction fee charge
Open Water Nationals	Defined by contract with the event host, \$3 per each entrant is paid as a Nationals host fee	<ul style="list-style-type: none"> a. \$300 base sanction fee is waived b. Defined by contract with the event host, \$3 per each entrant is paid as a Nationals host fee c. \$5 for each participant billed to the LMSC that sanctions and collected by USMS from the LMSC once the event is concluded d. Minimum charge of \$500 and maximum charge to the LMSC not to exceed \$3,000

**Solo open water events will not be sanctioned, and events must expect a minimum entry of 20 USMS swimmers*



HOD - Overview of Event Fee Proposal

WHY NOT PAY FOR INSURANCE PREMIUMS FROM OTHER FUNDS?

Some may ask why the Board of Directors isn't proposing to cover the full cost of liability insurance premium from other revenue, such as our ongoing member dues increase, or from reserves.

The purpose of the membership dues increase was to develop a national infrastructure so the four pillars of the USMS Strategic Plan could be implemented. In round numbers, USMS is adding approximately \$120,000 in new gross revenue from the member dues increase each year. This revenue is being invested into programs and services to support the strategic plan initiatives. Some services such as usms.org, our results database, and *SWIMMER* magazine were in need of significant revamping and continue to have funds allocated so members can have a better experience. Other programs, such as Masters Coach education, the LMSC Leadership Summit and Swimming Saves Lives Foundation have been incubated and are being grown with the dues proceeds.

The USMS reserve has been intentionally developed the past five years with a year-to-year purpose of providing operational income for programs, and a long-term view that USMS have a strong balance sheet should we experience another crisis or decide to make strategic investments that support our strategic plan.

WHO SUPPORTS THE NEW SOLUTION

The Board of Directors, Long Distance and Open Water Committees, and the Sanction Fees Subcommittee to the Finance Committee support the proposed event sanction fee model.



USMS Committee Reports and Agendas

Championship

Committee Members

Jeff Roddin, Chair; Kim Crouch, Vice Chair; Jim Clemmons, Vice Chair

Tom Boak, Debbie Cavanaugh, Barry Fasbender, Don Gilchrist, Jack Groselle, Mark Moore, Patty Nardozzi, Sandi Rousseau, Ed Saltzman, Erin Shields, Jeff Strahota, Pete Tarnapoll, Charlie Tupitza, Lisa Watson, Jillian Wilkins, Paul Windrath.

Ex-Officio: Kyle Deery, Donn Livoni, Ed Tsuzuki.

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 2015 USMS clubs
2. Reviewed financial reports for past Nationals to ensure better consistency
3. Reviewed Medical sections of the Nationals contract and Meet Director's Guide with the Sports Medicine and Science Committee
4. Updated bid application
5. Updated meet contracts for 2016 hosts
6. Assigned liaisons for 2016 Nationals
7. Updated Meet Liaison Guidelines and Meet Director's Guide
8. Discussed online relay entries
9. Approved fronting hosts up to a \$10k advance to assist with meet hosting related costs (to be taken out of entry fee revenue)
10. Posted Coaches Hospitality policy, NQT FAQ and Conflict of Interest policy to USMS website

Action Items

1. Update Championship Committee Policy documents
2. Update and publish the Meet Director's Guide for 2016 hosts
3. Assign Order of Events for 2016 Spring & Summer Nationals
4. Approve 2016 meet logos
5. Assign 2017 liaisons
6. Update sample budget in bid packet to more accurately reflect recent Nationals
7. Calculate average heat intervals at past Nationals
8. Request waiver to 107.2.3B (pool depth) for 2016 Summer Nationals

Championship Committee Agenda – Meeting #1 Thursday (1:45pm - 3:15pm) – Andy Kirk A&B

1. Approve Minutes from last meeting(s) as required
2. Recap/debrief 2015 Nationals:
 - A. San Antonio (Short Course)
 - B. SPIRE (Long Course)
3. Review/discuss status and approve Order of Events and awards for 2016 Nationals:
 - A. Greensboro (Short Course, April 28-May 1)
 - B. Oregon (Long Course, August 17-21)

USMS Committee Reports and Agendas

4. Review/discuss any proposed Legislation/Rules changes that affect Championship Committee (Articles 103/104)
5. NQT's

Championship Committee Agenda – Meeting #2 Friday (8:00am - 9:30am) – Julia Lee A&B

1. 2017 National Championship Bids
 - A. Bid packets requested, bids received, etc.
 - B. Selection process (Bid Ambassadors)
2. Nationals procedures/activities:
 - A. General Meeting (104.5.1A)
 - B. Deck seeding/positive check-in policies (e.g. deck seed 200s again?)
 - C. Safety Marshals performance for 2015
 - D. Officials - coverage and contractual requirements
 - E. Online Relay Entries
 - F. Fin Blocks & Backstroke Wedges
3. Goals/Tasks for 2016
 - A. Potential Rules Proposals
 - i) General Meeting (104.5.1A)
 - ii) Bid certification process (104.3.5)
 - iii) Change “Schedule” to “Order of Events” (104.5.2)
 - iv) Distance event seeding (104.5.5B(3))
 - v) Add minimum warm-up lane requirements to Article 107
 - B. Update Bid Application (include minimum facility standards)
 - C. USMS 50th Anniversary/2020 Nationals
 - D. Average Heat Interval Research

Saturday (1:30-2:00pm) – House of Delegates #7 - Basie A&A1, B&B1

2017 Championship Selections' Presentations to the HOD

Coaches

Committee Members

Scott Bay, Chiar; Cokie Lepinski, Vice Chair
Kenny Brisbin, Chris Campbell, Dave Clark, Matthew Edde, Heather Howland, Laurie Hug, Bob Jennings, Katherine Longwell, Erin Matthews, Helen Naylor, Dustin Poe, Jillian Wilkins,
Ex-Officio: Kyle Deery, Jody Smith

Top Three Priorities

- 1. Certification/coaches education**
- 2. USMS National**
- 3. Publications**

Certification/Coaches Education:

- Level 4 was granted to 14 Coaches in 2014-2015 (as of July 4 2015). Other than minor tweaks to the language of the application, there have been no substantive changes. Applicants and evaluators agree that the rigor of this level does indeed make it special and something to work toward.

USMS Committee Reports and Agendas

- Coaches evaluating applications are Jim Miller, Stu Kahn, Cokie Lepinski, Emmett Hines, and Kerry O'Brien.
- The first ever USMS National Coaching Clinic was held in June in Nashville, TN. 20+ coaches participated in this 3-day event that included stroke technique, injury prevention, dryland training, USRPT, toys and coaching technique, and workout design. These topics were asked for most frequently in Level 1-3 certification clinics as part of a continuing education focus.
- Lessons learned from the clinic are being discussed as part of plans to put on a similar clinic in the future. Being able to partner with the National Office staff for professional expertise and support was critical. In the future it was agreed that as we continue to transition from an all-volunteer organization to a more professional staff model, these collaborative efforts are key to carrying out the goal of educating coaches and swimmers alike.
- We anticipate more collaborative efforts in the future to develop additional educational products for coaches. We are working on a review of Levels 1-3 with the National Office to ensure that our materials continue to match the changing nature of coaching and meet the needs of new and experienced coaches alike.
- We are working with other committees and the National Office to develop other educational opportunities outside of certification clinics.

Publications:

- The Coaches Committee continues to assist in the efforts to identify new writers and solicit new articles for USMS publications. There are now three members of the Coaches Committee helping trained to help in the editing process.
- Many of the committee members have submitted at least one article with many of those submitting more than one. Several committee members have solicited members of other committees or the larger USMS population to contribute as well.

LMSC Communications:

- We have continued pushing our coaches committee meeting minutes out to LMSC Coaches Chairs on a regular basis.
- We also reach out on items such as On Deck Coaching along with educational opportunities like the NCC on an as needed basis.

International Coaches:

- Two coaches were selected to represent USMS to assist swimmers in Medellin, Columbia for the 2015 Pan Ams. The after action report is still being formulated at this time but the initial feedback was that the support was well received. Our two coaches were even interviewed by meet hosts and local media.
- The decision was made by the committee to not send coaches to Kazan, Russia (2015 Worlds) due to a number of factors, which included the conflicting dates with our own USMS National Championships.

Online Coaches:

- Selected all of our 2015 online coaches on time and secured agreements for all seven.
- We are monitoring metrics and looking at possible future offerings. The "New/Expecting Mothers category was amended this year to include coverage for limited mobility swimmers.

On Deck Coaching:

- Continued using the new online sign up method (Sign Up Genius) to ensure coverage.
- Our 2015 Spring Nationals were fully staffed for all warm up sessions, and we are on track to do the same for Summer Nationals.

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- We are programming and coordinating workouts for Convention, which will include stroke/start/turn instruction as well as incorporating a fitness themed workout. We are also looking at a 'less competitive and more experienced' lane for those 65 and over (yes there are really fast 65+ swimmers) or those who may be looking for a workout geared toward being new to the sport.
- We will also provide dryland instruction at the hotel at Convention in conjunction with the Sports Medicine and Science Committee.
- Designed, ordered and delivered shirts to venues making our on deck coaches easy to identify at all of our venues.

High Performance:

- Coordinated with the HPC host, Hill Carrow, and the Head Coach for the 2015 Camp, Susan Ingraham. This included working with the National Office to ensure an updated web page and regular bulletins in *Streamlines* and *Streamlines for Coaches*.

Awards:

- Collaborated with the Recognition and Awards Committee on how to raise the profile and enhance the number of applicants.
- Coordinated and selected the COTY and KOB Awards.

Other Activities:

- Collaborated with the National Office to redefine what it means to be a recognized coach and what the requirements are for that recognition.
- Collaborated with the Championship Committee to refine our hospitality policy for coaches at Nationals. Also working with them on how to ensure we have consistent safety coverage for all of our National events.

Coaches Committee Agenda Thursday (3:30pm – 4:45pm) – Andy Kirk A&B

1. Chair Welcome- Scott scottbay@usms.org
2. Review of 2015
3. Goals for 2016
4. Subcommittee and Task Force Summaries
 - a. Certification-
 - b. Education-
 - c. Awards-
 - d. Publications-
 - e. Communications-
 - f. Web Workouts-
 - g. On Deck/Convention-
5. Old Business-
6. New Business-

USMS Committee Reports and Agendas

Fitness Education

Committee Members

Mary Jurey, Chair; Marcia Anziano, Vice Chair; Brian Cummings, Vice Chair
Andrea Block, Stacy Broncucia, Aubree Gustafson, Bob Jennings, Peter Lee, Katherine (Kay) Miller,
Jane More, Laura Schuster, Robin Walker, Patrick Weiss, Ken Winterberger
Ex-Officio: Kyle Deery, Jody Smith

Priorities/Goals:

- 1) Definition/Mission Statement of the Fitness Education Committee
- 2) Awards & Events
- 3) Communication
- 4) Swimming Saves Lives

Definition/Mission Statement – Worked to more clearly define the goals and objectives of the Fitness Committee. On going discussion on how to better serve such a broad base and what the USMS Fitness Swimmer is expecting from us.

- Committee worked to gain more data as to the demographics/statistics on the fitness swimmer.
- Discussion about creating a brief survey to try and better serve fitness swimmer needs and to gain a baseline of data from which to work from.

Awards & Events –

- Successfully supported this year's Check Off Challenge Host (Tennessee Masters) by creating promo tools, helping to spread the word on the event, increase participation from last year.
- Enhanced awareness of the Fitness Award. Worked to better structure the application. Discussion on how to encourage more submissions. Have one very good applicant for 2015.
- Proposal for a Half Hour Fitness event. Possibly run twice a year. Discussed how to set this up. Entry fee possibly ties in to a charity. This is an on-going discussion on how to get this going.

Communication – Worked and discussed on how to better effectively communicate the Fitness Committee's ideas and objectives to the USMS membership

- Proposal and discussion of several social media initiatives and ideas
- Improve on communicating fitness updates to National and to Fitness Chairs
- Discussed creating a Fitness blog, where it would live, who would contribute
- Committee proposed to create an "Introduction to Master's Swimming" – working on developing this and how to promote it.
- Brown Bag Lunch Ideas – what these are and what to do with them. Agreed to communicate them to: Coaches Committee, Fitness Chairs, LMSC Chairs.

Swimming Saves Lives – All agreed that this is a program that the Fitness Committee should try to support and then see if participants in the program can "graduate" to becoming USMS Fitness Swimmers

- Alaska has the highest per capita drowning rate of all US states. Committee member Ken Winterberger wants to try and change this/help out
- Bob Jennings in Florida said they had more people than they could handle sign up for the Swimming Saves Lives programs that their club put on, discussed how to better service and funnel into fitness swimming.

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Fitness Education Committee Agenda Thursday (10:00am – 11:15 am) – Big Joe Turner A

1. Definition/Mission Statement
2. Communication – particularly with LMSCs.
3. Review of 2015 for: Go The Distance, Check Off Challenge and Fitness Award
4. Half Hour Fitness Swim
5. Introduction to Master's Swimming
6. Goals for 2016, establishment of sub-committees
7. New Business

History & Archives

Committee Members

Meegan Wilson, Chair; Barbara Dunbar, Vice Chair

John Bauman, Joan Campbell, Jennifer Carlson, Margie Hutinger, Kim Lloyd, Gail Roper, Jayne Saint-Amour, Frank "Skip" Thompson, Marie Vellucci, Steve White, Ken Winterberger

Ex Officio: Cheryl Gettelfinger (Recognition and Awards Liaison), Anna Lea Matysek (National Office), Christopher Stevenson (Vice President of Local Operations, Executive Committee)

Non-Committee Member: Ginger Pierson

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 all you have accomplished this year. Our projects are outlined below:

1. The History & Archives Committee's USMS Top Ten Relay Project involves converting hard copies of the pre-1994 Relay Top Ten lists into a format that can be uploaded onto the USMS website and researching and adding missing swimmer first names and the permanent alphanumeric identification sequence (IDs).
 - a. Relay member first names and permanent IDs were added to the 1989 SCY Top Ten Relays, however some swimmers remain to be identified and assigned permanent IDs. With the help of Walt Reid and Marybeth Windrath, the 1989 SCY Top Ten Relays were submitted to the National Office and are now posted on the USMS website.
 - b. Digital conversion of the 1987 and 1988 SCY Top Ten Relays has been completed.
 - c. Progress continues on the laborious task of locating first names and IDs of relay members for the 1987 - 1992 SCY Top Ten Relays.
2. The Swimmer Stories Project includes adding, updating, and correcting [Swimmer Stories](#) and is ongoing.
 - a. All existing stories on the USMS website were reviewed for link errors and other problems. A list of updates and corrections was compiled. The list was transmitted to the National Office who have made the changes requested.
 - b. The 2014 Dorothy Donnelly Service Awards and Communication Award recipient stories were edited and sent to the authors for approval and permission to post on the USMS website. Photos were requested and received. These stories were transmitted to the National Office

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- and posted, however they were later removed from the USMS website and are no longer available to the membership.
- c. Two other swimmer stories were transmitted to the National Office. Only one has been posted. Several other stories are in progress.
 3. The Individual USMS Top Ten Identification Project goal is to identify and locate first names and permanent IDs of swimmers listed with incomplete information. Twenty-one swimmers listed in the USMS Individual Top Tens with partial names and no IDs have been identified. Permanent IDs have been assigned by Anna Lea Matysek. See: [Top Ten Swimmers who are missing permanent IDs](#). Work continues to identify the remaining individual Top Ten swimmers with missing information.
 4. The Project to Locate Official [1974 – 1991 Open Water and Long Distance National Championship Results](#) and to submit those results for posting onto the USMS website continues.
 5. The [Olympian Masters List Project now includes](#) twenty-nine additional Olympians who are or have been USMS members. Information about their Olympic events and identification of deceased Olympians will be added.
 6. The Project to Research, Locate, and Add Missing Pool National Record dates continues (in collaboration with the Records and Tabulation Committee).
 7. The Project to Locate and Scan Early USMS Documents continues. Missing convention minutes for 1992, 1997, and 1998 were sent to the National Office and were uploaded to the USMS website. Work on documents for other years is in progress.
 8. The laborious Project to Digitize 1986 Registration Data continues. Some name changes have been identified. About 28% of the registrations do not have permanent IDs and remain to be assigned IDs and added to the USMS online database.
 9. The Deceased Member Project workers have made a lot of progress. Research continues on a list of 2989 swimmers who would be 90 and older to identify those swimmers who are deceased. Many dates of death have been added to the USMS database as well dates of birth for swimmers who were listed with missing or estimated DOBs. Additional dates of death for more recent USMS members are also being added to the database. Links to obituaries are being retained for verification purposes and for later inclusion in existing or new stories.
 10. Research and verification of USMS' Historical Timeline is in progress.
 11. History and Archives has prioritized the following Information Technology (IT) projects. Note that none are on the active list and three of them, WEB-10, WEB-11, WEB-13 are not on the most current IT list:
 - a. EEEM-67 Incorporate historical top 10 relay data into our database – open- although 1989 has been posted.
 - b. WEB-2 Add the ability to assign access rights to content management from any node downward – open.
 - c. REG-1247 Add old registration records to database – open.
 - d. WEB-11 New method of displaying award recipient descriptions – was open, now missing from current IT list.
 - e. WEB-10 Update the styling of the awards pages – was open, now missing from current IT list.
 - f. WEB-5 Move the usmsswimmer.com site to an area within the usms.org site – open.
 - g. WEB-9 Track volunteer leadership over time to member records – open.
 - h. WEB-12 Move national office staff profiles into bio articles -open.
 - i. WEB-13 Change articles page when listing all articles by a given author – was open, now missing from current IT list.

Action Items - Should History & Archives continue to work on editing and verifying award stories or should this project be recommended to the Recognition & Awards Committee?

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History and Archives Committee Agenda Thursday (3:30pm - 4:45 pm) – Lester A

1. Call History & Archives Meeting to Order
2. Roll Call - Meegan Wilson, Barbara Dunbar, John Bauman, Joan Campbell, Jennifer Carlson, Margie Huting, Kim Lloyd, Gail Roper, Jayne Saint-Amour, Frank “Skip” Thompson, Marie Vellucci, Steve White, Ken Winterberger, Cheryl Gettelfinger, Anna Lea Matysek, Christopher Stevenson, Ginger Pierson.
3. Introduce and welcome new delegates.
4. Current status of History & Archives projects.
5. Award Stories – Action Item – Should History & Archives continue to work on editing and verifying award stories, or should this project be recommended to the Recognition & Awards Committee?
6. Discuss communication issues with the National Office. How can they be resolved?
7. How can we encourage swimmers to be proud of their accomplishments.
8. Discuss web projects, timelines, and priorities.
9. Other
10. Adjourn

Legislation

Committee Members

Meg Smath, Chair; Sean Fitzgerald, Vice Chair; Richard Garza, Vice Chair

Brain Albright, Joan Alexander, Marcia Anziano, Jackie Busa, Rob Copeland, Barbara Delanois, Susan Ehringer, Michael Heather, Mary Hull, Arni Litt, Erin Sullivan, Heather Stevenson, Frank (Skip) Thompson

Ex-Officio: Kathrine Casey, Patty Miller, Anna Lee Matysek, Ed Tsuzuki

Introduction

This committee considers amendments to Parts 2, 4, 5, and 6 of the rule book, plus the glossary in odd-numbered years.

Discussions and Projects Since Last Convention

1. At the request of the Board of Directors, the committee interpreted a bylaw of the Metropolitan LMSC as it pertains to part 5 of the USMS rule book. The chair also communicated with the Metro chair about further proposed amendments to the Metro bylaws.
2. The chair consulted with members of the Records and Tabulation Committee about automatic sanctioning/recognizing of elite-level internationally sanctioned meets. The chair’s opinion was that article 202.2, as currently written, does not allow times achieved at such meets to be eligible for USMS records or Top 10, regardless of how much we might want to accept them. The Executive Committee concurred with this opinion.
3. The chair consulted with officers of an LMSC who were concerned that entries were being accepted for an event in their LMSC before a sanction was granted. The Legislation Committee will propose an amendment to article 202.1.1 to clarify this situation.
4. Over the last couple of years the chair has been consulted several times about swimmers not realizing until after the fact that their one-event registration makes them ineligible for records, Top 10, and other awards. The Legislation Committee will propose an amendment to article 201.1.3B to require that this information be included in meet entry information.

Action Items

1. Consider legislation proposals.

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Legislation Committee Agenda **Meeting #1 - Thursday (10:00am – 11:15am) – Lido** **Meeting #2 - Friday (9:30am – 10:30am) – Andy Kirk A&B**

1. Introductions.
2. Consider housekeeping proposals.
3. Consider remaining proposals.
4. Discuss plans for upcoming year.

LMSC Development

Committee Members

Paige Buehler, Chair; Daniel Cox, Vice Chair

Tyler Blessing, Linda Chapman, Jerry Clark, Randy Crutchfield, Sally Guthrie, Viki Hill, Matt Hooper, Mary Hull, Tim Lecrone, Anna Lea Matysek, Michael Moore, Hugh Moore, Lori Payne, Jeff Strahota, Erin Sullivan, Tim Waud

Ex-Officio: Chris Stevenson, VPLO; Leianne Crittenden, Governance

Introduction

The LMSC Development Committee is responsible for managing LMSC boundaries, managing the LMSC standards list and publishing an annual standards scorecard for each LMSC. The committee fosters communication across all LMSCs and LMSC volunteer roles by providing

- peer-to-peer teleconferences for interactive discussion of issues
- outreach and mentoring through the zone chairs
- educational seminars and workshops on selected topics
- online discussion forums for posting questions
- recommended “best” practices.

Discussions and Projects Since Last Convention

Webinars – Adult Learn to Swim program rollout with Bill Brenner and Bill Meier. Two sessions in November/December were attended by 34 LMSC volunteers, USMS board members and national office staff.

Peer-to-Peer Teleconferences – Many thanks to Jerry Clark who has kept up the momentum on holding monthly LMSC Peer-to-Peer teleconferences. The mentoring subcommittee is on track to meet our goal of providing 10 opportunities each year for various LMSC volunteers to chat in a facilitated call about hot topics, areas of concern or best known methods for getting LMSC work done. Since last convention we have held P2Ps for the following roles: Registrars, Treasurers, Top Ten Recorders, Coaches Chairs, Fitness Chairs, Officials Chairs, LMSC Chairs/Vice Chairs, Open Water Chairs, and planned over the summer are Communications/Editors/Webmasters and another LMSC Chairs/Vice Chairs session.

LMSC Leadership Summit – Paige and Dan spent much of the first six months since convention helping the Board task force develop this inaugural event. LMSC Chairs were invited to attend or send a designated volunteer to Phoenix for a weekend in March to participate in discussions and activities to help energize and educate our LMSC leaders. Some of these activities are coming to convention as LMSC workshops for the broader volunteer audience. All the materials generated and the evaluation report are published on the Guide to Operations website under LMSC Management in the “Webinars & Workshops” section.

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Performance Against LMSC Standards – The goal in 2015 was to keep a pulse on the required standards that were hardest for LMSCs to meet without conducting a full survey. Hugh Moore has been leading the Practices and Standards subcommittee in this effort. However the scope of the task has increased to encompass the goal of reviewing the LMSC Standards policy and determining what changes to recommend to the Board of Directors. One possibility is that of measuring less dynamic standards (such as those in the Bylaws) section less frequently than more dynamic standards. Likewise changes in what is measured such as improvement are being considered.

Action Items

1. None

LMSC Development Committee Agenda Thursday (2:00pm – 3:15pm) – Truman A

1. Introductions
2. Approve July meeting minutes and/or review offline decisions
3. Dispute Resolution Procedures discussion
4. Mentoring subcommittee report
5. Education subcommittee report
6. Practices & Standards subcommittee report
7. Performance Evaluation against LMSC Standards
8. LMSC Standards policy – review proposed changes to recommend to Board
9. 2015 goals/objectives review & scoring
10. 2016 goals/objectives setting
11. Define scope of LMSC Standards Performance Evaluation for 2016
12. Review action items & Adjourn

Long Distance Committee

Committee Members

Donn Livoni, Chair; Ali Hall, Vice Chair

Bob Bruce, Bruce Hopson, Rendy Opdycke, Phyllis Quinn, Denise Brown, Mike Fanelli, James Biles, Greta van Meeteren, Jill Wright, Robert Zeitner, Rob Copeland, Colleen Driscoll

Ex-Officio: Chris McGiffin, Tracy Grilli, Lynn Hazelwood, Elaine Howley, Bill Roach, Dr, Jim Miller

Introduction

The Long Distance Committee (LDC) welcomed two new members to the Committee – Rendy and Mike. Under the mentorship of veteran members they are learning the process and procedures of the LDC and making contributions to the success of the Committee.

The LDC passed a committee rule last fall requiring 67% attendance at meetings i.e., conference calls. This has been successful in getting more input from all members as we complete our tasks and duties. The LDC is gearing up for the peak of the open water season with four Open Water events being held in June – Del Valle (1 mile & 10K), Noblesville (15K) and Foster Lake 2-mile cable). There is a gap until the end of August and Lake George (2.5K0 and ten in September we hold the 5k OWNC event in Chicago (Big Shoulders)

Additionally, we are in the midst of the ePostal 5K/10K NC pool event.

Discussions and Projects Since Last Convention

1. The LDC Chair has been in communication with the chair of Championships to reduce scheduling conflicts between OWNC events and Pool NC events. This communication will continue as the LDC bids are due July 1.
2. Robert Zeitner has successfully transferred his tasks of head of the awards group to James Biles. This transition has gone very smoothly.
3. The LDC Chair, the OWC Chair, USMS IT lead, and VP Chirs McGiffin are working on IT projects that are of benefit to our swimmers. This project is still in process.
4. The LDC has been actively involved with OWC regarding safety and the Independent Safety Monitors. All of the six OWNC events will have ISM's in attendance. At the end of the OW season the data collected from the ISM's will be shared with the OWC and possible modifications recommended.
5. A suggestion from a member regarding the eOHP swim has been discussed and is under review. The suggestion had two parts: 1) Have a ½ hour ePostal event. The LDC Chair has been in communication with the Fitness Chair regarding the Fitness Committee hosting this event as a non ePostal NC swim and some of the proceeds going to charity (perhaps SSL). 2. Including a scoring division for branches of the military. This topic is still in progress as the details need to be defined.
6. Update on 2015 LDC Goals:
 - a) increase total participation across LD NCs by 10% from 2014 total swims: competition season is not closed at the time of this report and hence comparisons cannot be made. The following are numbers to date, whether actual, expected or not able to estimate: ePostals: eOHP (2293 actual); 5k/10k ePostal (NK for 2015); 3000y/6000y ePostal (NK for 2015) and OWNCs: Del Valle 1 mile (375) and 10k (110); Noblesville 15k (75 actual entrants—event sold out within a week); Oregon 2-mile cable (120 expected); Lake George 2.5k (125 expected); Big Shoulders 5k (800 actual entrants—event sold out within a week)
 - b) increase bid pool for 2017 LD NCs, and provide opportunity to indicate future interest; revised bid forms to allow statement of continuing interest; actively publicized bid opportunities through collaboration with USMS Publications; bid process is still open, so numbers cannot be reported at this time
 - c) identify ideas for increasing interest in hosting and entering LD NCs; ideas included: collaborating with Coaches' and Fitness Committees—as well as Publications—to increase participation, connecting with sponsors to support events, seeking stipends to help OWNC hosts defray costs; support hosts with buoys and other USMS- or sponsor-branded visible aids; collaborating with LMSC Development and offering stipends and guidance to support new hosts or new venues launch swims

Long Distance Committee Agenda

Meeting #1 - Thursday (3:30pm – 4:45pm) – Julia Lee A&B

Meeting #2 – Friday (1:00pm – 2:00pm) – Andy Kirk A&B

1. Approval of minutes from final summer conference call.
2. Presentation and approval of bids for 2017 ePostal and OW NC events.
3. Discussion and possible action on recommendations from the OWTF.
4. Discussion and possible action on changes to the LDC budget.
5. Changes in Committee membership
6. Discussion and action on rules and legislation proposals.
7. Reports from Chair, Vice Chair and working group leaders.
8. Reports from event liaisons.

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9. Discussion of possible goals for 2016.
10. Review of year - What went well and where can we improve our performance.
11. Other business as needed.

Officials

Committee Members:

Edward Saltzman, Chair; Pat Baker, Vice Chair
Brian Albright, Marilyn Fink, Secretary; John King, Al Ness, Alina Perez de Armas,
Mary Pohlmann, Herb Schwab, Sandi Rousseau, Tom Cox, David Diehl, Jeff Sargent, Teri White
Ex-Officio: Kathy Casey, Laura Hamel, Chris McGiffin, Jim Holcomb

Introduction:

The Officials Committee mission is to create a Safe, Fair and Consistent "Masters Meet Experience" for all Masters Swimmers across the country and within each LMSC; by developing a well trained, knowledgeable core of Masters Officials; through Recruiting and Education. The committee has initiated projects to provide these officials with the tools and communications they need to perform their functions while maintaining the highest standards expected by our membership. The committee has also been working hard to strengthen our support for the USMS National Championship meets.

Discussions and Projects Since Last Convention:

- Completed migration of documents from former USMS Officials committee web page to USMS GTO
- Worked with USMS National Office to develop special landing page for Officials Committee from USMS.org
- Refreshed USA vs. USMS Rule Difference Quick Reference card, produced and distributed at the Spring Nationals during Official's briefings
- Re-ordered USMS Officials pins and distributed at Spring Nationals
- Ordered and distributed (9) USMS Officials name tags for the Spring Nationals official's lead team
- Distributed via email, on two different occasions, "Applications to Work" the USMS Spring Nationals in San Antonio to every USMS LMSC Officials Chair, USA LSC Officials Chair and Officials who have previously worked USMS Nationals
- Several members of the USMS Officials Committee worked the Spring Nationals on deck in support of the event
- Worked with Spire Institute (host of the 2015 USMS Summer Nationals) to identify a meet referee for their event
- Worked with Pat Baker (USMS Summer Nationals Meet Referee) to develop and distribute their "Officials Application to Work" the meet; sending out mass emails to all USMS LMSC Officials Chairs and USA LSC Officials Chairs
- When it became difficult to recruit officials for Summer Nationals; Pat met with the meet director from Spire and the Cleveland Sports Commission and negotiated 15 comp rooms dedicated for officials to be used as compensation for officials agreeing to work the meet
- Pat also contacted Nadine Day (USMS President) and negotiated the release of additional USMS Officials Committee funds (allocated for another event) to be used for Summer Nationals to offset Officials travel expenses.
- A special email was sent out to all officials registered with Ohio Swimming and Lake Erie Swimming (total of 614 emails) to entice them to work the USMS Summer Nationals
- As part of the re-distribution of funds in the Officials Committee budget; an additional \$1,000 was added to the Officials Committee Stipend fund to cover travel expenses associated with officials who worked the USMS Spring Nationals in San Antonio

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- As a result of the above distribution, we were able to partially reimburse travel expenses for 14 officials, including the Officials Committee Liaison to the meet (Al Ness) Total Reimbursement = \$3,500
- 32 Officials worked the USMS Spring Nationals for a total of 203 sessions, averaging 4 hours per session

Officials Breakdown

<u>LMSC</u>	<u>Officials</u>	<u>LMSC</u>	<u>Officials</u>
AZ	1	NM	1
CO	1	NT	1
FL	1	OH	2
GA	1	OK	1
GU	3	OR	2
IL	1	PN	3
LE	1	SE	1
MN	1	ST	11

- Notice of USMS Rule changes for 2015 were sent to every LMSC and LSC Officials chair for distribution to their members who work Masters meets – part of our continuing education effort
- Created two task forces to explore the question of USMS Officials “Recruiting” and “Certification” in order to address concerns expressed by several LMSC’s about obtaining sufficient officials to run their meets
- The Recruiting task force developed a nine question survey that was sent out via Survey Monkey to all LMSC Officials Chairs and Presidents.
- The purpose of the survey was to get a clear, numerical, picture of the issues facing LMSC’s trying to find enough officials to run their local Masters meets
- Forty responses were received from 35 different LMSC’s
- Fourteen responses indicated: *“Some problems, but we always find certified officials at the last minute”*
- Five responses indicated: *“Significant problems. It affects our ability to offer existing meets or expand to offer more meets”*
- The five LMSC’s with “Significant problems” were identified and the Recruiting task force has been charged with developing a short term list of suggestions on how to address their issues attracting officials. Each of the LMSC’s will be contacted and the Officials Committee will work with them directly.
- The Certification task force began studying the issues involved in training, certifying and managing/tracking a pool of USMS Certified Officials
- The Certification task force is developing tools that can be used by the LMSC’s to train and certify officials to run Masters Swim Meets. These tools will be developed, managed and updated by the Officials Committee; but used in the field by the LMSC Officials chair or designated trainers
- The Certification task force has developed preliminary drafts of Certification “Standards and Requirements” for each position (Stroke & Turn, Starter, Referee) to cover both “Cross-Over” and “Initial” certifications.

Cross-Over - Experienced officials already certified in a position by one of the USMS accepted NGB’s

Initial – Inexperienced/new officials who would like to pursue a position as a USMS Official

USMS Committee Reports and Agendas

- The Certification task force is currently reviewing training material previously developed by this committee for its applicability and deploy ability
- The committee has held two full committee meetings and six task force meetings to-date

Motions Passed:

1. **MSP, based on returns from the recent officials recruiting survey, that the Officials Committee begin work on a certification program to be used to train officials (unanimous vote).**

Action Items:

1. Assignment of OC Liaisons for the 2016 USMS Spring and Summer Nationals.
2. Review and updated the Master Pre-Meet Briefing document in the GTO.
3. Update the Officials Committee Stipend Policy to reflect changes in funding.
4. Create a list of recruiting suggestions as an interim step to assist LMSC's reporting problems attracting officials to work their Masters meets.
5. Review the list of documents in the Officials section of the GTO to determine any additional documents that may be needed.
6. Demo pilot program for training and certification of USMS Officials.
7. Finalize Training and Testing documents for the USMS Officials Certification Process.
8. Develop a list of IT requirements for the release and support of a USMS Officials Certification program; to include a backend tracking mechanism.

Officials Committee Meeting Agenda: Thursday (10:00am – 11:15am) – Lester A

1. Approve minutes from last meeting
2. Approve 2015 Preliminary Budget Request
3. Review Liaison reports from San Antonio (Spring) and Geneva (Summer).
4. Discuss Liaison assignments for the 2016 National Championships
 - A. Greensboro, NC - April 28 – May 1, 2016
 - B. Gresham, Oregon - August 17 - 21, 2016
5. Approve updated documents in the Officials Section of the GTO - documents to be reviewed pre-convention and changes/suggestions submitted
6. Solicit suggestions for additional documentation to be included in the GTO Officials Section
7. Discussion of LMSC Officials Chair Survey results.
8. Discussion of proposed USMS Officials certification program (Demo if time) – Two track approach.
 - A. New candidate
 - B. Cross-over path for certified official from another NGB
9. New Business

Open Water Committee

Committee Members

Lynn Hazlewood, Chair; Rob Copeland, Vice Chair
Charles Bender, Bob Bruce, Jax Cole, Sandra Frimmerman-Bergquist, Suzi Green, Sue Nutty, Rendy Lynn Opdycke, Dave Oplinger, Ally Sega, Joanne Wainwright, Jim Wheeler
Ex-Officio: Nadine Day, Elaine Howley, Donn Livoni, Chris McGiffin, Jim Miller, David Miner, Bill Roach

Introduction

2014-2015 Goals

The projects worked on during the year were designed to meet the following Open Water Committee goals:

1. Promote the development of and participation in USMS open water swimming;
2. Provide open water education for USMS managers, LMSC administrators, event hosts and swimmers;
3. Enhance the safety of USMS sanctioned events; and
4. Develop and maintain publications that support achievement of the committee goals.

Discussions and Projects Since Last Convention

1. **Open Water Joint Management Group:** The OWC and LDC committees created the Open Water Joint Management Group in October 2014. The development of this group is part of a continuing effort by the committees to work together on common goals. The group oversees the functioning of open water goals and projects and works on special projects as necessary. During the past year this committee has worked on and/or managed the following projects: water temperature collars implementation, Independent Safety Monitor test system for 2015, OWGTO updates, safety education, officials training, legislation and rules proposals for 2015, IT for open water, and future planning.
2. **OWGTO:** The OWGTO was updated in 2015 to reflect implementation of 2014 rules changes and changes in mandatory regulations. This includes new versions of Part 1: Sanction Guidelines and Part 2: Safety Guidelines. These changes are posted on the OWGTO on usms.org along with a "What's New for 2015" document. In addition, forms (addendums to Part 2) are now interactive and can be filled out electronically. As of this writing, a section on Swimmers with Disabilities is in edit and should be published prior to convention.
3. **Safety Education:** The Safety Subcommittee proposed that safety education be split into three parts: a webinar on Navigating Safety Planning and Sanction Process with an accompanying Safety Workshop at convention (includes LMSC officials and event host training); event management training (including people who provide safety for the event, people who ensure fairness for events, and people who provide the structure/operations for events; and Independent Safety Monitor training. Safety Director training follow with the planning for all education occurring in the fall of 2015. Funds have been requested for 2016 safety education implementation.
4. **Independent Safety Monitors:** The Management Group developed a test implementation of the ISM program using Open Water National Championships. There are still many issues to work out before this project is rolled out for all events in 2016. As of this writing, there has been one NC event. The written report from the ISM was informative and this type of content will be useful in gaining better understanding of our events.
5. **Officials Training:** Three representatives were sent to a USA Swimming Officials Clinic to explore an officials training partnership with USA-Swimming. The management group agreed that this would be a valuable experience for USMS officials, but we need to do more thinking about how we will define our officials and implement their training.
6. **IT for Open Water:** Discussions with IT for development of services for open water swimmers is proceeding. Information has already been exchanged through Chris McGiffin with meetings to follow.
7. **Rules and Legislation:** The Joint Rules/Legislation subcommittee is presenting proposals for the OWC and LDC to consider for convention (TBD to meet deadlines and for convention). This includes proposals by the Open Water Task Force, which will be voted on prior to the BOD July meetings.
8. **National Service Award:** The subcommittee decided to take steps to encourage more nominations for the National Service Award including: a simplification of the nomination process; distribution of promotional emails to USMS open water managers and swimmers; and a decision to leave nominees on the list for three years, should they be unsuccessful. An evaluation of the success of these measures will be made following the process.

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Action Items

1. Agree to committee goals and policies.
2. Create the Open Water Joint Management Group.
3. Approve and publish updates to Parts 1 & 2 of the OWGTO along with a What's New for 2015 document.
4. Set direction for education initiatives for 2015 and 2016.
5. Approve and publish minutes for OW Committee and OW Management Group meetings.
6. Plan and implement Independent Safety Monitor test program.
7. Require all events to file safety plans using the interactive Safety Application form (OWGTO Part 2: Safety Guidelines, Addendum A) by 2016 at the latest.
8. Approve Open Water Task Force fee and legislation proposals pending additional information.
9. Suggested changes to the insurance Incident Report.
10. Reviewed proposed Legislation and Rules proposals important to open water swimming (Done by convention deadlines).
11. Create a webinar and associated convention workshop that covers Navigating Safety Planning and Sanction Process.

Open Water Committee Agenda Thursday (2:00pm – 3:15pm) – Julia Lee A&B

1. Call to order, attendance and determination of a quorum
2. Updates since Annual Report written—Chair
3. Standing subcommittee reports—Joint Management Group, OWGTO, Safety, Rules/Legislation, Awards, others
4. Brainstorming session—Development Subcommittee

Recognition and Awards

Committee Members

Ray Novitske, Chair; Sally Dillon, Vice Chair

Rich Burns, Betsy Durrant, Maria Elias-Williams, Cheryl Gettelfinger, Heather Howland, Megan Lassen, Erin Matthews, Hugh Moore, Mark Moore, Lori Payne, Nancy Ridout, Laura Val, Robert Zeitner
Ex-Officio: Tracy Grilli, Chris Stevenson

Introduction

The Recognition and Awards Committee oversees all U.S. 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 the Coaches, History & Archives, Long Distance, and Records & Tabulation committees.

Discussions and Projects Since Last Convention

The committee held conference calls in November and March to discuss projects, assign tasks and selection committees, and report progress on promotion of award nominations. A third conference call was to be scheduled for August to plan for award presentations, announcements, and ongoing projects.

Local media releases announcing the committee's service award recipients were sent to local swim organizations after the announcements at the convention. This was done to encourage recognition of the recipients at the local level, and was done with the help of the National Office Communications

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The committee continued the work begun last year of encouraging national service award nominations. The themed “Wanted” campaign began at the Spring National Championship, and later utilized the National Office’s Streamlines, Swimmer magazine, and social media outlets to reach members. 28 nominations were received for the Dorothy Donnelly Service Award, four for the Club of the Year award, and one for the June Krauser Communications Award.

The 2015 Ransom J. Authur MD Award was presented to Meg Smath of Kentucky LMSC. The award presentation was made in Kentucky by USMS President Nadine Day with the announcement made at the Spring National Championship in San Antonio, Texas. Three other nominations were received this year: Michael Heather of Southern Pacific LMSC, Michael Moore of Pacific LMSC, and John Bauman of Wisconsin LMSC. The formal presentation will take place at the 2015 USAS convention.

The committee considered possible U.S. candidates for nomination to the International Swimming Hall of Fame under the category of honor contributor. A subcommittee, with Records and Tabulations Committee consultation, chose to nominate Nancy Ridout. A nomination package was assembled and submitted to the IMSHOF in May.

The committee provided material to USMS President Nadine Day for the USMS LMSC Leadership Summit in Phoenix, AZ. Nadine presented a program on the importance of recognition as it relates to retention and recruiting volunteers on the local level.

Recognition and Awards Committee Agenda Thursday (10:00am – 11:15am) – Trianon E

1. Official ‘pinning’ of the 2015 Ransom J Arthur Award Meg Smath.
2. Chair’s Report.
3. Budget review for past year and for 2016.
4. Report on annual projects.
 - a. Ransom J Arthur Award
 - b. Dorothy Donnelly Service Award
 - c. June Krauser Communications Award
 - d. Club of the Year Award
5. Report of 2015 projects.
 - a. Increasing of award nominations
 - b. International Master Hall of Fame nomination
 - c. Promotion of service awards at the local level
6. Discussion on presentation of awards – RJA and convention presentations
7. Projects for the upcoming year

Records and Tabulation

Committee Members

Jeanne Seidler, Chair; Greg Danner, Vice Chair

Michael Abegg, David Bergquist, MJ Caswell, Cheryl Gettelfinger, Walt Reid (National Records Administrator), Luke Shaheen, Mary Sweat, Kim Thornton, Hans Van Meeteren, Mary Beth Windrath (National Swims Administrator)

Ex-Officio: James Matysek (USMS Office), Chris Stevenson (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 the USMS Records Administrator, who collects and verifies record applications and maintains the USMS records. The pool measurement process is

USMS Committee Reports and Agendas

within the domain of the committee. The committee maintains the USMS List of Measured Pools. The committee works with the LMSC Top Ten Recorders.

The committee works closely with the USMS Webmaster & IT Director 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 Records Administrator and Swims Administrator continued their customary roles of verifying, compiling and publishing USMS Records and Top 10 Swims, respectively. The committee chair published the list of Top 10 swims and All-Americans on the USMS website.
2. Committee business was taken up during one conference call (Jan 19) and electronically through email and the secured Records and Tabulation USMS Administrative Forum defined for this business purpose.
3. For the November, 2014, issue of Swimmer Magazine, the committee was asked to submit a column regarding one of the viewpoints in “Both Sides of the Lane Line”. Mike Abegg volunteered and wrote “Not so fast” as the opinion on including non-conforming events as conforming events in a pool meet. Mike had the perspective both as an LMSC Top Ten Recorder (TTR) and as an official. Thank you to Mike for the article on the topic.
4. In 2014, the committee was assigned to follow through on two remaining sub-projects in the E2EEM project. One project (E2EEM-64) is to define the requirements for a certified measured pools database. This project is on the 2015-(6/21/2015) Active IT Projects List but is not yet started. Committee Member Mike Abegg volunteered to lead the pool measurement project, however, Mike is no longer available to work on the project. The other project (EEEM-23) is to support identification of national records through the Top Ten Tools. This project is on the 2015 (6/21/2015) Open Issues List.
5. In further discussion on the topic of publishing Records in Section A of the Rule Book, the committee will make a rules proposal in 2016 to clarify that the pool records are those records to be published in the rule book.
6. The following documents were updated for clarity and accuracy: the Application for USMS and/or World Record and the Pool Length Certification form. In addition, Anna Lea Matysek published a document that simplifies the understanding of the situations in which pool bulkhead placement confirmation measurements are required.
7. 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 competition. This effort continues as an on-going process.
8. 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 without a lot of committee interaction.
9. A concept design of a swim performance rating calculation/yardstick using the swims in the ERDB as a basis was sent to the committee for consideration. The concept was very interesting, but was outside of the boundaries of the definition of the committee.
10. Several new tools have been added by the USMS IT department to the USMS website to assist LMSC Top Ten Recorders/Records Administrators with local record maintenance responsibilities. The tools have been published in the TTR Forum and are available on the Top Ten home page of the website.
11. The committee is proposing housekeeping and/or clarification changes to legislation for the 2015 Convention. The area of Recognized Meets (202.2) needed an update regarding international non-masters meets. This is to address clarification where USA swimmers competing in FINA

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World Championships (not FINA Masters World Championships) have current USMS registrations and set USMS Top Ten times or new USMS records.

12. In 2015-2016, the committee will consider Rules proposals and other situations as occur in the Top Times and Records domain.

Action Items

None

Records and Tabulations Committee Agenda

Friday (8:00am – 9:15am) – Lester A

1. Introductions.
2. Summarize changes in the past year, new information for Top Ten Recorders published in the Guide to Operations, various issues resolved during the year.
3. Summarize remaining projects in E2EEM. Summarize legislation proposals for the 2015 Convention.
4. Open Discussion on RT projects for 2015-2016, potential rules and policy changes for 2016.
5. Open Feedback Session ... members and audience to discuss the topic of supporting needs of Top Ten Recorders on the LMSC level. (Access to Sanction Information, Publishing local records & Other topics from the floor.)

Registration

Committee Members

Leo Letendre, Chair; George Simon, Vice Chair, Arnie Litt, Vice Chair

Diann Bauer, DawnAnn Dykes, Doug Handler, Charlene O'Brian, Scott Campbell, Cristina Kawamoto

Ex-Officio: Anna Lea Matysek, Ed Tsuzuki

Introduction

The registration committee was somewhat inactive due to the chair's inability to find the requisite time to devote to the committee. Below is what was accomplished in large part by the co-Vice Chairs.

Discussions and Projects Since Last Convention

1. The Chair participated in the LMSC workshops for registration issues
2. The continued software development of the online registration system was monitored and the outstanding enhancement request list was prioritized and monitored.

Action Items

1. None

Registration Committee Agenda

Thursday (2:00pm – 3:15pm) – Truman B

1. Introduction.
2. Discussion of registrar duties and expectations, and barriers to efficiently fulfill them.
3. Discussion of registration issues encountered during the year.
4. Discussion of submitted legislation proposal.

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Rules

Committee Members

Kathrine Casey, Chair; Charlie Cockrell, Vice Chair; Kris Wingenroth, Secretary
Carolyn Boak, Sally Dillon, Marilyn Fink, Judy Gillies, Laura Groselle, Mollie Grover, Matt Hooper,
Brian Hoyt, John King, Barbara Protzman, Jessica Seaton, Ginny Trimble, Steve Unruh, and Rand
Vaillancourt

Associate: Susan Ehringer, Claire Letendre

Ex-Officio: Tracy Grilli, National Office; Ed Saltzman, Officials Committee Chair; Susan Ehringer, Rule
Book Coordinator; Meg Smath, Legislation Committee Chair; and Jay Thomas, USA Swimming Rules &
Regulations Committee Chair, Ed Tsuzuki VP Administration

Introduction

The Rules Committee has jurisdiction over Part 1: Swimming Rules and the Glossary. Since this is a
Legislation year, Rules amendments to Part 1 may be passed by a nine-tenths vote of the House of
Delegates only if they are properly submitted, deemed an emergency by the Rules Committee and
recommended for approval by the Rules Committee.

Part 1 is based on articles 101, 102, and 105 of the USA Swimming Technical Rules, which, as amended,
govern all Masters swimming competitions. The Rules Committee will make recommendations to the
delegates on amendments approved by USA Swimming at this year's convention in accordance with
601.4.7A. The committee may also recommend changes made to USA-S article 103 (Facility Standards)
to the USMS House of Delegates for USMS article 107.

Discussions and Projects Since Last Convention

1. Proofread the 2015 rule book for the correct insertion of:
 - A. adopted USMS amendments
 - B. FINA-approved and USA Swimming-approved amendments that were also adopted by USMS
 - C. reference numbers throughout the rules
 - D. corrections to the rule book that were reported throughout the year
 - E. additions to the index
2. Updated the "Differences" documents for Appendix B in the 2015 rule book (USA-S, NCAA,
FINA, and NFHS rules differences) and submitted the USMS/USA-S rules differences to USA
Swimming for publication in their rule book.
3. Submitted rules text for "Major Changes for 2015".
4. Reviewed the USMS rules included in the "Our Kids Initiative" (OKI) comparison of rules for all
swimming governing bodies.
5. Published monthly articles in *Streamlines* for coaches that address the most frequently asked
questions about rules.
6. Provided a Rules Liaison and a Liaison-in-training to National Championship meets to assist with
rules questions and interpretations and assisted with information for automatic split retrieval for
official times.
7. Reviewed the Glossary and Parts 2, 4, 5, and 6 for potential proposed changes to legislation that
impact Part 1 and Rules Committee work and also proofread all references to Part 1 for accuracy.
The committee submitted proposed amendments to the Legislation Committee.
8. Established subcommittees for the following review projects:
 - A. Review the use of metric/yards conversions in article 107 "Facility Standards".
 - B. Review the use of the terms "stopwatches" and "manual timing" in the USMS Rule Book
versus the USA-S term "manual timing" and the FINA terms "non-electronic timing", "manual
timing", and "digital watches".
 - C. Review the USMS Transsexual Policy for any needed updates.
 - D. Review article 108 in cooperation with experts in disabilities, including USA Swimming.

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9. Answered all questions about rules including the following:
- A.** When using a backstroke ledge, the toes of the feet must be in contact with the end wall or touchpad. Go to this link for an educational video on the backstroke ledge.
<http://www.youtube.com/watch?v=63C-zMOCAB0&feature=youtu.be>
 - B.** Seeding information for all events is required to be in the meet information (102.10.1D). See 102.11 for rules about changes that can and cannot be made to meet information and under what conditions any changes can be made.
 - C.** There is no USMS rule preventing a swimmer from warming down in the assigned lane while the rest of the swimmers in the heat finish the race. There is also no rule requiring all swimmers to stay in the water until all swimmers have completed the race, except that a swimmer cannot interfere with another swimmer by crossing lanes to exit at the side of the pool or use a ladder (102.13.6).
 - D.** Hand paddles are not allowed in warm-up/warm-down (102.4.2). See the meet information or facility rules for other restrictions potentially prohibiting kick boards, fins, or other equipment.
 - E.** The minimum timing quality for official USMS times is two watches, each operated by a separate timer, when the primary timing system is manual (103.17.2B[3]).
 - F.** The competition course has to be measured (all lanes) before the meet if it has not been certified for length and is not on the USMS list or FINA list of certified pools. The list of pools certified by USMS can be found on the USMS website in the “Top Ten/Records and Tabulation” section of the Guide to Operations. For recognized meets, it is the swimmer’s responsibility to ensure that the pool is measured (read “How to get your times to count for records and Top 10 Tabulation” in the same section of the Guide to Operations for details).
 - G.** All bulkhead pools must be measured prior to the start of USMS-sanctioned competition either for all lanes if there is not a pool length measurement on file with USMS or FINA or for the two outside lanes and a center lane if the pool length measurement IS on file with USMS or FINA. Otherwise, swimmers may lose all times achieved at the meet.
 - H.** If the pool length measurement is on file with USMS or FINA, bulkhead measurement IS required to confirm the course length for USMS records at USA Swimming meets and dual-sanctioned meets but not at international meets that are sanctioned by a FINA Masters member federation other than USMS (105.1.7D&E). Dual-sanctioned meets also require confirmation of bulkhead course length for USMS Top 10 as well as for USMS records (105.1.7E).
 - I.** Automatic splits are most commonly offered at nationals. Meet hosts must meet six criteria in order to offer automatic splits at a meet: 1) the meet host must agree to offer automatic splits; 2) a written split request must be submitted for “all swimmers, all events except individual backstroke”; 3) the head lane timer in each lane must verify the name of each swimmer and the order of swimmers in relays; 4) officials must watch all relays and record any 2nd swimmers who either start in the water or from the deck standing on live touchpads; 5) meet administration must have the ability to cull all eligible split times for a split report which must be attached to the results; and 6) for 50-meter meets, the meet host and officials must agree to instruct lap counters not to put the lap numbers in the water for the first turn, potentially interfering with the touchpads. Occasionally, local meets might offer automatic splits for a particular event, most commonly the mile, offering to publish eligible split times for the 800/1000 in a split report and submit them for USMS Top 10 and record consideration. The written split request would indicate the event(s) for which automatic splits are offered. Written split requests are required whether for an individual swimmer, a particular event, or an entire meet.
 - J.** There is no USMS rule or policy prohibiting officials from also swimming at a meet. That includes USMS national championship meets where a few officials usually compete and officiate. However the deck at meets other than USMS national championship meets must be staffed with the minimum number of personnel: at least TWO people fulfilling FOUR official positions, one (a certified official) as referee and stroke & turn judge and the second person as starter and stroke & turn judge (103.2.1). A referee must be certified as a referee or, if certified as a starter or stroke

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and turn judge, must receive training on specific duties of a referee (103.3.1). Uncertified officials may serve as starters or stroke and turn judges if they receive training in the specific duties of the assigned positions and serve under the supervision of a certified official (103.3.2). The LMSC Officials chair can provide such training. These rules address only the minimum requirements, not specific meet situations.

K. Regardless of the stroke(s) used, times achieved in freestyle events can be recorded only as freestyle times, so swimming the 100 butterfly during the 100 freestyle event will be recorded only as a freestyle time not as a butterfly time. A butterfly time can be achieved in an IM event; e.g., 100 fly split time from the 400 IM. (103.18.2) The first one-fourth of the individual medley is defined as butterfly (101.6); therefore, the butterfly split will be recorded as a butterfly time.

L. Nonconforming events such as 25 yard events and 100 yard relays can be offered at meets. USMS Top 10 and records are not kept for such nonconforming events. (202.1.1F[3])

M. Both parties must be involved in the dual-sanctioning process of a meet between the local USMS and USA-S organizations (see page 133 of the 2015 USMS Rule Book, “Dual Sanctioned Events”, and the Guide to Operations Sanctions section).

N. Be aware that not all swimsuits sold at swim meets are legal for competition. If the suit does not have a FINA-approval stamp, check with the meet referee to be sure that it is legal.

O. Each swimmer must enter the meet with the full name as it appears on the USMS registration card (102.7).

P. A relay leadoff split will not be considered for an official time if the relay is disqualified for any violation by any swimmer on the relay (103.18.1C and 105.2.2D).

Q. Times from “200 Choice”, “400 Choice”, or any distance labeled “Choice” or “Open” will not be considered for official USMS times. Swimmers must enter and compete in events listed in 102.5 for official times (103.18.2, 105.2.1, and 105.3.2). See rules articles in the April 2010, November 2010, and February 2015 issues of *Streamlines* for coaches for additional information.

R. Requests for accommodations for swimmers with disabilities must be submitted to the meet referee prior to the competition. A decision made at one meet does not set precedent for future meets. (103.6.9 and 108.1.2A)

S. USMS allows time trials in short course yards competition only, and time trials are included in the event limit per swimmer (102.6 and 102.10.1A). Time trial information must be included in the meet information (102.11.1 & .3).

Action Items

1. Completed proofreading and corrections for the 2015 USMS Rule Book.
2. Published an emergency rule change as adopted from FINA and USA Swimming regarding the single dolphin kick on the breaststroke; “After the start and after each turn, at any time prior to the first breaststroke kick, a single butterfly (dolphin) kick is permitted”.
3. Submitted proposed changes to the Glossary and Parts 2, 4, 5, and 6.

Rules Committee Agenda

Meeting #1 – (3:30pm – 4:45pm) – Truman A

1. Review and approve minutes.
2. Review the 2016 budget and 2015 expenditures.
3. Consider proposed amendments to Part 1 for emergency status, and if deemed emergency, prepare recommendations for the House of Delegates.
4. Hear progress reports from subcommittees.
5. Consider proposed USA Swimming amendments and prepare potential recommendations for the House of Delegates.

Meeting #2 – Friday (9:30am – 10:30am) - Julia Lee A&B

1. Consider proposed amendments to Part 1 for emergency status, and if deemed emergency, prepare recommendations for the House of Delegates.

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2. Hear progress reports from subcommittees.
3. Consider proposed USA Swimming amendments and prepare potential recommendations for the House of Delegates.
4. Review proposed tasks for 2016: Proofread rule book; update Differences documents; post current interpretations; develop situations manual or data base of frequently asked rules questions and/or common rules problems; create and maintain historical database of USMS exceptions to USA-S rules, rules rationales, and interpretations.

Meeting #3 – Saturday (8:00am – 9:00am) – Trianon A&B

1. Consider proposed amendments to Part 1 and the Glossary and prepare recommendations for the House of Delegates.
2. Hear progress reports from subcommittees.
3. Consider proposed USA Swimming amendments and prepare potential recommendations for the House of Delegates.
4. Review proposed tasks for 2016: Proofread rule book; update Differences documents; post current interpretations; continue to develop situations manual or data base of frequently asked rules questions and/or common rules problems; create and maintain historical database of USMS exceptions to USA-S rules, rules rationales, and interpretations; and update transsexual policy.

Meeting #4 – Saturday (1:00pm – 1:30pm) – Julia Lee A&B

1. Consider USA Swimming amendments as approved by the USA Swimming House of Delegates and prepare final recommendations for the USMS House of Delegates.

Sports Medicine and Science

Committee Members

Cathy Fedako, Chair; Meg Carlson, Vice Chair

Sally Berry, Terry DeBiase, Melinda Greig-Walker, Sally Guthrie, Jane Katz, Katherine Longwell, Jim Miller, Jane Moore, Ellen Parchen, Mary Pohlmann, Jessica Seaton, Robin Tracy, Dan Wall, Phil Whitten
Ex-Officio: Laura Hamel, Jody Smith

Top Priorities:

1. Engage a quality speaker for the Convention Presentation
2. Continue to offer Information at USMS Nationals
3. Establish a Sports Medicine Blog
4. Investigate running a Public Service Announcement
5. Review Rules
6. Research

Convention Presentation:

Work is in progress to have a presentation by Dr. Mary Fry, a sports psychologist at The University of Kansas, whose research focuses on creating a caring and task-involving climate for youngsters in physical activity settings.

Sports Medicine Booth at Nationals:

1. Mary Pohlmann and Meg Carlson manned the booth at San Antonio, TX and offered some health screenings and literature.
2. Plans for the LCM Nationals in booth in Geneva include demonstrating various equipment used by Physical Therapy for stretching and strengthening.

Sports Medicine Blog:

Last fall, we established a Sports Medicine Blog that can be accessed from the USMS website. We link articles that we think could be of interest to our USMS membership.

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Public Service Announcement:

Our goal this year was to create a PSA of interest to the USMS membership. We are fortunate to team with Dave Samuelson who has access to professional services to design a 1 page print PSA. This year's topic is emphasizing cardiac wellness, and future plans are to advertise the positive health benefits of swimming.

Rules Review:

We are in the process of reviewing the position of Medical Coordinator for USMS Nationals competition and Rule 106 in the USMS Rules. the committee feels that there is a need for clarifying the Medical Coordinator responsibilities which currently require they are 'on call' for medical decision making during USMS Nationals. And, Rule 106 recommends physical exams which the committee feels may be a potentially liability issue.

Research:

The committee considered its role in promoting medical research that would be of benefit to USMS and its members. At this time we felt that we would be 'on call' for review of potential research studies, but did not feel we had the resources to formally review, administer, and oversee research projects.

Sports Medicine and Science Committee Agenda Friday (8:00am – 9:15am) – Andy Kirk A&B

1. Chair Welcome - Cathy Fedako - caf.caf201@gmail.com
2. Review of 2015
3. Goals for 2016
4. Subcommittee and Task Force Summaries
 - a. Convention Presentation-
 - b. National's Booth-
 - c. Blog -
 - d. Research-
 - e. Public Service Announcement
 - f. Rules Review
5. Old Business-
6. New Business-

USMS Zone Reports and Agendas

Breadbasket Zone

Lori Payne, Zone Chair

Breadbasket had its normal share of swim meets with open water events increasing as well. We are drawing more triathletes which is keeping our numbers steady. We continue to work towards building our workout venues and programs.

There were a record number of pool meets this year as well.

Breadbasket had 753 top ten times in 2014, proof that small LMSC's can be mighty. Colorado (not small!) let the way with 346 of the top ten times.

LMSC standards are highly competitive with the rest of the country.

We continue to encourage more members to be involved with their organizations and learn more about USMS so they may take over from some of long time volunteers.

Breadbasket Zone Meeting Agenda Thursday (5:45pm – 7:00pm) – Yardbird B

1. Roll Call
2. Approve 2014 Minutes
3. Membership numbers
4. Review LMSC Standards and review Peer to Peer conference calls.
5. LMSC Reports
6. Communication within zone via Facebook or Zone website. Quarterly conference calls?
7. Continue to update Places to Swim
8. Zone meet rotation for next five years
9. New Business
 - Olympic trials- Omaha
 - Swim Across America
 - USMS coaches/clinics

Colonies Zone

Jeff Strahota, Zone Chair

Introduction

The Colonies Zone includes 10 LMSCs: Virginia, Potomac Valley, Maryland, Delaware Valley, New Jersey, Metropolitan, Adirondack, Niagara, Connecticut and New England.

Discussions and Projects Since Last Convention

1. Zone Championships held:
 - 1.1. Pool: SCM (Boston, GMU-Manassas), SCY (GMU-Fairfax), LCM (UMD)
 - 1.2. Open Water: Asphalt Green 1mi
2. Bid Solicitations for upcoming Zone Championships
3. Solicitation for nominations for the Colonies Zone DOT Award
4. LMSC Development Committee projects

Action Items (For Convention)

1. Awarding 2015 Colonies Zone DOT Award
2. Elect new Zone Chair

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Colonies Zone Meeting Agenda Thursday (5:45pm – 7:00pm) – Trianon E

1. Call to Order/Introductions
2. Presentation of 2015 Zone DOT Award
3. Zone Website/Email List
4. Zone Championship Recap
 - 4.1. 2014 SCM
 - 4.2. 2015 SCY
 - 4.3. 2015 OW
 - 4.4. 2015 LCM
 - 4.5. 2015 SCM and beyond
5. LMSC Development Committee Updates
6. Zone Chair Election/Nomination/Forum/Election
7. New Business
8. Adjourn
9. Event Plugs

Dixie Zone

Matt Hooper, Zone Chair

Introduction

The Dixie Zone Committee meets annually at USMS Convention, and operates between Conventions via email amongst the Zone's LMSC chairs. The committee is comprised of representatives from each of the seven LMSC within the Zone. LMSCs in the zone are: Florida, Florida Gold Coast, Georgia, North Carolina, South Carolina, Southeastern and Southern.

Discussions and Projects Since Last Convention

1. Zone Championships were held in: SCM (Atlanta, GA; December 13-14, 2014); SCY (Clearwater, FL; February 13-15, 2015); OW (Chattanooga, TN; June 13, 2015); and LCM (Greenville, SC; July 24-26). The 2015 Zone SCM Championships is October 9-11 in Orlando, FL.
2. A discussion was started on the Zone's name. Preliminary discussion was divisive, and so was tabled until Convention with request for the LMSCs to discuss the matter within their LMSCs and to come to Convention with ideas and input.

Action Items

1. Zone chair elections.
2. Elect Zone Championships hosts for 2016.

Dixie Zone Meeting Agenda Thursday (5:45pm – 7:00pm) – Truman A

1. Roll call / attendance.
2. Reports (officers, chairs, etc.).
3. Elect Zone Championships hosts for 2016.
4. Zone chair elections.
5. Discussion on Zone name.
6. Old Business.

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7. New Business.
8. Adjournment.

Great Lakes Zone

Sally Guthrie, Zone Chair

Introduction

Great Lakes Zone membership is overall stable. As of July 31st m Great Lakes membership is 7535 and the year-end membership last year was 7854. It is very likely we will acquire at least 319 additional members from August through the end of December, so we are likely to end up with a slight increase in membership from the 2013-2014 year.

Our zone has hosted two National Championship Open Water Swims (the >9 mile National Championship Open Water in Noblesville, Indiana and the Big Shoulders 5K Open Water in Chicago, Illinois), as well as the 1 hour Postal Event, hosted by the Chicago Smelts in Illinois. We also hosted the Summer Nationals Pool Meet in Geneva, Ohio in August.

In the last two years, due to the efforts of the LMSCs in these regions, the governors of Illinois, Indiana, Michigan, Pennsylvania, and Wisconsin have declared April 'Adult Learn to Swim Month'.

Illinois hosted both Adult-Learn-to Swim Certification and Coach Certifications in September, and Lake Erie also hosted a Coach Certification course in September.

Issues

1. Funding – the allocation of funds collected from the Great Lakes LMSC will be discussed. Some possibilities are sponsorship of coaches from the zone or re-initiation of a zone meet, or other events within the zone

Action Items

1. Build up zone fund.
2. Mentor LMSCs that have issues with compliance standards.
3. Solicit ideas for use of Great Lakes Zone funds

Great Lakes Meeting Zone Agenda Thursday (5:45pm – 7:00pm) – Truman B

1. Roll call and introduction of New Delegates
2. Financial Report & Funding of Great Lakes Zone
3. Elect Great Lakes Zone Chair and Vice-Chair for the next 2 year period
4. Discussion/solicitation of projects for funding by Great Lakes Zone
5. Other business
6. Adjourn

Northwest Zone

Tim Waud, Zone Chair

Committee Members: Sarah Welch (PN) At-Large Director, Matt Bronson (IW), Michael Grimm (PN), , Donn Livoni (MT), Paula Moores (SR), Jeanne Teisher (OR), Gordon Gridley (UT), Ken Winterberger (AK), Ken Winterberger (treasurer), Hugh Moore (webmaster)

USMS Zone Reports and Agendas

Introduction

During the previous year, the Northwest Zone hosted, or will host, Zone championship events in four event types (SCM, SCY, OW, and LCM). Zone conference calls were conducted on a quarterly basis. The Zone currently has 4,283 registered members, with OR having 1,143 members and PN having 1,618 members respectively.

Discussions and projects since the last convention

1. Zone Championship Meets

- a. SCM – Oregon LMSC hosted the 2014 Zone Meet on Sept. 26-28, 2014 in Camas, WA
- b. SCY – Oregon LMSC hosted the 2015 Zone Meet April 10-12 in Corvallis, OR
- c. OW – Montana LMSC hosted the 2015 Zone Meet July 25 at Flathead Lake, MT
- d. LCM – Oregon LMSC hosted the 2015 Zone Meet August 21-23 in Gresham, OR

2. Zone Conference Calls: Quarterly Zone calls took place in December, March and July.

3. PNA hosted an ALTS Instructor Certification on Saturday, May 16, 2015 in Seattle, WA.

The State of Washington has made a proclamation that April is Adult Learn-to-Swim Month.

PNA hosted a USMS Coach Certification Clinic Level 1 & 2 on October 18th followed by a swimmer clinic on October 19th in Seattle, WA.

4. OMS hosted the 2-Mile USMS National Open Water Championship on June 27, 2015 at Foster Lake. USMS hosted a USMS Coaches Level 1 & 2 Certification Clinic on July 25, 2015 in Portland, OR.

5. Four members in the NW Zone were recognized as Swimming World magazine's 2014 Top 12 World Masters Swimmers: Dave Radcliff (OR), Willard Lamb (OR), Rick Colella (PN) and Ellen Reynolds (SR). Ellen Reynolds was selected from the group as the 2014 World Masters Swimmer of the Year.

6. OMS will be hosting the 2016 US Masters Swimming Summer Nationals in Gresham, OR.

Action items

Election of NW Zone Chair

Northwest Zone Meeting Agenda Thursday (5:45pm – 7:00pm) – Wilson (Salon 3)

Introductions

1. Action Items

- a. Approve July 19, 2015 meeting minutes

2. Old Business

- a. 2015-17 Zone championship meet update
 - i. 2015 Short Course Meters Championship Nov. 21-22 PNA Federal Way, WA
 - ii. 2016 Short Course Yards Championship No later than January 15th
 - iii. 2016 Open Water Championship No later than May 15th
 - iv. 2016 Long Course Meters Championship No later than May 15th
 - v. 2017 Short Course Meters Championship USMS Convention zone meeting
- b. Update on Zone newsletter
- c. Update on Zone conference calls

3. New Business

- a. Financial Report – Ken Winterberger
- b. Election of new NW Zone Chair

4. LMSC Reports (3 minutes each)

- a. Alaska

USMS Zone Reports and Agendas

- b. Inland Northwest
 - c. Montana
 - d. Oregon
 - e. Pacific Northwest
 - f. Snake River
 - g. Utah
- 5. Adult Learn to Swim Programs
 - 6. USMS Coaches Certification Courses
 - 7. Other Business
 - 8. Adjourn

Oceana Zone

Michael Moore, Zone Chair

Oceana Zone includes the Pacific and Hawaii LMSCs. From one end of the zone to the other is over 2,700, miles, the greatest distance of any end to end distance of any LMSC. The committee meets annually at the U.S. Masters Swimming convention and conducts other business as needed by phone and email.

Discussions and Projects Since Last Convention

The two LMSCs only share a contiguous ocean. Both are well run LMSCs As of the August , there are 12,400 USMS members and 165 clubs in the Oceana Zone. Year to year membership growth is over 6%. Both LMSCs have done well against LMSCs standards and are considered well run organizations.

In June, TriValley Masters hosted the 1 Mile Open Water National Championships and the 6-9 Mile Open Water Championships at the Del Valle Open Water Festival in June. Davis Aquatic Maters is hosting the Speedo USMS 3000/6000 ePostal National Championships (25 yard or 25 Meter pools only).

Oceana Zone Meeting Agenda **Thursday (5:45pm – 7:00pm) – Lester B**

- 1. Introductions
- 2. Reports of the LMSCs
- 3. Election of the Oceana Zone Rep
- 4. Review of proposed rule changes that may be of interest to the Zone
- 5. Oceana representation on USMS Committees
- 6. New Business
- 7. Adjournment

USMS Zone Reports and Agendas

South Central Zone

Tyler Blessing, Zone Chair

Introduction

This committee meets annually at convention and conducts any business deemed necessary by email during the year. It is comprised of the delegates from the following six LMSC. (Arkansas, Border, North Texas, Oklahoma, South Texas and Gulf)

Discussions and Projects Since Last Convention

1. 2015 SCY Zone Championship held Apr 3-5, 2015 at (Gulf)Rice University – Aquatic Center, Houston TX
2. 2015 LCM Zone Championships held Jul 10-12, 2015 (Gulf) Conroe ISD Natatorium, Shenandoah, Texas

South Central Meeting Agenda Thursday (5:45pm – 7:00pm) – Andy Kirk A&B

1. Review 2015 Zone Championship Meets
2. Award the 2016 Zone Championship Meets
3. Finalize 2015-2016 Calendar
4. New Business
5. Elect new South Central Zone Chair for 2015 -

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.

Southwest Zone Meeting Agenda Thursday (5:45pm – 7:00pm) – Trianon A&B

1. Introductions
2. Election of Zone Chair
3. LMSC Reports: Arizona, New Mexico, San Diego-Imperial, Southern Pacific
4. Zone Meets for 2016: SCY---Southern Pacific, SCM---Arizona
5. Zone Open Water for 2016
6. Old Business
7. New Business

Patty Miller – Candidate for President



The Election Committee has deemed that Patty Miller 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 is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by Ed Tsuzuki and received letters of recommendation from Ed Tsuzuki and Jill Gellatly, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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 2015: ___X___ Yes ___ ___ No
I am planning to attend the annual meeting of the HOD in 2015: ___X___ Yes ___ ___ No
I am Planning to attend all HOD Meetings during my tenure in office: ___X___ Yes ___ ___ No

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

I attended the USMS House of Delegates meetings in the following years: 1998; 2001 through 2014

Section Three: Questions

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

My experience in many roles for USMS, but particularly as Legal Counsel for over a decade, has made me excited to take on the key leadership role of President. Over the years, as my passion for USMS, its

mission, its members, and its volunteers has grown, so has my desire to provide a leadership platform from which the organization and its dedicated volunteers can succeed as never before.

I believe that USMS's volunteers can contribute at their best – and get the most satisfaction – when they know what is expected, have the resources to perform their role, have a voice, and have an articulated and shared vision to inspire them. This requires big picture thinking and clear communication from leaders.

And these are two things at which I excel. My role as Legal Counsel has provided me with the opportunity to serve on the USMS Board of Directors and Executive Committee. In those contexts, I have been able to help shape the conversation – whether by framing questions or adding clarifying comments – to help us see the broader view and be clear in our goals and outcomes. In my leadership opportunities, from chairing the Ad Hoc Legal Counselors Committee that approved the use of electronic signatures, clearing the way for on-line registration; to chairing USMS's first Governance Committee that helped shape USMS's evolving governance structure; to chairing the Strategic Planning Committee that created USMS's current strategic plan, I have used a big picture orientation and clear communication to lead and inspire volunteers to achieve success.

But the ultimate reason that I am interested in being President of USMS is that I love swimming. I love to participate for the aesthetic pleasure of being in the water. I love the camaraderie and fun of being with Masters swimmers. I love seeing adults improve their fitness and skills in swimming because of the opportunity that we have provided for them. Being President of USMS would allow me to lead others who have this same passion to enhance the joy of swimming and spread it to others.

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?

Two words come to mind regarding USMS's major issues: relevance and balance.

Relevance –

USMS's challenge, now and in the future, is to stay relevant to its members, prospective members and volunteers. As many things compete for the attention of our members, whether new fitness regimes (CrossFit, for example), multi-sport, extreme events, or even the draw of the couch for binge-watching, USMS needs to find ways to continue to appeal to members. This includes the “what”, that is the content of our offering. For example, since more of USMS's members consider themselves fitness swimmers than competitive swimmers, what programming will we offer to keep Masters Swimming as a valued fitness activity for them? It also includes the “how”, that is how will we communicate what USMS has to offer, especially as the information and communication preferences of younger members change?

USMS also needs to make itself relevant to prospective members. As obesity erodes the health of the U.S. population and as that population ages, USMS needs to find ways to have an impact, not only by offering programs that appeal to prospective members and encourage adults to swim, but also by communicating the benefits of the healthy and social life that Masters swimming can provide. In addition, USMS needs to make itself relevant to diverse populations, so that our members experiencing the joy of being in the swimming pool can more closely resemble the make-up of the U.S. adult population.

As President, I would address these issues by first recognizing that USMS has a very competent and motivated staff that can create and implement the programming and communication developments that are needed to stay relevant. We also have passionate volunteers in our LMSCs who can execute our programs and outreach at the most direct level. With that recognition, I would lead the Board of Directors to provide strategic direction and prioritization so that our staff and volunteers know where to direct their energies to keep USMS relevant now and in the future.

Balance –

For much of my tenure volunteering with USMS, we have described the organization as transitioning from a volunteer-driven organization to a professionally managed organization. We should all be proud of the thoughtful hiring that has brought us an energetic and strong Executive Director who has solidified the USMS brand, established a headquarters and hired an incredible staff. The transition for USMS in

just eight years since we decided to hire a full-time Executive Director has been incredible. But we need to realize, no matter how good our staff, USMS will always rely upon volunteers – to run our LMSCs; to host swim meets; to build and maintain the clubs that provide affiliation for our members; and to implement our programming such as Adult Learn to Swim.

So, I believe a key issue going forward is finding the optimal balance between the activities that are best developed and maintained by professional staff and the activities that are best conducted by volunteers. As President, I would address this pursuit of balance by first recognizing that we are a dual-driven organization and then fostering an open and respectful dialogue about how to achieve the right balance. I hope to inspire a constructive dialogue rather than a polarizing conversation or an “us” vs. “them” mentality. All stakeholders – both staff and volunteers – are trying to do what is best for USMS and its mission.

For the optimal balance, USMS needs to continue to develop, support, recruit and recognize volunteers. I am passionate about good nonprofit governance, volunteer training, clear communication, and shared vision. I hope we can enhance the volunteer experience at USMS, making it even more fun and rewarding, and tailor the experience to new generations to build our leadership for the future.

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:

Governance Committee: 2008 – Present

Chair – 2008-2009

Chairs served under – Anthony Thompson; Hugh Moore; Leianne Crittenden

Ad Hoc Legal Counselors Committee: 1999–2005

Chair – 2003-2005

Chairs served under – Jeanne Crouse; Jack Geoghegan

Safety Education Committee: 1999 – 2002

Chair – 2002

Chairs served under – Julie Heather

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

I have served as USMS’s Legal Counsel from 2002 to 2009 and then from 2011 to the present time. Key events to which I contributed during this tenure include revisions to USMS governance structure; preparation for and hiring of an Executive Director; allowance for electronic signatures that facilitated adoption of on-line registration; establishment of a national headquarters; adoption of the Code of Conduct and refinement of the grievance process in Part 4; and establishment of the Board of Directors Governance Committee.

In addition to USMS committees, I have served on many USMS task forces, including the following:

- Executive Director Succession Task Force - Current
- National Headquarters Task Force - 2015
- Ineligible Persons Task Force (Chair) – 2012 – 2013
- Strategic Planning Task Force (Chair) – 2011
- Board of Review Task Force – 2011
- Branding Task Force – 2007-2008
- Executive Director Hiring Task Force – 2006-2007
- Executive Director Funding Task Force (Chair) – 2005

I also have experience at the very important local level. I was Chair of the Virginia LMSC from 2010 to 2014, served as President of Virginia Masters Swim Team, and was co-director of the Chris Green Lake Swim.

In the swimming world outside of USMS, I serve on the Board of Directors of USA Swimming as USMS’s liaison, and I am on the Ethics Committee for United States Synchronized Swimming.

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

I believe that USMS's volunteers can contribute at their best – and get the most satisfaction – when they know what is expected, have the resources to perform their role, have a voice, and have an articulated and shared vision to inspire them. This requires big picture thinking and clear communication from leaders. I hope to lead USMS as President by helping refine strategic priorities, and driving for clarity so we can be the best at promoting health, wellness, fitness and competition for adults through swimming.

From: Ed Tsuzuki, Vice President of Administration
Date: April 20, 2015
Subject: Letter of Nomination and Recommendation

To: The Elections Committee:

It is my honor and privilege to nominate and recommend Patty Miller for the office of President of U. S. Masters Swimming.

I have worked with Patty in her capacity as Legal Counsel since 2011 and continue to be impressed with Patty's incredible dedication to USMS and perhaps most importantly, Patty's "big picture" orientation. Patty continuously challenges the Executive Committee and the Board of Directors to maintain a strategic focus and stimulates intelligent debate by asking thought-provoking questions and suggesting "what if" scenarios. Patty is a strong leader, an outstanding communicator and is also an active listener – as she seeks to understand other points of view – and has earned the respect of those she works with.

As USMS continues to evolve, Patty has been invaluable in providing USMS leadership guidance in critically important areas such as governance and risk management. Patty brings a wealth of experience to USMS and has helped lead the reshaping of our governance structure, the enhancement of our on-line registration process and the refinement of our grievance process.

Patty is the 2013 recipient of the Captain Ransom J. Arthur Award and the depth of her experience has prepared her extremely well to lead USMS as President. Patty has been a long-time volunteer, serving as LMSC chair, chair and member of several national committees and task forces, and she is also currently serving on the Board of Directors (as the USMS Liaison) of USA Swimming.

Patty's passion for swimming and her commitment to USMS shines through all of her actions, as she gives tirelessly of herself. It is this passion, along with her insight and intelligence that make Patty such an outstanding candidate for President of U.S. Masters Swimming.

Respectfully submitted,



Ed Tsuzuki

This letter may be used publicly in the nomination process.

TO: Cheryl Gettelfinger
Election Committee Chair
U.S. Masters Swimming

It is a great honor to recommend Patty Miller for the office of President of United States Masters Swimming (USMS). Over the past fifteen years, Patty has played an instrumental role in the success and growth of USMS at both the national and local levels. Her numerous years of experience in various roles have given her the understanding of USMS in order to lead the organization to the next level. In 2013, as a result of her significant contributions to USMS, Patty was the recipient of the Capt. J. Ransom Arthur Award, the highest award bestowed to a volunteer within the organization.

Patty's accomplishments and leadership roles within the organization are as extensive as they are diverse. This is evident in that she has served on the USMS Board of Directors as legal counsel for over twelve years as well as served on numerous committees and task forces. As Chair of the Governance Committee, she successfully shaped what was a new committee to play a key role in USMS governance structure and board education. In addition, she was part of the First Executive Director Search Task Force. Most notably, she was the chair of the 2011 Strategic Task Force, chaired the Government and Safety Education Committees and is currently serving as the USMS liaison to the USA Swimming Board of Directors.

In 2011, I was fortunate to serve on the Strategic Task Force under Patty's leadership. This task force's purpose was to create and establish the current USMS mission statement, values and forward-looking goals. Her detailed organization, creative vision and ability to effectively listen to all viewpoints were major contributors to the success of the task force. Her leadership made it one of the most rewarding USMS volunteer experiences I have had.

Outside of her contributions at the National level, Patty has left a footprint in her local LMSC and at the club level. She served as the Virginia LMSC chair for four years (2010-2014) and President of Virginia Masters Swim Team for two years. These leadership experiences at the LMSC and club level give Patty a well-rounded perspective to all aspects and operations of USMS, which will be important as the organization continues to grow and face new challenges. Most recently, Patty served on the Leadership Summit Task Force which brought together over 45 leaders of our LMSC's for a weekend summit aimed at educating our local volunteer leaders. The first summit was a huge success and Patty's contributions were invaluable.

Patty's background, knowledge of USMS, professionalism as a leader, and drive to be successful will undoubtedly take USMS to the next level. It is with extreme pleasure that I recommend Patty as our next President of USMS.

Respectfully,

Jill Gellatly

At-Large Board of Directors South Central Zone

Note: I consent to this letter to be published.

Ed Tsuzuki – Candidate for Vice President of Administration



The Election Committee has deemed that Ed Tsuzuki 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 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 2015:*** X Yes _____ No
- I am planning to attend the annual meeting of the HOD in 2015:*** X Yes _____ No
- I am Planning to attend all HOD Meetings during my tenure in office:*** X Yes _____ No

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

1999 – San Diego, CA; 2000 – Kissimmee, FL; 2002 – Dallas, TX; 2003 – San Diego, CA; 2004 – Orlando, FL; 2005 – Greensboro, NC; 2006 – Dearborn, MI; 2007 – Anaheim, CA; 2008 – Atlanta, GA; 2009 – Chicago, IL; 2010 – Dallas, TX; 2011 – Jacksonville; 2012 – Greensboro; 2013 – Anaheim; 2014 – Jacksonville

III. 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 21 continuous years and have served as an officer at the LMSC level for 18 years and also as a national delegate and active committee member for 10 of the last 16 years. I have also served on the USMS Executive Committee as the Vice President of Local Operations for 4 years and as

Vice President of Administration for the last 2 years. I bring a tremendous amount of passion and energy to USMS at both the local and National levels and am very interested in continuing to extend my experience in the leadership role of Vice President of Administration and member of the USMS Board of Directors.

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?

Our organization continues to grow in both membership as well as our product and service offerings. I think a major issue facing the organization is its ability to manage this growth and specifically how to optimize both the value of the national office staff and the tremendous contributions of our volunteers. I have long been personally committed to improving the awareness and understanding of our volunteer base and have most recently become involved in improving the communication between our LMSC leadership and both the national office and USMS leadership (at the first LMSC Leadership Summit). I am determined to continue improving the back and forth communication and understanding because I believe this will lead to an even more productive and motivated group of volunteers. In turn, this will improve the USMS membership experience.

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 Committee
Chair – Pieter Cath (1999-2004)
Chair – Mary Beth Windrath (2005-2007)
Chair – Ed Tsuzuki (2008-2009)
Computer On-Line (1999-2000)
End-to-End Event Management Task Force (Chair 2010-2012)

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

In addition to serving on the Executive Committee and Board of Directors for the last six years, I have served as Chair or Vice Chair of the Records and Tabulation Committee for 10 years. I have also led the End-to-End Event Management task force which has been responsible for the development of the on-line meets database, event rankings, automation of the top ten tabulation process and most recently the on-line sanctions request and integrated calendar of events.

Please list any other information you would like included.

I live and breathe swimming. In addition to the “administrative” involvement detailed in this bid, I am an active pool and open water competitor and have been the head coach of the Bernards High School (New Jersey) girls and boys swim teams for the past 27 years.

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

I have been a USMS member for 21 years, served as an officer at the LMSC level for 18 years, and as a national delegate and active committee member for the last 16 years. The most recent 6 years have allowed me to serve with great passion and energy as a member of the Executive Committee and Board of Directors. I am very proud of the close working relationships I have been able to develop with our committee chairs as well as with the National Office staff and I look forward to the opportunity to extend that to our LMSC leaders. I believe we have an incredibly enthusiastic and dedicated volunteer base and would like to continue to promote the development of and growth of United States Masters Swimming.

Richard Garza – Candidate for Vice President of Community Services



The Election Committee has deemed that Richard Garza 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 is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by Nadine Day and received letters of recommendation from Lisa Dahl and Marty Hendrick, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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 2015:* __X__ Yes __ __ No
- I am planning to attend the annual meeting of the HOD in 2015:* __X__ Yes __ __ No
- I am Planning to attend all HOD Meetings during my tenure in office:* __X__ Yes __ __ No

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

USAS Convention, September 2013, Anaheim CA.
 USAS Convention, September 2014, Jacksonville FL.

III. Section Three: Questions

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

Because my passion in life to help people improve their well-being. I feel I would be a great candidate because my interests and experience are mainly as an athlete and coach. I simply want to help each committee do what they love to do and help in any way I can. Each committee has a lot of talented and

passionate people and I want to do my best to encourage and guide them to provide the best experience possible for our coaches and athletes. Through USMS and the different programs the Coaches, Fitness, and Sports Science and Medicine committees provide, thousands of lives have been changed for the better. I want to be a part of that.

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?

Communication between the Volunteers and Staff of USMS; I do not feel like they have the same vision in mind. For example, during a Coaches Certification course, they repeatedly emphasized that our mission was to grow membership. At the leadership summit, the goal was to make sure we are providing the most we can for our current members; growing membership was not a priority.

I would make sure that the mission and vision of USMS are clear and kept in mind at committee meetings when they edit, or create programs administered by USMS Staff.

I also foresee the quality of coaches decreasing. Passion is a must when it comes to coaching masters swimmers. The future of USMS is in the hands of those on deck who are passionate. I think creating more coaches is great, but I think we should be trying to make better coaches. Great coaches are also great people. Programs with self-improvement and preventing burnout as priorities will keep great coaches in our sport, and continue to attract new and experienced swimmers to our community.

I believe a solution to this is creating an environment where asking questions of more experienced coaches is encouraged. USMS already has a great forum platform in place. Perhaps enrolling in a mentorship program can become a requirement to becoming Level 3 or 4 certified.

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, Fall 2013 – Present, Meg Smath

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

Founder and Head Coach of the Wahoos of Wellington Masters (WOW-FG). Sept 2012 – May 2nd, 2015.

Head Age Group Coach for the Wahoos of Wellington Swim Team. September 2012 – May 2nd, 2015.

19 years of experience as a swimmer.

7 years of experience as a coach.

Head Coach for the FGC at the 2015 All Star Dual Meet. In charge of 122 swimmers and 6 coaches.

Zones Coach for the FGC 2011 – 2014.

Level 3 Certified and Recognized USMS Coach. 4 is the goal!

Please list any other information you would like included.

I was one of the Kerry O'Brien Coaches Award recipients in 2014.

B.A. in Psychology and Interdisciplinary Studies

B.A. in Sociology

Minor in Business

Certificate in Women's Studies

Graduated Magna Cum Laude and a member of 4 different honors societies

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

Good Morning! Welcome to Kansas City! My name is Richard Garza and I am running for VP of Community Services. I have been involved in the sport of swimming for almost 20 years and basically breathe swimming. I have board experience working as the FGC LMSC Vice-Chair and Co-Vice Chair of the Legislation Committee. My goal in life is to help people improve their well-being, and I currently do this through swimming. I wish to have the opportunity to help more people on a national level, please help me help you! Feel free to approach me and ask any questions you'd like, I'm an open book! Have a great weekend!

4/16/15

Nomination Letter

To the USMS Elections committee,

I, Nadine Day, nominate Richard Garza for the position of USMS Vice President of Community Service.

A handwritten signature in black ink, appearing to read "Nadine KM Day". The signature is stylized and cursive.

Nadine KM Day

April 30, 2015

Members of the USMS House of Delegates,

It is not often I get to write a letter of recommendation about a person that I have worked with in so many capacities over the past five years; initially as a coworker coaching for the same club, then subordinate when he added a Masters workout group to his location, then as a peer when he branched out and started a brand new Masters club and ultimately working together on our LMSC Board. Richard Garza impressed me when I first met him as an age group coach. From that point on I realized his talents are unending, as was his motivation and determination to do the right thing to promote adult swimming! Richard will make a fantastic VP of Community Services for USMS.

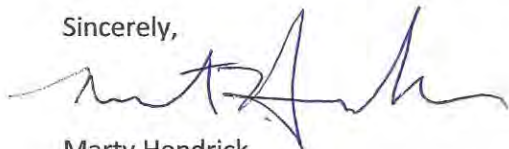
Always welcoming new challenges, Richard, who is an accomplished age group coach with FLA Aquatics, added a Masters Workout group at a remote location in 2011. In 2013 he moved on to create a brand new Master's Club, Wahoos of Wellington (WOW) which quickly became the fastest growing club in the LMSC growing to over 100 registered swimmers in 2014. He accomplished this all before the age of 26.

My observation of Richard is he is a "student of the business" of coaching adults, constantly striving to learn as much as he can to be the best coach to his swimmers. His workouts address all levels of the sport from the Novice to Fitness to the Elite Competitive swimmer & Triathlete. For a man so young to understand the Adult swimmer so quickly is phenomenal. I have always introduced him as the "Future of Masters Swimming". I knew early on what he could bring to our sport. His maturity and knowledge of the Adult Swimming market go well beyond his years.


Upon being elected as the Florida Gold Coast LMSC Vice-Chair in 2013, his first task was to update the LMSC By-Laws, which were much talked about over the years and desperately in need of modernization. He methodically approached this project by forming a task group. Utilizing skills he has learned from being on the USMS Legislative Committee, he laid out the updates in a clear and concise format that made it very easy for the LMSC to understand and vote on!

To meet Richard, you quickly will understand his compassion for the adult swimmer and USMS. He is a man of substance, unending energy and forward thinking! As candidate for VP of Community Services his willingness to seek out guidance and ultimately his fairness in addressing issues set him apart from all others. **Richard Garza is the right person for the position of VP of Community Services.**

Sincerely,



Marty Hendrick
Head Coach, Swim Fort Lauderdale
Florida Gold Coast LMSC Chair
USMS Level 4 Certified Coach

This letter may be published by USMS. 

April 29, 2015
Lisa Dahl
LDahl@usms.org

TO: Election Chair Cheryl Gettelfinger
US Masters Swimming
Elections Committee

Dear Cheryl,

I am writing to recommend Richard Garza as a USMS Board Candidate for the position of Vice President of Community Services. I have known Richard as a fellow coach, a leader in his LMSC, and as a leader in USMS at convention.

Richard is just the type of leader we need for USMS. Richard does not shy away from the inner workings of USMS, he will embrace the chance to get involved at the national level with hard work and enthusiasm. He came to his first convention three years ago and has demonstrated his leadership abilities by seeking out the Legislation Committee for his area of focus, serving on the committee and assuming the Co-Vice Chair role by his third convention. Richard is a coach for masters swimmers and for USA swimming. As a coach he demonstrates the ability to reach out to others, learn from them and listen and then coach them at the next opportunity. He does this for his swimmers and also for his peers in Masters Swimming.

Richard would make an excellent Vice President of Community Services. The Vice President for Community Services focuses on coaches, fitness education and sports medicines and science. Richard is uniquely suited to these areas having been a lifelong swimmer and coach, with personally committed to adult fitness and he has dedicated his career to the sport of swimming.

Recently I had a chance to watch Richard in his role as a leader among his peers at the LSMC Leadership Summit in Arizona and what I observed is a young man whom has strong leadership qualities and potential. His quiet demeanor with his observant skills with a service attitude where refreshing.

I highly recommend Richard as a prospective Vice President for Community Services. Please see me if you have any questions.

Lisa Dahl
Immediate Past President PNA
President Puget Sound Masters

I agree that this reference is posted

Lori Payne – Candidate for Vice President of Community Services



The Election Committee has deemed that Lori Payne 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 is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by Laura Winslow and received letters of recommendation from Rob Copeland and Jill Gellatly, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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 2015:*** X Yes No
- I am planning to attend the annual meeting of the HOD in 2015:*** X Yes No
- I am Planning to attend all HOD Meetings during my tenure in office:*** X Yes No

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

- 2006 (Detroit)
- 2007 (Anaheim)
- 2008 (Atlanta)
- 2009 (Chicago)
- 2010 (Dallas)
- 2011 (Jacksonville)
- 2012 (Greensboro)
- 2013 (Anaheim)
- 2014 (Jacksonville)
- 2015 (Kansas City)

III. 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 member of USMS for 24 years, serving as an officer in every capacity at the LMSC level for 15 years. I am a National delegate and have been an active in various committees for the last ten years.

My devotion to swimming is infinite and it has been a driving force in my life. The coaches, fitness and sports medicine committee all point to the betterment and quality of life for our athletes. As I coach my young swimmers and my college team, I remind them that this is a permanent lifestyle, not a temporary stop. We must make this a need not a want. Everyone has a different reason for being here, but the love of swimming and what we do as an organization for the participant is what keeps them coming back.

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?

As we move forward and our population ages, we need to make USMS irresistible, attainable, and needed by every age group. I like the idea of a mentor program, where our experienced coaches, mentor a new coach, so we have succession in place, when someone moves on to a different role. This is also relevant in our LMCS's, so positions are altered and new ideas are brought in to update and further the future of the LMSC.

Master coaches who specialize and give the older athlete the tools to succeed and literally feel better after their swim are the ones who will continue to support our membership. In the same vein, we need to continue to build our young membership by encouraging the lifestyle that swimming provides. They want to see different venues like open water succeed, because many of the younger swimmers are transitioning to triathlons. Swimmers rely on each other when there is no direction, but we must continue to develop a reliable path to success.

We should continue to market to all ages and emphasis interaction with other groups to build camaraderie amongst other fitness organizations.

Coaching + fitness hopefully avoids injury, and sustains the road to encouragement and happiness in the pool or the open water venues.

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 Barry Fasbender 2006-2008
LMSC Development Doug Adamovich 2009-2011
Recognition and Awards Sally Dillon/Ray Novitske 2012-present
LMSC Development Paige Buehler 2014-present

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

I have been a member of some type of committee for ten years. I am well rounded and well versed on many levels of USMS. I attend as many meetings as possible during convention so I can stay current with changes within the committees. I assist in workshops and lead Peer to Peer teleconferences. I continue to educate myself so I can represent USMS properly.

Please list any other information you would like included.

I have been a coach for the last 27 years. I am a level 3 certified Masters coach as well as Maryville University's D2 head men and women's coach. I have a degree in sports management and can do any facet of event planning, organization and management as demonstrated as an assistant to the last recent national championships (2012, 2013, 2015)

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

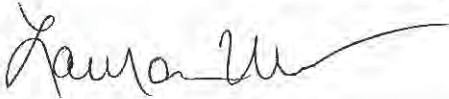
My goal is to have everyone know what USMS is about, like they do the Super Bowl. I want to continue to build and encourage all walks of life to take that first stroke. Retention through program development is what will encourage people to come and stay. As our organization continues to grow, we need to provide the tools for their success, and that includes coaching, a fitness program and a sports medicine program to explain how our sport makes you fit for life.

April 30, 2015

TO : Cheryl Gettelfinger
United States Masters Swimming

Dear Cheryl,

I nominate Lori Payne for the position of Vice President – Community Services.
I consent for this nomination to be published.

A handwritten signature in black ink, appearing to read "Laura Winslow", with a long, sweeping flourish extending to the right.

Laura Winslow
Board of Directors, At-Large Director from the Southwest Zone

Rob Copeland

100 Grouse Point
Fayetteville GA 30215
April 27, 2015

TO: Cheryl Gettelfinger
Election Committee Chair
U.S. Masters Swimming

It is my privilege to write this letter of recommendation for Lori Payne to be our next U.S. Masters Swimming Vice President of Community Services.

Through her work on numerous USMS national committees (Championship, Recognition & Awards, LMSC Development and Marketing) and with her experience as a Masters and college coach; I believe Lori posses the background, skills, aptitude and experience to lead our Community Services division. In addition, Lori has shown a passion for our sport and is a committed volunteer and leader at the local, zone and national levels.

As VP of Community Services, Lori will have responsibilities over our Coaches, Fitness Education, and Sports Medicine committees. With Lori's interpersonal skills, leadership and enthusiasm I know she will be able to work with and challenge these committees and USMS staff to set and achieve their goals; expanding services to our members and the adult swimming public.

In the years I've known Lori; she has always been positive force within Masters Swimming and has shown an amazing volunteer spirit. I am confident this spirit will continue to shine as Lori steps up to the next level of service leadership in U. S. Masters Swimming.

Lori will be an advocate for her committees, a strong voice on the USMS Board and a vital member of our leadership team. I recommend Lori without reservation to serve as our Vice President of Community Services for U.S. Masters Swimming.

Very truly yours,



Rob Copeland
U.S. Masters Swimming Board Member

p.s. The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

TO: Cheryl Gettelfinger
Election Committee Chair
U.S. Masters Swimming

It is my pleasure to recommend Lori Payne for the office of Vice President- Community Services. Lori has been involved with United States Masters Swimming (“USMS”) in a volunteer capacity since 2006. Her increasing responsibility over the last nine years and passion for the sport of swimming make her an outstanding candidate for the VP- Community Services role. In 2012, Lori was awarded the Dorothy Donnelly Service award demonstrating her commitment and leadership to the organization.

At the National level, Lori has served on the Championship Committee, LMSC Development (Vice Chair 2009-2011), and Awards and Recognition. This diversity of committee volunteerism will enable her to successfully lead the organization at the Executive level. In addition to these committees, Lori is currently serving as the Breadbasket Zone Chair (second term), has served as Chair of Ozark Swimming for six years during two different terms and President of St. Louis Masters. These experiences at the National, Regional and Club level well position her for the next step of serving on the BOD and Executive Committee of USMS.

On the pool deck, Lori has been instrumental in the development of a brand new Division Two swimming program at Maryville University in St. Louis and coached summer league for over twenty-five years. She holds a Level 3 USMS coaching certification.

When you combine these contributions, with her Bachelor of Science in Sports Management, Lori has the perfect complement of experiences and talent to lead USMS into the future. Her enthusiasm and dedication for the sport of swimming are second to none.

Respectfully,

Jill Gellatly

At-Large Board of Directors South Central Zone

Note: I consent to this letter to be published.

Frank “Skip” Thompson – Candidate for Vice President of Community Services



The Election Committee has deemed that Frank “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 is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by Daniel Cox and received letters of recommendation from Richard Burns and Hill Carrow, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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 2015:*** **Yes** **No**
- I am planning to attend the annual meeting of the HOD in 2015:*** **Yes** **No**
- I am Planning to attend all HOD Meetings during my tenure in office:*** **Yes** **No**

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

Attended all from 1989 to Present.

III. 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 34 years and have served as an Officer at the Club and LMSC level for 33 years. I have been a National delegate and active committee member for 27 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 Executive Director 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? 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 3 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 BOD Task forces 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. 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. The provision of these programs 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. 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. 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-1989-1993 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.

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
2010-2013- Records & Top Ten Chairman of the Michigan LMSC
1984 - 2015- Coach- Team Representative of the Michigan Masters Club
2013 - 2015- Vice 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, and 2015.
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 - 2014
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, and 2011 SC Nationals, Mesa, Arizona.

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.

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

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

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 13 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 a stroke clinic with the NCAA Championship University of Michigan Men's team that featured Mike Bottom and his Olympic-caliber coaches. With 65 swimmers, it was the largest sanctioned clinic that the Michigan LMSC has ever held.

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 Community Services. My membership in USMS for 34 years and my involvement as a volunteer at the USMS and LMSC level for over 30 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 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.

Daniel Cox
12295 Aldersyde
Valley View, OH 44125

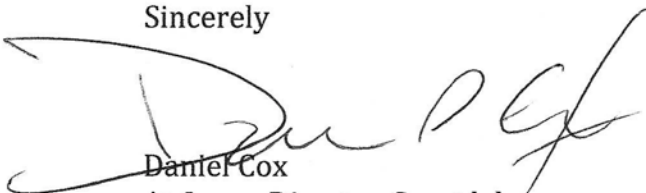
April 10, 2015

Cheryl Gettelfinger
Chair of Election Committee
Elections@usms.org

Dear Cheryl:

It is my honor to nominate Frank "skip" Thompson for the officer position of Vice President of Programs of the USMS. You may publish this nomination letter.

Sincerely



Daniel Cox
At-Large Director Great lakes

April 27, 2015

To the USMS Officer Nominating Committee

Re: Recommendation for Frank Thompson

Frank 'Skip' Thompson is exactly the right fit for the role of Vice President of Community Services and as a member of the USMS Board of Directors. Frank has been an important resource to the organization for over three decades. His participation, engagement and contributions, as presented in this nomination package, cross all avenues within the organization. He is mister everything and everywhere within his LMSC. His national involvement is equally prodigious. His breath of USMS organizational experience has allowed him to become conversant with all facets of the organization's operations. He is especially qualified for the role of Vice President of Community Services. He knows the work and responsibilities of the committees that fall within the purview of this position. Franks coaching background means he knows what coaches and athletes, both competitors and fitness, need to excel and he is well positioned to provide guidance, support and above all innovation.

Frank is a consummate student of the sport, of the organization and of the legacy of swimming. He could be swimming's and USMS's institutional memory which is to say, he has a perspective that is valuable and applicable to the responsibilities this position requires. Above all, Frank is a selfless and tireless worker for the sport he loves and a gentle and sensitive leader.

I have watched Frank's commitment and engagement with USMS since we, along with Rob Copeland and Mike Heather shared the stage in front of 1000 people for a Ransom Arthur skit, playing German steroid induced women swimmers, clad only in women's bathing suits. While sounding frivolous, this act of selfless humiliation was one small testimonial to the length Frank will go to serve the organization. It is also an example of Frank's affection and commitment for his fellow swimmers.

He will be great in this position. I give my permission for this letter to be published in the HOD packet.

Respectfully

Richard Burns

Letter of Reference: For Frank "Skip" Thompson for his nomination to USMS VP, Community Services
To: USMS Elections Committee
Date: 4/30/15

I am providing a Letter of Reference for Frank "Skip" Thompson for the position of Vice President, Community Services, of US Masters Swimming.

I have personally known Skip for several decades, dating back to the 1980's. He has always been a strong and positive leader within U.S. Masters Swimming both at the local and national level. In addition to his own accomplishments as a Masters competitor (All-American several times over), Skip has served as coach of the Michigan Masters team for more than 30 years!

At the LMSC level, Skip is currently LMSC Vice Chair and previously has held virtually every LMSC position of importance except Registrar, and he will assume the role of Chair later this year.

Skip has been recognized on a national basis for his distinguished leadership in US Masters Swimming. In 1999 he received the Dot Donnelly Award for Service and just last year he received the June Krauser Communications Award. In addition to having served as a Zone Representative, Skip has served on a majority of the USMS Committees (including Championships, Coaches, and Rules, among others). Skip led the Michigan Masters hosting of the US Masters Swimming National Championships and he has served as local meet director for an amazing 28 years (including 13 Michigan state championships!)

Clearly since the time he first joined USMS in 1982, a very significant majority of Skip's life has been dedicated to Masters Swimming. He is passionate about the sport, a leader in every aspect of USMS, and he remains forever upbeat and positive about the future of our organization.

Personally I have particularly enjoyed Skip's participation in the Ransom Arthur annual skit, and am delighted that he will be serving as one of our coaches at the 2015 USMS High Performance Camp. With his prior USMS Coach of the Year recognition, and his long-standing and outstanding Michigan Masters coaching tenure, Skip will make an excellent addition to this year's camp.

With his love of Masters, his proven track record, and his great attitude, there is no doubt Skip will make a top-rate officer of US Masters Swimming and I cannot recommend him strongly enough.

Thank you for this opportunity to provide support to Skip's candidacy for VP, Community Services, and I am looking forward hopefully to having Skip leading our organization forward in the coming years.

I give my permission for this letter to be published to our USMS delegates in the Convention packet.

Sincerely,

Hill Carrow

Raleigh Area Masters Swim Team (registered coach)

USMS Board of Directors Compensation & Benefits Committee

2015 USMS High Performance Camp Director

2016 Nationwide USMS Spring National Championships Local Organizing Committee Chairman

Chris Stevenson – Candidate for Vice President of Local Operations



The Election Committee has deemed that Chris Stevenson 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 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 2015: Yes No
I am planning to attend the annual meeting of the HOD in 2015: Yes No
I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

Anaheim, CA: Sept 27-30, 2007, Atlanta, GA: Sept 25-28, 2008
Chicago, IL: Sept 17-20, 2009, Dallas, TX: Sept 16-19, 2010
Jacksonville, FL: Sept 15-18, 2011, Greensboro, NC: Sept 13-16, 2012
Anaheim, CA: Sept 11-15, 2013, Jacksonville, FL: Sept 17-21, 2014

III. Section Three: Questions

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

Like so many USMS volunteers I am motivated by the desire to “give back” to the swimming community and to enhance the swimming experience for adults. Contact at the club and LMSC level is still the dominant force shaping the experience of most USMS members, and my involvement at the local (LMSC) level is extremely important to me. As the VP of Local Operations for the past two years, I feel like I have been successful in leveraging my enthusiasm for local volunteerism at the national level, and I hope to continue to do so for the next two years.

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?

One of the major challenges is **communication and coordination**: between volunteers and national office staff, between volunteers at the LMSC and national levels, and between members and their LMSC volunteers. While there is plenty of top-down communication – for example, *Streamlines* newsletters and published committee minutes – I think that communication in the other direction is less well developed.

Another challenge is **volunteer training and retention**. In all too many LMSCs the burden of conducting LMSC business falls on too few people, many of whom may feel overwhelmed and underappreciated. This might lead to burn-out and frantic replacement by inexperienced members who are not well prepared. Training resources exist but can be intimidating to new volunteers.

A final challenge is presented by **balancing the needs** of open water swimmers, pool swimmers, and swimmers who do not regularly participate in competitive events. We are all “one USMS,” but we do not have unlimited resources and there are challenges inherent in the equitable allocation of resources to these different (and overlapping) buckets. This requires strategic thinking on the part of the Board, and strong two-way communication with committees and with the HOD about how such allocation will benefit ALL members of the organization, now and in the future. In the past few years I think I have been addressing these challenges in a variety of ways in my role as board member, member of the OW Task Force, and as liaison to the committees in my jurisdiction.

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:

USMS Board of Directors and Executive Committee, 2013-present, as Vice President of Local Operations, under Nadine Day.

Local Operations Committees, 2013-present, as *ex officio* member and liaison to the BOD. The Local Ops committees are: History and Archives (Meegan Wilson, chair), Recognition and Awards (Ray Novitske), LMSC Development (Paige Buehler), Records and Tabulation (Jeanne Seidler).

Records and Tabulation, 2007-present. Served under Ed Tsuzuki 2007-2009, served as vice chair 2008-9, serving as chair 2009-2013.

Championship, 2009-present (*ex-officio*) under Jeff Roddin.

USMS 2.0 Task Force, 2013-2015 under Hill Carrow.

Open Water Task Force, 2014-present under Jim Miller.

Leadership Summit Task Force, 2014-2015 under Jill Gellatley

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

I have been very involved at the LMSC level:

Top 10 Recorder since 2006, responsible for maintaining LMSC records and submitting times for Top 10 consideration for all three courses.

LMSC Webmaster since 2010, during which time I completely redesigned the website (www.vaswim.org) to use the WordPress content management system. Beyond updating and maintaining the website I am in charge of electronic communications within the LMSC. As part of these duties I post “what’s new” items every 3-5 days on the website and compose the monthly email newsletter digest of these posts that is sent to the entire LMSC. I also work with the LMSC Registrar to maintain the monthly mailing addresses for the print newsletter, including managing an “opt out” program to receive only the electronic version of the print newsletter.

LMSC Vice-chair 2006-2008

LMSC Chair 2008-2010

With my wife I was co-director of 2013 Colonies Zone LCM Championship meet.

Since 2010 I have maintained the Colonies Zone records and Colonies Zone Championship records.

In my “real” job I have been a chemistry professor for over 20 years. I have had a significant amount of administrative and management experience. I was the Environmental Studies program coordinator for 10 years, a position that required coordinating the activities of departments from five different schools across the university. I also served as the Geography department chair for three years.

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

I have been a USMS member for 25 years and have been involved with USMS as a volunteer since 2006. I have served in many roles at both the LMSC and national level, including as Vice President of Local Operations for the past two years. My greatest passion is to encourage volunteerism and effective management at local levels and I hope to continue to do that as VP of Local Operations for the next two years.

Chris McGiffin – Candidate for Vice President of Programs



The Election Committee has deemed that Chris McGiffin 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 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:

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 2015: ___X___ Yes ___ ___ No

I am planning to attend the annual meeting of the HOD in 2015: ___X___ Yes ___ ___ No

I am Planning to attend all HOD Meetings during my tenure in office: ___X___ Yes ___ ___ No

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

Attended 2005 - 2014 HOD Meetings (10 consecutive years)

Section Three: Questions

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

I have served USMS as the VP of Programs for the last nearly two years, and I am definitely interested in serving another two-year term in the same role. I feel privileged to know and work so closely

with such a passionate group of volunteer leaders. I have learned a lot and wish to continue to advance that learning through collaboration and by focusing on making the USMS membership experience even better.

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 my view, USMS and its volunteers (Club, LMSC and National) really do a fantastic job supporting the USMS mission "to promote health, wellness, fitness and competition for adults through swimming." Like any organization, I feel that we aspire to be better and there are a few areas that deserve attention. First, I wish to continue supporting the great work performed by our USMS IT staff. As a member of the BOD IT Liaison team, it is my goal to work with the other VP's to balance the work requests from committees with the work that already exists supporting the operational and strategic needs of the organization. In some cases, there is clear and mutual fit, and then an easier path into the delivery pipeline. Other times, it can be challenging to move other valuable concepts forward. Since our successful implementation of the USMS Registration System ("Esther"), there has been no shortage of priority IT work as our committees can now see with the quarterly distribution of the USMS IT Project List. I look forward to continuing the work with the other VPs, Jim Matysek, Rob Butcher, and the IT Staff and to see how we can improve our strategies for managing the workload and delivering more benefits to our members.

Second, with the help of my colleagues on the BOD Open Water Task Force (OWTF), I am committed to finding a solution to the current issue of our high insurance costs. The OWTF is in the process of finalizing a sustainable funding model for Board of Directors' consideration, and then onto the House of Delegates for their review/discussion/vote. Our Open Water Sanction product has endured three consecutive years of insurance surcharge billing - an expense that impacted a large number of our LMSCs, their Event Directors, and the wider open water member community. It is time to view the cost of General and Umbrella/Excess Liability differently, and to allocate its funding in a more equitable manner. I look forward to working with my colleagues at the Board level to get these changes drafted, and with a clear rationale, so that my fellow HOD volunteers can support it based on its merits.

Last, as I have said in a prior nomination packet, I worry about our progress related to improving access to swimming facilities for our members and for our future, potential members. There seems to be stories every year of pools getting closed, collegiate varsity programs shutting down, and others that speak to the challenges retaining Masters/Adult Aquatic Fitness programs. I urge us not to be complacent and not to overlook this issue. While new concepts like USMS Adult Learn To Swim programs take flight, we need to secure our facility connections and work at building new ones if we expect membership to grow more than 5% each year. Yes, we spend time/resources on encouraging adults to swim, but we need to broaden that vision to include encouraging more and stronger connections to the facilities that will enable us to sustain it.

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:

USMS Legislation Committee member (under Rob Copeland and Sean Fitzgerald): 2005 - 2011
USMS Marketing Committee member (under Tom Boyd): 2006-2007
USMS Marketing Committee Chair: 2008 - 2009
USMS LMSC Development Committee member (currently under Paige Buehler): 2010-2013
USMS Board of Directors, At-Large Director, Colonies Zone: 2011-2013
USMS Board of Directors, VP Programs, 2014 – present

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

Continuous USMS Member since 1995 (20 years!!): Berkeley Aquatic Masters, Berkeley Heights, NJ
National Top Ten finisher
LMSC Record holder
Club Planner for Annual Holiday Party
Club Treasurer
Club Coach - USMS Level 2 Certified
NJ LMSC Chair: 2004 - 2009
NJ LMSC Vice Chair: 2010-present
NJ LMSC Co-Registrar: 2011-present
Facilitated LMSC bylaw updates
Implemented LMSC Membership Promotion Campaign

Developed an LMSC Continuous Membership Recognition Awards Program
Helped to create the Lou Abel Distinguished Service Award
Helped to create an Annual LMSC Awards Banquet
Led efforts to sanction the first LMSC Open Water event
Club Development Workshop: Mentor program (Dallas, TX) attendee/graduate
BOD Experience:
 Served as a member of multiple BOD Grievance Panels
 Served as Chair of the Volunteer Roles Task Force (VRTF)
 Serving as member of the BOD IT Liaisons
 Serving as a member of the BOD Open Water Task Force

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

Chris McGiffin, candidate for USMS Vice President of Programs. As a USMS member since 1995, I have served or currently serve in volunteer and leadership positions at the Club, LMSC, and national levels of the USMS organization. I am committed to working with the USMS Board of Directors and other volunteer leaders across the country to serve our membership and to support the mission, vision and values of USMS.

Chris Colburn – Candidate for Secretary



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 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:

II. Section Two: Candidate Qualifications

I am a member in good standing of USMS in 2015: X Yes _____ No

I am planning to attend the annual meeting of the HOD in 2015: X Yes _____ No

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

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

Dearborn, MI (September 13-17, 2006),
Atlanta, GA (September 24-28, 2008),
Dallas, TX (September 15-19, 2010),
Greensboro, NC (September 12-16, 2012),
Jacksonville, FL (September 17-21, 2014)

Anaheim, CA (September 26-30, 2007)
Chicago, IL (September 16-20, 2009)
Jacksonville, FL (September 14-18, 2011)
Anaheim, CA (September 11-15, 2013)

III. Section Three: Questions

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

I continue to be interested in the office of USMS Secretary 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 given 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 am honored to serve among their ranks.

Apart from the experience gained in my first term, I believe I would make a good candidate because I maintain a deep interest in the strategic and operational workings of U.S. Masters Swimming. As Secretary, I am and would continue to be honored to work with all levels of our volunteer infrastructure and our staff to bring about a better future for our sport. In my "day job" as an IT professional, I have extensive experience with compiling and organizing meeting notes, project plans, and documentation to ensure the success of our team and corporate operations. As a linguist with a background in writing, I have done research on developing effective communication for a myriad of audiences. As a long-time coach and volunteer, I understand both the operational and functional processes of the office. I have formed good working relationships with many members of both the volunteer and staff leadership that will facilitate my ability to continue the work I have accomplished in my first term.

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?

With respect to the first question, three major issues I see for USMS include member retention, management of insurance costs for our events, and the evolution of roles within our volunteer infrastructure. We have done a great job attracting new members to Masters Swimming in the past few years. If we want to grow our membership more consistently, we need to continue to strengthen the products and services that keep those members coming back while identifying new initiatives to bring aquatic fitness to a wider audience of adults. As our insurance costs rise, we must take steps to mitigate our risks by developing processes to run safer, efficient, and fun events while finding ways to manage the increasing costs. As we better define the roles of the National Office staff, we need to continue our efforts to include, engage, and recognize the similarly evolving roles of the passionate volunteers who wish to devote their time and talents to U.S. Masters Swimming.

On the second question, as a person holding an elected office within USMS, I would continue to identify and implement ways to focus our programs on a two-pronged approach that addresses both membership growth and member retention. As your Secretary, I will continue to work diligently with the Board of Directors, the National Office, and the Masters Swimming community both to manage costs and processes as effectively as possible while helping define clear, engaging roles for our volunteers.

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:

Secretary, September 2013 – present (Nadine Day, 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)

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

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 driving (especially Blue Mustangs); cycling (on- and off-road); watching reruns (*Dr. Who* is a current favorite); 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 over 25 years, I have worked actively at the local, regional, and national levels in three different LMSCs over the past 17 years, and most recently am finishing my first term as USMS Secretary. I have given back to Masters Swimming wherever possible in coaching, leadership, and communications-related roles, and hope to continue to do so. I have a deep interest in the strategic and operational workings of U.S. Masters Swimming. My experiences with technology, linguistics, and coaching have given me the organizational, communications, and strategic thinking skills to succeed in this position. If I am re-elected Secretary, I will continue to work with all levels of our staff and volunteer infrastructure to bring about a better future for our sport.

Ralph Davis – Candidate for Treasurer



The Election Committee has deemed that Ralph Davis 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 is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by Phil Dodson and received letters of recommendation from Phil Dodson and Ken Kinzler, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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

II. Section Two: Candidate Qualifications

I am a member in good standing of USMS in 2015: ___X___ Yes ___ No

I am planning to attend the annual meeting of the HOD in 2015: ___X___ Yes ___ No

I am Planning to attend all HOD Meetings during my tenure in office: ___X___ Yes ___ No

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

1999 September 15-19 San Diego, CA,	2000 October 11-15 Kissimmee, FL
2001 November 15-18 Louisville, KY,	2002 September 11-15 Dallas/Fort Worth
2003 September 10-14 San Diego, CA,	2004 September 15-19 Orlando, FL
2006 September 13-17 Dearborn, MI,	2007 September 26-30 Anaheim, CA
2008 September 24-28 Atlanta, GA,	2009 September 16-20 Chicago, IL
2010 September 15-19 Dallas, TX,	2011 September 14-18 Jacksonville, FL
2012 September 12-16 Greensboro, NC,	2013 September 11-15 Anaheim, CA
2014 September 17-21 Jacksonville FL	

III. 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 **Treasurer position** because of my love for Masters swimming and my desire to serve USMS in a capacity that I am professionally qualified.

I am a senior finance executive with over 35 years of experience in accounting, financial management. My scope of career experience ranges from working for a large multi-national corporation to company start-ups and business consulting. I have managed domestic and international financial operations coupled with developing local and worldwide strategies for their performance. I have served on Boards of Directors of various corporations, both domestic and international, combining diverse cultural and differing traditions to achieve corporate objectives. I believe that I can continue to provide a fresh and unique perspective to the **Treasurer** position. My International Board experience should complement the responsibilities of the position's requirements. **I'm confident I can continue to add value** to USMS and look forward to the opportunity to serve **Treasurer**.

I have served on the Finance Committee for 16 years, and two years as the Chairman. I have been USMS Treasurer for 4 years, consequently, I am well versed with the financial and operations of USMS. I am currently Chair of the Investment Committee and member of the Audit Committee.

My current career status enables great flexibility to serve USMS. I have a passion to volunteer my time at this stage of my life to give something back for all that I have obtained. I feel fortunate to have received a gift of life when I acquired my transplanted heart in February 2006.

Education qualifications:

Master of Business Administration, Western Michigan University, 1970

Bachelor of Business Administration, Western Michigan University, 1969

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?

Engage new volunteers and develop new leaders for USMS. We must determine how we are going to get new volunteers involved in the organization and develop them to become the future leadership. We need to develop a program specific to local LMSCs that encourages new members to attend the national convention and become more willingly involved in our organization. We may need to assist certain LMSCs with funding, but we need to have a precise USMS program that supports getting new faces to our convention. If we avoid setting a proactive agenda to this issue, I believe it may become increasingly difficult to acquire adequate leadership for the future success of USMS.

Organization structure for the guidance of USMS. We embarked on a new era for USMS in 2009 hiring a new Executive Director, established its National Office in Sarasota, Florida and implemented a new 5 Year plan for the organization. We are in an excellent financial position as an organization after our first Five Year Plan. We grew membership from 48,310 to 59,063.

The Board has the Challenge of a new five year plan (2015-2019) for the organization. USMS has developed a great strategic plan for USMS, but now Corporate Office with the support of the Board, need to develop the operation tactics to lay the foundation to achieve our strategic plan that supports a goal of growing to 100,000 members. I look forward to the opportunity of helping support the Strategic Plan and the mission 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:

I have served on the Finance Committee since 2000. My Committee chairs have been Doug Church, Jeff Moxie, Tom Boak, and currently Chair Jeanne Ensign. I was Vice-Chair under Tom Boak. I was the Chairman of the Finance Committee 2007 to 2009.

I have been a member of the Audit Committee since its formation in 2009. The first Chair was Jill Gellatly and second and current Chair is Elyce Dilworth.

I have been a member of the Investment Committee since its formation in 2009. Dave Burgio was the Chair from 2009 to September of 2013. I am the current Investment Committee Chair.

I served on the Executive Committee from 2009 to 2013. The Chairs of the committee were Jeff Moxie and Nadine Day.

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

I have enjoyed two careers; my first as finance executive of Federal-Mogul (23 years) with direct responsibility for all financial activities of diverse manufacturing businesses in the United States and 12 foreign countries generating \$600 million in sales. I possess extensive experience in managing global financial staffs, analyzing and monitoring individual unit performance, developing local and worldwide strategies, organizing joint venture/licensing agreements, managing foreign exchange exposure, directing treasury function at international locations and counseling the Group President as well as the location General Managers. I recruited and trained highly successful Directors of Finance for eight foreign subsidiaries.

My second career involves administering and operating a management and financial consulting company of which I have co-ownership. My financial consulting company served industry on domestic and international projects led and managed a number of successful business turnarounds and started up a high-tech pharmaceutical venture. Thru My consulting Company for the last 7 years, I have managed and directed the operations of a software company with operations in India and the United States.

Please list any other information you would like included.

Age 68, excellent health, new heart, married 49 years, three daughters and five grandchildren.

Hobbies: competitive swimming, golf, and financial advising.

Treasurer, Michigan LMSC, 1997 to 2007

Vice-Chair, Michigan LMSC, 2007 to 2009

Chair, Michigan LMSC, 2009 to 2011

Chair, Michigan Masters Swimming Endowment Committee 2008 to Present

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

I am a senior finance executive with over 35 years of experience in accounting and financial management. My scope of career experience ranges from working for a large multinational corporation to start-ups and business consulting. I have managed both domestic and international financial operations. I have served on Boards of Directors of various corporations, both domestic and international, bringing diverse cultural and differing traditions together to achieve corporate goals. I believe that I can continue to bring a fresh and unique perspective to USMS as ***Treasurer***. My International Board experience should complement the responsibilities of the ***Treasurer's*** position's requirements. I firmly believe I can continue to add value to USMS and look forward to the opportunity to serve as ***Treasurer***.

Phil Dodson
USMS Treasurer

April 30, 2015

To the Elections Committee
c/o Cheryl Gettelfinger
Chair of the Election Committee

Dear Cheryl,

I am writing to nominate and highly recommend Ralph Davis for the officer position of Treasurer for United States Masters Swimming. Ralph is uniquely qualified for this position because of his 35 years professional experience in accounting and financial management coupled with 16 years of volunteer experience with USMS in the Finance, Audit and Investment Committees, including Chairmanships and 4 years as USMS Treasurer.

Yours Truly,

A handwritten signature in black ink that reads "Phil Dodson". The signature is written in a cursive, flowing style.

Phil
Dodson
USMS Treasurer

The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

Kennard A. Kinzler

208 Oohleeno Lane,
Loudon, TN 37774

TO: Ms. Cheryl Gettelfinger

April 21, 2015

Chair, Election Committee

USMS

Dear Ms. Grettelfinger,

I am honored to be able to heartily recommend Mr. Ralph Davis for the position of Treasurer of the USMS.

I have had the privilege of knowing Mr. Davis since the early 1990's, when we worked together as a team for over a decade in a consulting business which we owned jointly. In that business, and particularly as a partner, I had the opportunity to observe many attributes of Mr. Davis' ability to manage, create solutions to problems, implement new programs, communicate with the banking community, the legal community, our clients, and their customers. Our specialty was in helping businesses that were in financial and legal difficulties, restoring them to become healthy and sustainable. In that duty, there were many times we faced formidable challenges, including struggling, at times, with the very people we were hired to help! Even in the most trying circumstances, Mr. Davis conducted himself with the highest degree of professionalism, a trait not often found in many people. I had never once seen him to be dishonest, exhibit inappropriate behavior, or offer solutions that were incorrect.

To his credit, I would rank him a straight "A" performer, in all the categories listed above.

If I had to do it all over again, he would be my first choice as a business partner.

I know he has also had a longtime passion and respect for the USMS, and would wholeheartedly recommend his speedy approval for the task. He will serve you well!

Please do not hesitate to contact me for any other assistance I may be able to offer, should you have any further questions.

Very truly yours,

Kennard Kinzler

The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

Board of Directors Committee Reports and Agendas

Audit

Committee Members

Elyce Dilworth, Chair; Jill Gellatly, Vice Chair
Ralph Davis, Teddy Decker, Jeanne Ensign, Laura Winslow
Ex-Officio: Phil Dodson, Susan Kuhlman

Introduction

The Audit Committee's primary responsibility is to monitor the reliability and integrity of the financial statements of United States Masters Swimming, Inc. (USMS), monitor compliance with legal and regulatory requirements, monitor and evaluate the effectiveness of the organization's operating systems, and monitor the independence and performance of USMS's external auditors.

With regard to the 2014 audit, USMS received an "unmodified" opinion from Kerkering, Barberio & Co. (K&B). An "unmodified opinion" is one that is free of material financial statement errors.

Discussions and Projects Since Last Convention

1. Reviewed and recommended approval of the 2014 audited financial statements to the BOD. Included annual meeting of members with K&B in Sarasota.
2. Reviewed and recommended approval of the Form 990 tax forms for the year ending December 31, 2014.
3. Executive Summary report provided to BOD for July mid-year meeting. The report included the results of the 2014 audit process and findings.

Action Items

1. Review Audit Committee Charter and make any necessary changes.
2. Recommend to Finance Committee changes to FOG, if any.

Audit Committee Meeting Agenda Friday (1:00pm – 2:00pm) – Executive Board Room

1. Discuss proposed changes to 2015 financial statements
2. Review Audit Committee Charter
3. Review changes to FOG, if any

Compensation and Benefits

Committee Members

Ed Coates, Chair; Sarah Welch, Vice Chair
Hill Carrow, Erika Braun, Jim Miller,
Ex-Officio: Nadine Day

Introduction

The Compensation and Benefits committee advises the Board of Directors on compensation and benefits programs for USMS staff.

Discussions and Projects Since Last Convention

Review and recommend executive director goals

Action Items

1. Committee recommended approval of 2015 Executive Director goals by the Board of Directors.
2. Committee reviewed and recommended Board approval of Executive Director performance against the 2014 goals.
3. All items recommended to the board were approved

Compensation and Benefits Committee Meeting Agenda

1. Open discussion
2. Preliminary review of 2015 goals results
3. Discussion of 2016 bonus goals

Finance

Committee Members

Jeanne Ensign, Chair; Laszlo Eger, Vice Chair

Jon Blank, Ralph Davis, Elyce Dilworth, Don Gilchrist, Harry Greenfield, Peter Guadagni, Lucy Johnson, Homer Lane, Helen Naylor, Sarah Welch, Laura Winslow

Ex-Officio: Phil Dodson (Treasurer), Susan Kuhlman (CFO)

Associate: Jeff Moxie

Introduction

Finance Committee is a committee of the Board of Directors (BOD). Its responsibility is to review and recommend to the BOD the annual operating and capital budgets, to oversee financial performance, and to oversee the reliability and integrity of the financial statements, organization-wide risk management and compliance with regulatory requirements.

Discussions and Projects Since Last Convention

The committee met during the year by conference call, and will meet to discuss the 2016 budget in the weeks leading up to convention. Many items were subject to lengthy discussion and debate and the Committee did not always agree or reach a consensus. During the year sub-groups provided guidance and recommendations to the Committee in certain areas.

Following is a summary of the year's activity:

1. The Sanction Fees Subcommittee analyzed costs of sanctioned pool and open water (OW) events and proposed a revenue model. The Committee accepted the event expense analysis and revenue model of the subcommittee without attaching any dollar amount to the model. The results were presented to the BOD at their mid-year meeting, and made available to the Board's Open Water Task Force.
2. The Committee formed a subcommittee to investigate potential alternative models for national pool championships with representatives from Championship, Finance, BOD and the National Office. The subcommittee considered our business model compared to models used by other organizations. The question arose as to how USMS perceives our national pool championships and whether USMS wants to provide a benefit to the organization and its members, or to generate money for the organization and/or meet host. Finance Committee has asked the BOD for policy guidance before proceeding.
3. Financial Operating Guidelines (FOG). A subcommittee will present draft updates of FOG to the Committee for review prior to Convention. Recommended changes will go the BOD.

Board of Directors Committee Reports and Agendas

4. Manual of Accounting Procedures (MAP). A subcommittee will present draft updates of MAP to the Committee prior to Convention. During the year the Committee approved a change to MAP authorizing a third staff person to co-sign checks of \$10,000 or less. The Committee requested and received review the change by Audit Committee prior to approving.
5. Per FOG requirements, a representative of the Committee reviewed contracts for rental space and a new phone system for the national office.
6. Committee members reviewed financial reports from the CFO, final 2014 operating results and 2015 forecasts.

Action Items

1. Approval of minutes of meetings since prior convention
2. Review of any over budget requests since prior convention
3. Approval of 2016 budget

Finance Committee Meeting Agenda

- Meeting #1 – Wednesday (4:00pm – 5:30pm) – Colonial**
Meeting #2 – Thursday (10:00am – 11:15am) – Truman B
Meeting #3 – Friday (9:30am – 10:30am) – McShann B
Meeting #4 – Saturday (8:00am – 9:0am) – Big Joe A

1. Welcome and Introductions
2. Approval of minutes of meetings since prior convention
3. Chief Financial Officer's report – Susan Kuhlman
4. Treasurer's report – Phil Dodson
5. Audit Committee report – Elyce Dilworth
6. Investment Committee update – Ralph Davis
7. Review all elements of 2016 budget, recommend amendments and present to BOD on Thursday
8. Upcoming projects
9. Other

Governance

Committee Members

Leianne Crittenden, Chair; Jim Wheeler, Vice Chair
Carl Bromer, Sean Fitzgerald, Patty Miller, Hugh Moore, Anthony Thompson, Nadine Day (ex officio)
and Rob Butcher (ex officio)

Introduction

The Governance Committee is responsible for ongoing review and recommendations to enhance the quality of the USMS governance structure, including the Board, committees, local, and regional divisions of USMS.

Discussions and Projects Since Last Convention

1. Review of Allied and Affiliate Members. The committee reviewed USMS Rules and processes for allied and affiliate members, and USMS status as affiliated member of USA-S.
2. Review Changing Role of House of Delegates. Reviewed the changing composition, increases in size and role of the House of Delegates and what activities are best accomplished at the in person meetings, since much of the Committee work is done off site during the year.

Board of Directors Committee Reports and Agendas

3. Ad Hoc Elections Committee. Review whether Election Committee Members should be automatic members of House of Delegates

4. Education of BOD Members. To implement the training program approved by the BOD last year, Patty Miller and Ed Tsuzuki provided training on Understanding Roles and Responsibilities at the July BOD face-to-face meeting. Additional training will follow the schedule approved last year, so that consistent training will be provided to all BOD Members during their tenure.

4. Policy Manual. The Policy Manual Subcommittee's (Carl and Hugh) recommendations were approved by the BOD and they are working with National Office staff to include individual sections of those policies posted on the USMS Website.

5. USMS Organizational Structure. The committee discussed how USMS is organized and how the current structure could better deliver services to members.

Action Items

1. Legislative Proposals - coordinators

Delete Rule Book Section 503.7.1 that the President appoints coordinators, since these functions are being performed by National Office staff; In Section 504, remove coordinators from automatic membership in House of Delegates.

2. Education of BOD Members. Continue Educational sessions at in person BOD Meetings, following the BOD approved schedule.

Governance Committee Meeting Agenda Saturday (7:00am – 8:00am) – Andy Kirk A

1. Policy Manual Subcommittee report
2. USMS Organization Structure

Swimming Saves Lives Foundation

Committee Members

Brandon Franklin, Chair; Debbie Malafsky, Vice Chair

Rob Copeland, Nadine Day, Ted Haartz, Tom Holmberg, Jim Miller, Nancy Ridout, Rob Butcher, Susan Kuhlman (Ex-Officio)

Introduction

The purpose of the USMS Swimming Saves Lives Foundation is to solicit charitable contributions and provide grants that encourage adults to swim and to provide grants for medical and research initiatives and a broad range of other programs that reinforce the benefit of swimming.

Discussions and Projects Since Last Convention

1. Awarded \$60,000 for the 2015 calendar year to 17 SSLF program partners
2. Coordinated with National Office to implement and secure written grant agreements with all the partners
3. Coordinated with the NO to collect a mid-year report from our partners
4. As of August 1, 994 adults benefitted with swim lessons from SSLF partners
5. Secured Misty Hyman as ambassador for April Adult Learn-to-Swim Month
6. Formalized and publicly announced an affiliate partnership that was endorsed by the USMS board of directors with the USA Swimming Foundation.
7. Adopted an investment strategy for SSLF corpus that will be administered by the USMS Investment Committee for the benefit of SSLF.

Board of Directors Committee Reports and Agendas

Action Items

1. The USMS board of directors approved awarding up to \$87,000 in grants for the 2016 calendar year which equals the total amount of membership giving in 2015
2. We have received 77 applications for 2016 grants; 71 meet our minimum requirements. The National Office and SSLF board of trustees are reviewing the applications to approve grant recommendations at convention.

Swimming Saves Lives Foundation Agenda Friday (8:00am – 9:15am) – Executive Board Room

1. SSLF board of trustees will approve grant recommendations at the annual meeting.
2. Request National Office follow up with all 2016 grant recipients to formalize the written agreements. This will occur after convention in October and November.
3. Request National Office notify applicants who did not receive a grant.
4. Request National Office collect year end reports from our 2015 SSLF partners.

Investment

Committee Members:

Ralph Davis Chair; Vice-Chair, Stan Benson, Elyce Dilworth, Bill Sherman, Homer Lane, Ex Officio: Susan Kuhlman, Phil Dodson.

Introduction:

This Committee is responsible for overseeing USMS's Investment Philosophy of investing the financial assets of USMS in excess of needed working capital, consistent with a policy of prudent investment planning and protection of assets according to the established USMS Investment Policy approved by the USMS Board of Directors.

Discussions and Projects Since Last Convention:

1. Comprehensively reviewed the Morningstar/Lipper Performance-Benchmark Report, evaluating each Mutual Fund in the USMS Portfolio on a quarterly basis as a Committee, and monthly on an individual basis.
2. Continued detailed quarterly discussions with our Northern Trust Portfolio Manager on Fund Performance, any recommended USMS Portfolio changes as well as meaningful Economic trends that would have impact on the USMS Portfolio.
3. Continued to prepare quarterly Investment Committee Reports for the Board of Directors and Finance Committee.

Action Items:

All the aforementioned projects continue to carry forward as regular action items.

Report on USMS Investments of June 30, 2015:

The Market Value of our USMS Portfolio ending 6/30/2015 was \$2,254,671 referenced to our original Cash Investment of \$1,699,976 in 2011. Please be reminded that USMS began 2015 with a portfolio value of \$2,214,850 for total appreciation of \$39,821. **For first six months of 2015 our USMS portfolio earned a composite Total Return (Capital Appreciation plus Income) of 1.80%. We are forecasting a Total Return for year of 5.60 % which approximately \$125,000.** I have attached a slide of our Investment Income from 2008 to 2015.

Board of Directors Committee Reports and Agendas

Our target asset allocation remains at 60% stock/40% fixed income-cash. As of June 30, 2015 our Equity Securities totaled 65.4%, Fixed Income Securities totaled 33.6%, plus 1.0% in Cash and Short Term securities. For your awareness, our estimated average Fund Costs for 2015 will be 23.0 basis points (\$5,200), and our Management Services Fee will be 29.4 basis points (\$6,400) – a great combined bargain for USMS!

The Investment Committee, along with our Portfolio Manager, still believes that our current Portfolio asset allocation remains appropriate for USMS.

The Investment Committee is pleased to continue to be entrusted to responsibly steward the assets of USMS.

Respectfully submitted,

Ralph Davis, Chair, USMS Investment Committee

Investment Committee Meeting Agenda

Meeting #1 - Wednesday (2:30pm – 4:00pm) – McShann A

Meeting #2 - Thursday (3:30pm – 4:45pm) – Hoover (Salon 4)

1. Discussion of USMS Portfolio recommendations, if any, proposed by our Northern Trust Portfolio Manager.
2. Discussion of USMS Portfolio returns, and individual fund performance to date.
3. Conference Call with James Gregory, our Northern Trust Portfolio Manager.
4. Review of Investment Committee Meeting schedule for 2015-2016.
5. Review/Deliberation of recommended changes, if any, to the current USMS Investment Policy.
6. Other items requiring Investment Committee attention.

FINA Representative

Mel Goldstein



Kazan, Russia



Aquatic Palace



Open Water

One year after the FINA World Masters Championships in Montreal, FINA hosted the first FINA World Masters Championship immediately after the FINA World Elite Championships in Kazan, Russia. There were 2640 Masters athletes attending the championships in Kazan for all disciplines (2002 Swimmers, 72 Divers, 35 Synchronized Swimming, 30 men / 3 women (429 Players) Water Polo, and 366 Open Water). There were 31 World Records and 75 Championship Meet Records broken. While the numbers were low this was a very fast meet with a lot of great swims, World Records from past championships Montreal, Canada 31, Riccione, Italy, 34, and 34 Gothenberg, Sweden.

The championships were very well organized, with two indoor 10 lane 50m pools for swimming and diving. There were two additional pools for Synchronized Swimming and Water Polo. The swimming meet was conducted in one pool because of low number's, therefore the other pool was used for warm up at all times. Volunteers were friendly and were there at all times to take care of your needs, and they all spoke English. For the first time in a World Masters Championship there was a formal award ceremony. Tim Shead from the US, said it best when describing the awards ceremony , in one word "Magical". The meet was managed by Microplus a company from Italy, and they did an outstanding job providing results and video.

Liaison and Special Appointment Reports

The Open Water event was held in the Kazanake River, the course was an out back 3zk course. There were 9 waves of approximately 50 + swimmers. Volunteers were in abundance and assisted athletes and officials...Over 10 safety boats on the water along with other safety personnel, because Safety was a priority, a first for this representative there was a Hospital boat on the water with complete hospital equipment if needed. Medical staff was at the finish to assist swimmer's if they needed assistance.

Kazan is a beautiful modern and clean city rich in History and Culture, the people of Kazan were extremely friendly. Those who did not attend the championships missed an experience of a lifetime.

The next FINA World Masters Championships will be held in Budapest, Hungary the first or second week in August 2017. Plans are being formulated for this championship, which will feature a new aquatic complex with two 10 lane 50m pools and a diving well. These new pools will bring the total to 6 pools at this aquatic facility. Start making plans "See you in Budapest !"

International Swimming Hall of Fame Liaison

Walt Reid

IMSHOF

The 2014 International Masters Swimming Hall of Fame Induction Ceremony was held during the USAS Convention in Jacksonville Fla. David Guthrie, Tim Shead and Jean Troy were inducted as "Honor Swimmer".

Of the six male Honor Swimmer Nominees for 2015 four are from USMS. They are David Radcliff, Jack Grosselle, Jurgen Schmidt and Hugh Wilder. Of the six female Honor Swimmer Nominees for 2015 three are from USMS. They are Anne Adams, Joann Leilich and Danielle Ogier. The USMS nomination for "Honor Contributor" is Nancy Ridout. The winners will be announced shortly and the 2015 IMSHOF Induction Ceremony will be held during the 2015 USAS Convention in Kansas City.

ISHOF

I attended the 2015 International Swimming Hall of Fame Induction Ceremony which was held in Santa Clara California. Last year the ISHOF announced it would not be part of the new Ft. Lauderdale Swimming complex. They plan to move to Santa Clara. However currently they are still in Ft. Lauderdale.

This year a USMS swimmer was inducted into ISHOF as "Honor Masters Swimmer". That swimmer was Karlyn Pipes. It has been 9 years since a Masters Swimmer (Jane Asher GBR) was inducted into ISHOF. The nominees from USMS for the 2015 ISHOF Honor Masters Swimmer were Aldo da Rosa, Burwell Jones, Frank Piemme, Betsy Jordan, Rita Simonton and Karlyn Pipes.

National Board of Review Chair

Barbara Delanois

Members:

1.	Laura Groselle	Dixie	Rules/NBR Chair (past)
2.	Meg Smath	Great Lakes	Legislation
3.	Sandi Rousseau	Northwest	Championship/Officials
4.	Sally Dillon	Northwest	Awards/Rules
5.	Sean Fitzgerald	Dixie	Legislation/Governance/BOD
6.	Ruth Giles-Ott	Great Lakes	GLBT
7.	Dan Cox	Great Lakes	Legislation/LMSC/BOD

Liaison and Special Appointment Reports

8.	Dick Pittman	Great Lakes	Meet director
9.	Harry Greenfield	Great Lakes	Finance
10.	Greg Weber	Southwest	Registration
11.	Molly Grover	Colonies	Brand New/Coach/Meet
12.	Laura Winslow	Southwest	Audit, Finance, BOD
13.	John King	Oceana	Officials

Introduction: 2014-2015 was year 2 for the Chair of the National Board of Review.

Discussions and Projects Since Last Convention:

NBR received two (2) grievances, both presented to the NBR under “original jurisdiction” authority because the by-laws of the LMSC at issue precluded non-LMSC registered members from submitting a grievance through the LMSC.

GRIEVANCE # NBR-2015-01: The NBR Chair appointed a hearing panel of three (3) members of the NBR hearing panel pool. After the Hearing Panel’s thorough and thoughtful review, consideration and analysis, and deliberations of the Hearing Panel in consultation with the USMS Open Water Compliance Coordinator; and communications with the Chairs of USMS Open Water and Long Distance Committees, the NBR determined the equities of the matters presented to the NBR justified the imposition of an Interim Order pending a final decision in matters presented. The NBR hearing panel convened a telephonic hearing, took evidence consistent with established procedures and issued its timely final decision which reaffirmed the Interim Order.

GRIEVANCE # NBR-2015-02: Pursuant to Rule 403.6.2, the Chair of USMS National Board of Review, after reviewing, considering and analyzing the allegations of fact and issues presented by the Grievance and Response, and the United States Masters Swimming Code of Regulations and Rules of Competition, issued a summary determination and ruling that Grievance # NBR-2015-02 lacked merit and issued a notice of dismissal.

National Senior Games Liaison

Bill Tingley

The National Senior Games are held in odd years with the qualifying for the games in even years at local games held in each state. Swimming was one of 18 sports contested in this year’s Games.

To be eligible to enter the National Senior Games, a swimmer must have placed in the top three in a state game. If a swimmer finishes above third place, they may enter by bettering the published time standards for each event.

The National Senior Games has been approved by the host LMSC for the last eight games. Both National Records and Top Ten swims have been achieved and reported to USMS.

This year 626 swimmers entered the Minneapolis National Senior Games. While the total numbers of swimmers was down, the number of USMS registered swimmers increased. 392 entrants were USMS swimmers, while 234 were non-USMS registered swimmers.

Under the leadership of Tom Moore, the Chair of the Minnesota LMSC, and David Bergquist Sanction and Top Ten Chair for the Minnesota LMSC, the meet ran smoothly and efficiently at the University of Minnesota Aquatic Center. Tom was the meet director and David was the USMS observer for meeting the requirements of USMS for an approved meet. The meet ran as if it were a USMS meet due to the planning and work of the Minnesota LMSC

While there were no National Records set, a number of swims will be in the Top Ten, and have been reported to the USMS database. The next National Senior Games will be held June of 2017 in Birmingham, Alabama at the new sports facility, the Birmingham CrossPlex. Qualifying for this meet will be held in 2016 at State Senior Games

Liaison and Special Appointment Reports

around the country. For more information about the State game, contact the local game coordinators.
<http://www.nsga.com/state-information.aspx>

UANA Representative

Jim Miller, Member UANA Masters Technical Committee

Mel Goldstein, Chair UANA Masters Technical Committee

Introduction

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:



The Masters Technical Committee under UANA is chaired by our own Mel Goldstein and I have sat on the committee since its inception in the early 2000's. Our committee addresses the Masters component of the 5 aquatic disciplines (swimming, diving, open water swimming, synchronized swimming and water polo).

2015

The 2015 UANA Masters Championships were held June 17-25 in Medellin, Colombia. The facility was a stunning 11-pool complex which allowed more than one discipline to be conducted at the same time. The Colombian Swimming Federation and event organizers became increasingly excited as the events unfolded. They were amazed at the performances of elite athletes of all ages but the 85 year old 3K open water swimmer (among many others) brought the crowd to their feet cheering as he received his gold medal. such an inspiration.

USMS clubs were represented by 288 participants in the swimming and open water events. Diana Triana and Richard Garza were our coaches aiding all athletes from USMS. However, these coaching positions go much farther than just on deck coaching. It goes without saying the Diana and Richard did a wonderful job but in so doing they were obvious extensions of the professionalism and opportunities that the athletes (competitive and fitness) have under USMS direction. We take so much of this for granted. Nadine Day was helping a non-US athlete in the warm-down pool, only to look up at 20 people taking it all in. Following this Championship, Medellin is proposing a Coaching/Athlete Clinic in Medellin, Colombia in 2016.

USMS is looked to as the World leader in Masters Swimming. This is magnified within the Americas when local federations see first-hand how our leaders and coaches operate. The event organizers in Medellin are very excited about this possibility, which will build a bridge between coaches, swimmers and federations in South and Central America and our membership -- and potential membership in the U.S.

Examples of actions taken by the Masters Technical Committee include:

Liaison and Special Appointment Reports

- Standardization of the UANA Championship entry information booklet
- Standardization of the UANA Championship on line entry format
- Creation of UANA invitational events during years that do not have a Masters UANA Championship – these will be events wherein any single aquatic discipline may open up their event to all swimmers within UANA and seek recognition as a UANA recognized event. This should enhance the draw to events regardless of where they are hosted within the 43 UANA Federations.
Enhanced format through the entry booklet to solicit judges to work UANA Masters Championships
- Approval for the next championships to be in 2018 & 2020 as well as nurturing future bidders who are interested in hosting all 5 Masters aquatic sports. The adjustment in years is secondary to the change in the FINA Masters World Championship schedule.
- Sponsorship development for UANA Masters
- Enhanced training through clinics for Masters UANA coaches, judges, referees, officials
- Enhanced development of UANA Postal events as fitness and competitive opportunities
- Annual face to face meeting of the UANA Masters Technical Committee with the first one proposed for Miami in 2016. We have found that it is difficult to effectively carry out the work of this active committee while also overseeing a Championship meet.

All of the executive positions within UANA rotate between the 4 UANA Zones (South America, Caribbean Nations, USA, and Canada). The Presidency rotates to the US this year and Dale Neuberger is the new UANA President. This is clearly the time for USMS to step forward. Keeping USMS represented internationally and in a leadership position within UANA is very important in the Americas and Caribbean countries.

Mel and I look forward to working with all of you at the 2015 USAS Aquatics Convention. Please feel free to approach either of us with your comments and questions.

I am including a research summary from the 2013 UANA Masters Championships (3 sports – pool, synchronized swimming and open water) which will help you to see the overall economic impact that a Masters Championship can have on a community. It is important to see the impact as much more than the revenues from entries and vendor sales. As delegates change from year to year, such pointed research is important for us to revisit from time to time. It is germane here in that it is anticipated that the US will be in the bidding process for future UANA Masters Aquatic Championships. The bid will go out for 2018 to any and all that are interested, realizing that we are inclined toward a bidder who is willing to host all 5 aquatic sports.

Summary of Research Findings

The study of the *2013 Pan American Masters Championship* was implemented to document the economic impact of the event. ***The total economic impact of out-of-county visitors to the Pan American Masters Championship is \$3,628,400.*** Attendance estimates provided by event organizers indicate some 2,500 people (1,700 participants and 800 spectators) attended the 2013 Pan American Masters Championship from May 31 - June 13, 2013.

The following, in short summary, are the salient findings of the research:

A. Profile of Participants/Spectators of the 2013 Pan American Masters Championship:

1. Of the 2,500 people who attended the 2013 Pan American Masters Championship, nearly four of every five (77.7%) were overnight visitors staying in commercial lodgings, while 5.8% stayed with friends or relatives. Some 14.0% were Sarasota County residents and 2.5% were day-trippers {Q1a, Q3, and Q4a}.

Liaison and Special Appointment Reports

2. Nearly half (49.6%) of responding participants and spectators traveled from outside of the U.S. to attend the event *{Q1a and Q1b}*.
3. The typical overnight visitor party had an average party size of 3.2 people. Of these, 2.2 were athletes and 1.0 was a spectator. This means that the event attracted an average of 0.5 spectators for every participating athlete. *{Q5a and Q5b}*.
4. Overnight visitors reported staying in the destination's commercial lodgings for an average of 8.0 nights for the event *{Q6}*.
5. Although 81.9% of commercial lodging participants stayed in the area's hotels and motels, 18.1% rented condos or vacation rentals *{Q4a}*. The Pan American Masters event generated an estimated 4,900 room nights in the Sarasota region.
6. Nearly three of every five out-of-county participants/spectators (58.7%) were visiting the Sarasota area for the first time for this event *{Q2a, q2b, and q2c}*. Some 22.1% traveled to Florida for the first time and 14.4% were visiting the U.S. for the first time.
7. According to event attendees, the other things they enjoyed in the Sarasota area included *{Q7}*:

Percent

- Beach 88.1%
- Dining Out 71.3
- Shopping 55.4
- SightSeeing 38.6
- Museums 36.6
- Relaxing 36.6
- Attractions 24.8
- Bars and Nightlife 21.8
- Art Galleries 17.8

B. The Economic Impact of the 2013 Pan American Masters Championship on the Sarasota area:

The direct expenditures of out-of-county attendees to the Pan American Masters Championship are \$1,911,900. Their total economic impact equals \$3,628,400 (*multiplier: 1.8978*).

2013 Pan American Masters Championship Economic Impact Study

Research Data Services, Inc. Page 4 June 28, 2013 © Copyright 2013. All Rights Reserved. PCD - 1
www.KlagesGroup.com

So were the 2013 Pan American Championships successful? Wildly successful and a thanks goes out to the event organizers at all locations, and in particular the Sarasota Sharks and the Sarasota Chamber of Commerce.



Conclusion for the US

UANA Pan American Championships are a very profitable event for a motivated and integrated locality that has the infrastructure and big picture approach to defining success.

USMS Liaison to International Gay and Lesbian Aquatics

Sean Fitzgerald

IGLA is the world's foremost international organization solely devoted to developing and promoting gay and lesbian swimming, water polo, diving, and synchronized swimming.

IGLA's mission is to promote participation in aquatic sports among lesbians and gay men and friends of our community, and to ensure maintenance of the highest standards for aquatic competitions and international standards for all Gay Games and IGLA Championships. The 2015 IGLA Championships were held in conjunction with the Eurogames in Stockholm Sweden, August 5 – 8. 900 swimmers competed from 22 countries. 250 of those participating were USMS members.

IGLA would also like to congratulate our 2003 IGLA gold medalist in synchronized swimming mixed duet. At the 2015 FINA World Championships in Kazan Russia, Bill May became the first man to win FINA gold in synchronized swimming.

The 2016 IGLA Championships will be hosted by Masters Swimming Canada in Edmonton, Alberta. In 2017, IGLA returns to the United States as Miami will host the event. In 2018 the IGLA Championships will be held as part of Gay Games 10 in Paris.

Proposed Change to the USMS Rules of Competition

Proposed Change to the USMS Rules of Competition

The following proposal has been submitted, in accordance with article 601.2.4 to the Rules Committee for consideration by the House of Delegates at the 2015 Convention.

Since this is not a “Rules” year, proposed rules changes are considered as described in articles 601.2.4 and 601.4.6 and may be passed by a nine-tenths vote of the House of Delegates if the proposed amendments are deemed an emergency by and recommended for approval by the Rules Committee.

PROPOSED RULE CHANGE

R 1 106 Sports Medicine and Science Committee page 41 Delete

Action: Adopted	Defeated	Adopted/Amended	Tabled	Postponed	Withdrawn	Pulled
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ARTICLE 106:
Health and Safety
Regulations for Competition

106.1 Medical Examination

~~Each competitor is strongly encouraged to have a complete medical evaluation before beginning Masters swimming training. In addition, it is recommended that each competitor have a physical checkup immediately prior to Masters swimming competition to ensure physical readiness for participation.~~

106.2 Medical Equipment

~~Meet directors are encouraged to investigate the use of appropriate emergency medical equipment and personnel for all meets.~~

Rationale: Article 106 should be deleted entirely. Section 106.1 is impossible to enforce: “immediately prior to Masters swimming competition” could mean just before climbing on the blocks. The Sports Medicine and Science Committee feels that continuing to include 106.1 could result in liability risks for US Masters Swimming.

LEGISLATION PROPOSALS

2015 Convention – Kansas City, Mo.

L-1 201.1.3 page 51 Michigan LMSC Replace

~~**B Pool One-Event Registration**—An LMSC may offer a single-event registration that allows an athlete to participate in one event sanctioned by that LMSC. Membership cards shall not be issued for one-event registration. One-event registrants must be considered unattached and agree to be governed by the rules and regulations of USMS, except that their times shall not be considered for Top 10 tabulation and national or world records, All American status, or any other USMS special awards. One-event registrations shall be identified as such in the meet results.~~

B Pool One-Event Registration—USMS will no longer offer pool single-event registrations that allow an athlete who is not currently registered as a USMS member to participate in one pool event sanctioned by any LMSC.

Rationale: Very few LMSCs currently offer any one-event registration for pool events. A one event registration for pool events requires extra work for the event host, the registrar, and the Top 10 recorder and has not historically resulted in increases in the annual membership resulting from those individuals who have competed using the one-event registration. Times swum by those swimming with a one-event pool registration are not counted in either the USMS or FINA top times databases. Disallowing one-event pool registration also would be in keeping with current USA Swimming, which allows for single-meet open water membership but not for single-meet pool membership.

With the “Year Plus” membership option that USMS uses from September to December, a swimmer gets a discounted full USMS membership for both the current year and the following year where in the past this option was not available and the use of one-event registration was used heavily during this period by the LMSCs.

For a one-year period (Sept. 2013–Aug. 2014) there were 13 LMSCs that collected one-event registrations at their pool meets. The list shows the number of meets where OEVTs were collected, and the total number collected from those meets:

- Adirondack, 1 meet, 1 OEVT
- Hawaii, 1 meet, 2 OEVTs
- Iowa, 1 meet, 4 OEVTs
- Inland Northwest, 1 meet, 5 OEVTs
- Minnesota, 2 meets, 5 OEVTs total
- Nebraska, 1 meet, 1 OEVT
- North Carolina, 1 meet, 5 OEVTs total
- Niagara, 4 meets, 12 OEVTs total
- Ozark, 1 meet, 2 OEVTs total
- South Carolina, 3 meets, 9 OEVTs total
- Southeastern, 1 meet, 3 OEVTs total
- Southern, 3 meets, 7 OEVTs total
- Utah, 5 meets, 71 OEVTs total (47 were from the Huntsman Games)

B Pool One-Event Registration—An LMSC may offer a single-event registration that allows an athlete to participate in one event sanctioned by that LMSC. Membership cards shall not be issued for one-event registration. One-event registrants must be considered unattached and agree to be governed by the rules and regulations of USMS, except that their times shall not be considered for Top 10 tabulation and national or world records, All-American status, or any other USMS special awards; one-event registration forms must include the statement “Times swum under one-event registration are not eligible for USMS Top 10 or records consideration.” One-event registrations shall be identified as such in the meet results.

Rationale: Some recent one-event registrants have not realized they were not eligible for records, Top 10, and other awards until after the fact. A statement on the entry form will help communicate the restrictions on one-event registrations.

A ... except that their swims shall not be eligible for USMS ~~national~~ open water awards and recognition. ...

B ... except that their times shall not be considered for Top 10 tabulation and ~~national~~ USMS or world records, All-American status, or any other USMS special awards. ...

Other articles that would require changing in order to maintain consistency:

Table of Contents, page v: 105.3 USMS ~~National~~ Records

Article 102.1.2, page 6: ... cannot be used for LMSC rankings or ~~national~~ USMS Top 10 times, ...

Article 103.18.4, table, page 26:

Automatic timing	<ul style="list-style-type: none"> World records, USMS national records, and USMS Top 10 times Initial splits for all purposes Relay leadoff times for all purposes
Semiautomatic with three buttons or manual with three watches	<ul style="list-style-type: none"> World records, USMS national records, and USMS Top 10 times Initial splits and relay leadoff times for world records and USMS Top 10 times
Semiautomatic with two buttons or manual with two watches	<ul style="list-style-type: none"> USMS Top 10 times Initial splits and relay leadoff times for USMS Top 10 times

Article 104.5.3C(1), page 31: ... The adjustment times for men and women competitors shall be calculated by multiplying the time adjustment in the following table by the ratio of the 200-yard freestyle ~~national~~ USMS record for the age group to that of the 25–29 200-yard freestyle for men and women, respectively. ...

Article 104.5.4A(2), page 32: Foreign swimmers—National championship meets shall include and welcome foreign swimmers, except that they may not qualify for USMS Top 10 and All-American awards nor set USMS ~~national~~ records.

Article 105.1.3, page 37: LMSC Responsibility—Each LMSC is responsible for reporting the Top 10 times, USMS ~~national~~ records, and world records achieved in its LMSC in the appropriate format (see Appendix B), including all times achieved by swimmers from other LMSCs.

Article 105.1.4, page 38: Required Information—To be considered for ~~national~~ USMS Top 10 times or for USMS ~~national~~ records, eligibility ...

Article 105.1.8, page 39: USMS ~~national~~ records shall be published annually in the *USMS Code of Regulations and Rules of Competition*.

Article 105.2.1, page 39: The ~~National USMS~~ Top 10 Times list shall be published annually for each age division and for each gender for the events listed under article 102.5.

Article 105.3, page 39: USMS ~~National~~ Records

Article 105.3.1, page 39: The fastest official time by a USMS member in each event in a USMS-sanctioned or USMS-recognized competition, as verified in accordance with article 105.3.8, shall be designated as a USMS ~~national~~ record. For open water and long distance records, see article 308.

Article 105.3.6, page 39: Split times shall be considered for USMS ~~national~~ records if:

Article 202.1, page 53: Times achieved at sanctioned events are considered for USMS ~~national~~ records, USMS Top 10 times, and FINA world records ...

Article 202.2, page 55: Times achieved at recognized events shall be considered for USMS ~~national~~ records and Top 10 times Times achieved by USMS members at events sanctioned by USA Swimming shall be considered for USMS ~~national~~ records and Top 10 times Times achieved by USMS members at events sanctioned by a FINA member federation shall be considered for USMS ~~national~~ records ...

Article 203.1, page 56: Swims achieved by USMS members at sanctioned events are considered for USMS open water ~~national~~ awards and recognition

Article 307.8.1G, page 75: Special information (~~national USMS~~ records, overall place, place among gender, etc.).

Article 307.9.1B, page 75: ... to fit the age group ~~national USMS~~ record times for each gender.

Article 308.1.1, page 77: Individual ~~national USMS~~ records will be maintained Relay ~~national USMS~~ records shall be maintained

Article 308.1.2, page 77: To be considered for a ~~national USMS~~ record, individual participants and relays

Article 308.1.3, page 77: ... no ~~national USMS~~ records will be maintained in open water events due to differences in courses, currents and other physical factors.

Article 308.1.6, page 77: Long distance ~~national USMS~~ records for cable swims may not be established by using a swimmer's split time in an individual event.

Article 308.1.7, page 77: Long distance ~~national USMS~~ records for postal swims may be established by using a swimmer's split time in an individual event if:

Article 507.1.11, page 96: Records and Tabulation Committee—The Records and Tabulation Committee shall establish and maintain a standardized process of recording and verifying times and shall publish the Top 10 times, All-American and All-Star rosters, and USMS ~~national~~ records annually for each course. ...

Appendix A, page 103: ... For the most up-to-date and complete record listings, please check the USMS ~~national~~ pool records database online at: www.usms.org/com/usmsrecords.php.

Appendix B, page 144: FMS1.14 Records—Applications for FINA Masters world records Applications for USMS ~~national~~ records

Appendix B, page 150: "Complete the above form, lines 1 to 17, in its entirety. Line 18 is for use by the Records Administrator. ~~National USMS~~ records are due within 90 days of the end of the season of the swim.

Rationale: Because citizenship is not required to be a member of USMS, the correct term is "USMS record" rather than "national record."

L 4 **201.1.4** **page 51** **Legislation Committee** **Modify**

201.1.4 Membership Application ~~Forms~~

- A** ~~Individuals may apply for membership through the USMS website or by obtaining an individual membership~~ application forms ~~may be obtained~~ from the registrar of the LMSC.

~~The form, fully completed, shall be submitted with the applicable fee to the registrar of the LMSC or an official designee of the LMSC, who. The LMSC shall provide a link to an electronic membership card or~~ issue a membership card upon request.

B Liability release—All membership applications ~~s forms~~ shall contain the language of the liability release as stated in USMS policy.

Rationale: Make clear that online registration is also available and valid and also clarify the circumstances under which a membership card must be provided.

L-5 **201.2.2** **page 52** **Legislation Committee** **Modify**

201.2.2 Club Membership Forms Application—Clubs may apply for membership through the USMS website Membership forms for clubs may be obtained or by obtaining an application form from the registrar of the LMSC. Renewal forms will be accepted October 1 for the next registration year. ~~The completed form shall be submitted with the applicable fee to the registrar of the LMSC. The National Office shall issue a certificate of club membership.~~

Rationale: Make clear that online registration is also available and valid. Also, certificates of club membership are no longer issued.

L-6 **201.3.5** **page 53** **Registration Committee** **Modify**

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. ~~A swimmer intending to compete in an event after declaring unattached status shall notify the LMSC registrar of the declaration of unattached status prior to the event. (It is recommended that swimmers who intend to compete as unattached in a meet contact their registrar prior to the meet and 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: Because swimmers may declare unattached status “at any time,” notifying the registrar prior to an event is inherently contradictory. This proposed legislation change returns the article to the original meaning and reminds swimmers to inform their registrars if appropriate. Since the swimmer may choose to swim as unattached for only the meet in question, the need to inform the registrar is left as only a recommendation. Additionally, the recommendation to inform the registrar is included as such since the current language requiring the declaration does not specify a penalty for failure and we should not be imposing one.

L-7 **202.1.1** **page 53** **Illinois LMSC** **Modify**

H Pursuant to 202.1.1 A, after receiving a sanction application the sanctioning LMSC may transfer its sanctioning jurisdiction to another LMSC, provided both agree to the transfer in writing. All fees and sanction obligations under 202.1.1 will be transferred to the accepting LMSC.

Rationale: In the unusual circumstance where an LMSC sponsored event is scheduled to be held outside its boundaries, the sanctioning LMSC may find it preferable to let the sponsoring LMSC assume all fees, sanctioning and top ten time reporting requirements. For example, Illinois (ILMSA) has in two of the three previous years sponsored its LMSC short course championship in the Wisconsin LMSC, just 4 miles outside ILMSA boundary. With over 500 participants, the burden of preparing and curing top ten time

reporting should be borne by ILSA not Wisconsin. Wisconsin should have the option of transferring its sanctioning requirements to ILSA if it desires.

L-8 **202.1.1A** **p. 53–54** **Records and Tabulation Committee** **Insert**

Insert new 202.1.1A(4) and renumber thereafter.

(4) When the one-event registration is allowed for a pool meet, the meet information must state “Times swum under the one-event registration are not eligible for USMS Top 10 or records consideration (see article 201.1.3B).”

Rationale: Although not often used, there have been misunderstandings about the privileges attributed to one-event registrations at pool meets. In order not to disappoint potential USMS members, it is necessary to clearly state in the meet information that the one-event registrations are ineligible for Top 10 or records considerations.

L-9 **202.1.1D, 202.2.1D** **p. 54–55** **Rules Committee** **Modify**

202.1.1D

No sanction may be issued to any organization whose interest in sports and games is purely commercial, or where the event is to be promoted solely for the profit or the advertising value to be derived therefrom. Any income derived from sanctioned events must be used for the further promotion of swimming, for an approved charity, or for the general welfare of the promoting organization as a whole.

202.2.1D

No recognition may be issued to any organization whose interest in sports and games is purely commercial, or where the event is to be promoted solely for the profit or the advertising value to be derived therefrom. Any income derived from recognized events must be used for the further promotion of swimming, for an approved charity, or for the general welfare of the promoting organization as a whole.

Rationale: Expand the acceptable use of income from events (language taken from USA-S).

L-11 **202.1, 202.2, 203.3** **pages 53–57** **Board of Directors** **Modify**

202.1 Sanctions

202.1.1 Sanction Requirements—Sanctions shall be issued, withheld, or withdrawn in accordance with the following:

- A** Applications for sanction shall be made to the LMSC within which the event is to be held. Sanction applications shall be accompanied by the entry form ~~and applicable fee.~~ ...
 - (4)** The sanction fee shall ~~be established by the LMSC.~~ consist of:
 - (a)** A national fee established by the House of Delegates.
 - (b)** A local fee established by the LMSC.

202.2.1 Recognition—Recognition shall be issued, withheld, or withdrawn in accordance with the following:

- A** Application for recognition of events within the jurisdiction of USMS shall be made to the LMSC within which the event is to be held, and applications shall be accompanied by the recognition fee. The recognition fee shall consist of:
 - (1)** A national fee established by the House of Delegates.
 - (2)** A local fee established by the LMSC.

203.3 Sanction Requirements

203.3.1 Jurisdiction—The LMSC in which the event originates shall have jurisdiction in issuing the sanction. If any events are to be swum in more than one LMSC, the other LMSC(s) may also issue a sanction for the event. ~~The sanction fee shall be established by the LMSC with jurisdiction.~~

203.3.2 Requirements—The following requirements shall be followed by the sanctioning LMSC and sanction applicant: ...

I The sanction fee shall consist of:

(1) A national fee established by the House of Delegates.

(2) A local fee established by the LMSC.

Rationale: (1) Provide the necessary rules to allow the House of Delegates to set a national level fee for sanctions and recognitions. It should be noted that national membership fees are established by the HOD or BOD. Until such time as the HOD establishes a fee, this should be under the jurisdiction of the HOD. Once we have a track record with national sanction fees then this code should be reviewed to determine if the BOD should be given authority similar to membership. (2) The existing rules do not specify who sets a recognition fee; this corrects that oversight. (3) Reorganize the open water sanction section to move sanction fees from jurisdiction to requirements. (4) Remove the requirement for pool events to collect fees at the time of application of sanction. This allows national and LMSC sanction fee collection to be set in policy instead of code.

L-12 **202.1.1, 203.3.3** **pages 53, 58** **Legislation Committee** **Insert and renumber**

202.1.1 Sanction Requirements—Sanctions shall be issued, withheld, or withdrawn in accordance with the following:

...

A(2) Event entry forms and programs must bear the statement “Sanctions by (LMSC name) for USMS Inc. ~~Sanction number: _____.”~~ Event entry forms and programs may include the statement “Sanction number _____.”

Insert new 202.1.1B and renumber:

B Entries shall not be accepted before the sanction has been granted. Paper forms shall not be distributed, online entry systems shall not be activated, and the event shall not be listed as sanctioned on the USMS Calendar of Events until the sanction has been granted.

203.3.3B Entry forms, programs, and results must bear the statement “Sanctioned by (LMSC name) for USMS Inc. ~~Sanction number: _____.”~~

Add new 203.3.3D and renumber.

D Entries shall not be accepted before the sanction has been granted. Paper forms shall not be distributed, online entry systems shall not be activated, and the event shall not be listed as sanctioned on the USMS Calendar of Events until the sanction has been granted.

Rationale: There have been instances of entries being improperly accepted before the event has been sanctioned, particularly online entries.

L-13 **202.1.1B** **page 54** **Legislation & Rules Committee** **Modify**

B Approval of All sanctions shall be signed made by the LMSC’s authorized representative, and a record thereof shall be retained for two years.

Rationale: Consistent with current practice; the LMSC representative no longer signs the sanction when the application is done online.

L-14 **202.2** **page 55** **Rules Committee** **Modify**

Times achieved by USMS members at events sanctioned or approved by USA Swimming shall be considered for USMS national records and Top 10 times without formal application for recognition.

Rationale: Consistent with language in 105.1.7E, 1st and 2nd sentences. In addition USA-S approved meets have the same requirement as USA-S sanctioned meets for bulkheads. USA-S approved meets are the equivalent of USMS recognized meets and require that USA-S officials be permitted at both ends of the course to view strokes and turns.

L-15 **202.2** **page 55** **Legislation Committee** **Modify**

202.2 Recognized Events

Times achieved at recognized events Times achieved by USMS members at events sanctioned by USA Swimming shall be considered for USMS ~~national~~ records and Top 10 times without formal application for recognition. Times achieved by USMS members at events sanctioned by a FINA member federation shall be considered for USMS ~~national~~ records and Top 10 times without formal application for recognition if the USMS member(s) register for the meet as USMS members. ...

Rationale: Because citizenship is not required to be a member of USMS, the correct term is “USMS record” rather than “national record.”

L-16 **202.2** **page 55** **Records and Tabulation Committee** **Modify**

Times achieved at recognized events shall be considered for USMS national records and Top 10 times if a designated USMS observer is present and verifies in writing that the conduct of the competition conforms to the relevant USMS swimming rules and administrative regulations. USMS membership is not required for swimmers entered in recognized events. Times achieved by USMS members at events sanctioned by USA Swimming shall be considered for USMS national records and Top 10 times without formal application for recognition. Times achieved by USMS members at a USA Swimming recognized Olympics, World Championships, or Pan American elite international meet held under the control of FINA shall be considered for USMS records and Top 10 without formal application for recognition and without further documentation. Times achieved by USMS members at events sanctioned by a FINA member federation shall be considered for USMS national records and Top 10 times without formal application for recognition if the USMS member(s) register for the meet as USMS members. It is the responsibility of the swimmer to submit times obtained in recognized events with complete documentation to the appropriate LMSC Top 10 recorder and the Records and Tabulation Committee chair.

Other articles that would require changing in order to maintain consistency:

105.3.9, page 40: Records set outside the United States shall be submitted on official USMS record application forms (Appendix B) and are subject to all pertinent requirements.

A Records set at a USA Swimming recognized elite international meet held under the control of FINA shall be considered for USMS records without further documentation.

105.1.7D, page 38

D If a moveable bulkhead is used and the initial pool length certification for all lanes is on file, the measurement rules and policies of FINA shall be the standard for events sanctioned by a FINA Masters member federation other than USMS.

(1) Documentation for pool measurement is not required for times set at a USA Swimming recognized elite international meet held under the control of FINA.

Rationale: USA Swimming has a similar rule that allows times at these kinds of meets, e.g., Olympics or world championships, shall be considered for all official purposes without additional documentation. Refer to 2015 USA Rules & Regulations, page 54, rule 104.2.2C(6). **For proposed amendment to article 105.3.9A:** It is next to impossible to obtain signatures, pool measurements, and copies of timing system tapes at these meets. Information about the swims can be obtained from official published results. **For proposed amendment to article 105.1.7D:** It is next to impossible to obtain pool measurements at these meets.

L-17 202.2 page 55 Records and Tabulation Committee Modify

Times achieved at recognized events shall be considered for USMS national records and Top 10 times if a designated USMS observer is present and verifies in writing that the conduct of the competition conforms to the relevant USMS swimming rules and administrative regulations. USMS membership is not required for swimmers entered in recognized events. Times achieved by USMS members at events sanctioned by USA Swimming shall be considered for USMS national records and Top 10 times without formal application for recognition. Times achieved by USMS members at the FINA World Masters Championships shall automatically be considered for USMS records and Top 10 without formal application for recognition and without further documentation. Times achieved by USMS members at events sanctioned by a FINA member federation shall be considered for USMS national records and Top 10 times without formal application for recognition if the USMS member(s) register for the meet as USMS members. It is the responsibility of the swimmer to submit times obtained in recognized events with complete documentation to the appropriate LMSC Top 10 recorder and the Records and Tabulation Committee chair.

Other articles that would require changing in order to maintain consistency:

105.3.9, p. 40

Records set outside the United States shall be submitted on official USMS record application forms (Appendix B) and are subject to all pertinent requirements.

B Records set at the FINA World Masters Championships shall be considered for USMS records without further documentation.

105.1.7D, p. 38

D If a moveable bulkhead is used and the initial pool length certification for all lanes is on file, the measurement rules and policies of FINA shall be the standard for events sanctioned by a FINA Masters member federation other than USMS.

(2) Documentation for pool measurement is not required for times set at the FINA World Masters Championships.

Rationale: For the last 22 years, a USMS representative has acted as the FINA Masters Recorder at the subject championships and has completed all the documentation for USMS swimmers entered in the FINA Masters World Championships. This position might not be held by a USMS representative in the future, thereby making it difficult to obtain signatures, pool measurements, and copies of timing system tapes at this meet. It is impractical for each swimmer to obtain and bring the documentation to the

attention of their local LMSC Top 10 Recorder. Information about the swims can be obtained from official published results. **For proposed amendment to article 105.3.9:** It is next to impossible to obtain signatures, pool measurements, and copies of timing system tapes at these meets. Information about the swims can be obtained from official published results. **For proposed amendment to article 105.1.7D:** It is next to impossible to obtain pool measurements at these meets.

L-18 202.2.1B page 55 Legislation & Rules Committees Modify

Approval of All recognitions shall be ~~signed~~ made by the LMSC's authorized representative, and a record thereof shall be retained for two years.

Rationale: Consistent with current practice; the LMSC representative no longer signs the recognition when the application is done online.

L-19 203.3.2A page 57 Legislation Committee Modify

A LMSCs shall use the prescribed sanction application form or online sanctioning system without additional requirements.

Rationale: Provide for the use of the online system.

L-20 203.3.2C page 57 Legislation & Rules Committees Modify

C Approval of Ssanctions shall be ~~signed~~ made by the LMSC's authorized representative, and a record thereof shall be retained for two years.

Rationale: Consistent with current practice; the LMSC representative no longer signs the sanction when the application is done online.

L-21 203.3.2D page 57 Rules Committee Modify

The LMSC's authorized representative shall ~~report~~ ensure that the sanction application is forwarded to the USMS Open Water Compliance Coordinator (OWCC) for National Office approval.

Rationale: According to the current Open Water Guide to Operations, once an open water sanction request is made, the LSMC does a first review and then the request is passed along to the USMS OWCC for a second review before the sanction is issued. Therefore, this rule as written does not accurately reflect our current practice.

L-22 203.3.2F page 57 Rules Committee Insert, renumber

No sanction may be issued to any organization whose interest in sports and games is purely commercial, or where the event is to be promoted solely for the profit or the advertising value to be derived therefrom. Any income derived from sanctioned events must be used for the further promotion of swimming, for an approved charity, or for the general welfare of the promoting organization as a whole.

Rationale: Consistent with language for pool sanctioned and recognized events and to expand the acceptable use of income from events.

L-23 **204.1** **page 58** **Rules Committee** **Modify**

204.1 Release

All individual membership application forms and sanctioned entry forms shall include a liability release. The liability release shall be signed by the person registering or entering. The liability release shall conform to the language and format specified by USMS policy ([see USMS Guide to Operations, Sanctions section](#)).

Rationale: Indicate where the required language can be found.

L-24 **401.2** **page 79** **Legislation Committee** **Modify**

No member of USMS or any organization associated with USMS may deny or threaten to deny any eligible individual the opportunity to participate in USMS administrative activities [or deny any member the opportunity to host or participate in and sanctioned or recognized events](#) [USMS activities](#) without just cause. ...

Rationale: Includes hosting events as something to be protected.

L-25 **403.4** **page 81** **Rules Committee** **Modify**

403.4.3 [Matters of jurisdiction and requests for review shall be initiated in writing:](#)

- A** Matters of jurisdiction to the National Board of Review shall be initiated by a written filing made in accordance with the National Board of Review procedures.
- B** Requests to the National Board of Review for review of LMSC decisions shall be initiated by a written request for review filed in accordance with the National Board of Review procedures.

Rationale: An introductory sentence or subtitle is needed to be consistent with rule book style.

L-26 **403.5** **page 82** **Legislation Committee** **Add**

403.5.12 [Take such further action and make such further directives as deemed necessary under the circumstances.](#)

Rationale: Give the NBR more flexibility in conducting hearings.

L-27 **403.9** **page 83** **Legislation Committee** **Modify**

- 403.9.2** The Board [of Directors](#) panel may assess costs and fees against any or all named parties.
- 403.9.3** The review by the Board [of Directors](#) panel shall be on the basis of the record from the National Board of Review and written briefs and shall not include new evidence. However, by majority vote, the Board [of Directors](#) panel may decide to take new evidence and hear testimony.
- 403.9.4** The Board [of Directors](#) panel shall render a final and binding decision and a written decision shall be sent to all parties.
- 403.9.5** The review by the Board [of Directors](#) panel shall be on the basis of the record from the National Board of Review and written briefs. The Board [of Directors](#) panel may decide in its sole discretion to take new evidence and hear testimony.

Rationale: Confusing whether we're referring to the Board of Directors or the National Board of Review. Better to specify which Board we mean.

L-28 502 page 86 Legislation Committee Modify

**ARTICLE 502:
Local Masters Swimming Committee (LMSC)**

The ~~A~~ Local Masters Swimming Committee is a subordinate organization of the corporation with supervisory responsibilities within a specified geographical territory.

Rationale: There's more than one LMSC, so the appropriate article is "A" rather than "The."

L-29 504.1 page 87 Board of Directors Modify

504.1 Membership

The House of Delegates of USMS shall consist of the following: ...

504.1.5 All voting members of the Finance, Legislation, Long Distance, and Rules Committees, the chairs of all standing committees, ~~the convention coordinator, the rule book coordinator,~~ the legal counsel, and the National Board of Review chair.

Rationale: This proposal clarifies that the coordinators will no longer be automatic delegates to the House of Delegates. This is because the coordinators' functions are now performed by National Office staff.

L-30 504.1.6 page 88 Rules Committee Modify

504.1 Membership

The House of Delegates of USMS shall consist of the following:

...

~~504.1.6 Nonvoting delegates from affiliate and allied members.~~

504.1.76 The president of USMS shall be empowered to appoint up to 10 percent of the total membership of the House of Delegates as at-large members of the House of Delegates.

504.1.7 Nonvoting delegates from affiliate and allied members.

504.1.87 All members of the House of Delegates shall remain until their successors are selected, except that membership may be terminated by resignation filed with the secretary.

Rationale: Move nonvoting delegates to the end of the list.

L-31 504.1 page 87-88 Rules Committee Modify

504.1 Membership

All members of the House of Delegates shall maintain membership until their successors are selected, except that membership may be terminated by resignation filed with the secretary. The House of Delegates of USMS shall consist of the following:

...

~~504.1.8—All members of the House of Delegates shall remain until their successors are selected, except that membership may be terminated by resignation filed with the secretary.~~

Rationale: Move 504.1.8 to the beginning of article 504 since 504.1.8 is not part of the list of members but rather defines the term of membership. Articles 504.1.1-504.1.7 are the list of members of the HOD.

L-32 **504.1.7** **page 88** **Rules Committee** **Modify**

504.1.7 ~~The president of USMS shall be empowered to appoint At-Large members representing~~ up to 10 percent of the total membership of the House of Delegates. ~~These members shall be appointed by the president of USMS as at-large members of the House of Delegates.~~

Rationale: Give article 504.1.7 parallel sentence structure with articles 504.1.1–504.1.6.

L-33 **504.2.3** **page 88** **Rules Committee** **Modify**

504.2 Powers

The powers of the House of Delegates shall be as follows:

504.2.1 To determine the mission and objectives that shall govern USMS in all of its activities.

504.2.2 To delegate responsibility and authority to other USMS entities as prescribed in USMS code and by USMS policy. However,

~~**504.2.3**~~ ~~The following powers are fully the responsibility of the House of Delegates and shall not be delegated:~~

A ~~To E~~lect officers and directors (Note: The nomination and election procedures may be delegated).

B ~~To Aa~~mend the *USMS Code of Regulations and Rules of Competition*.

C ~~To Rr~~eview and approve the annual budget.

~~**504.2.43**~~ To admit to group membership or individual membership any organization or person eligible under this code and who applies.

~~**504.2.54**~~ To prescribe and amend the code for the governance of USMS.

~~**504.2.65**~~ To call regular and special meetings of USMS and to fix the time, place, and manner for holding all meetings not fixed by this code.

~~**504.2.76**~~ To collect and expend the monies of USMS.

~~**504.2.87**~~ To create, modify, or disband standing committees.

~~**504.2.98**~~ To alter, amend, repeal, or otherwise change any provision of the *USMS Code of Regulations and Rules of Competition*. Explanation and interpretation shall be delegated to the chair and/or committee of jurisdiction.

~~**504.2.109**~~ To receive and approve all annual reports.

Rationale: Combine article 504.2.3 with article 504.2.2 to facilitate parallel construction.

L-34 **505.3.2A** **page 90** **Legislation Committee** **Modify**

A Chair their respective divisions as designated in Appendix E.

Rationale: Need to specify which committees belong to which division.

506.1.2 The nonvoting members of the Board of Directors shall consist of the executive director, legal counsel, all past presidents not already voting members, a representative of each allied organization (as approved by the Board of Directors), and a representative from USA Swimming. All presidents who become a past president after 12/31/15, shall be limited to the length of time they serve on the Board of Directors as a non voting past president to 4 years.

Rationale: First, all existing past presidents are grandfathered by this change, no existing past president is personally disrespected or singled out by this change.

None of our other USA Swimming organizations keep their past presidents as permanent members on their boards. A sampling of major sports nonprofit organizations do not retain their past presidents as permanent board members: USA Swimming, USA Diving, USA Synchronized Swimming, USA Water Polo, UANA, USOC, USA Triathlon and USA Taekwondo. How many LMSCs keep their past presidents as permanent Board members? We found none.

After this convention there are seven past presidents on the USMS Board and three others who could be. The seven make up more than one-third of the Board. In four years we could add another two, which would make the past presidents more than half our elected Board.

The main rationale for keeping the past presidents permanently on the Board was to offset the inexperience of newly elected Board members. This is no longer necessary for two reasons: 1) the executive director provides continuity, organizational history and experience same as the past presidents and 2) the Board has established an ongoing board training and development program utilizing outside consultants. New Board members come better prepared, are well qualified and assigned Board mentors to facilitate their incorporation into the Board.

506.4 Meetings

506.4.1 ~~A minimum of two meetings of the Board of Directors shall be held each year (one at the annual meeting of the House of Delegates and one midyear). Meetings held by conference call shall be held on a regular basis. Other mMeetings~~ of the Board of Directors shall be held at any time or place, within or without the state of Ohio, pursuant to a resolution of the Board of Directors or to a call signed by the president or any three directors. Two weeks' written notice of such meeting shall be given to each director. Notice of any meeting may be waived in writing before such meeting. ~~Special matters may be voted upon by the Board of Directors by mail, but no action can thus be taken without the endorsement of a majority of all directors.~~

506.4.2 ~~A minimum of two in-person meetings of the Board of Directors shall be held each year.~~

506.4.3 ~~Meetings held by conference call shall be held on a regular basis.~~

506.5 Quorum

The presence of a majority of the directors with voting privileges shall constitute a quorum at any meeting of the Board of Directors.

506.6 Voting Privileges

506.6.1 Each voting member of the Board of Directors shall have one vote.

506.6.2 The president may vote by ballot, mail, electronic communication, or when the vote could change the outcome.

506.6.3 There shall be no voting by proxy.

506.6.4 ~~Special matters may be voted upon by the Board of Directors by mail or electronic communication. However, no action can thus be taken without the endorsement of a majority of directors with voting privileges.~~

Rationale: To clarify the meeting, quorum, and voting practices of the Board of Directors.

L-37 **506.7.3B** **page 92** **Legislation Committee** **Modify**

B Receive and review the reports of the treasurer and ~~controller~~ National Office.

Rationale: We no longer have an appointed position of controller; various National Office staff present reports to the Finance Committee.

L-38 **507.1.5, 507.1.7, 507.1.13** **page 96** **Legislation Committee** **Modify**

507.1.5 **Legislation Committee**—The Legislation Committee The Rules Committee chair ~~and the rule book coordinator~~ shall be an ex officio members of the committee.

507.1.7 **Long Distance Committee**—The Long Distance Committee The ~~rule book coordinator and~~ Open Water Committee chair shall be an ex officio members of the committee.

507.1.13 **Rules Committee**—The Rules Committee The Legislation Committee chair, ~~the rule book coordinator,~~ the Officials Committee chair, and the USA Swimming Rules and Regulations Committee chair shall be ex officio members of the committee.

Rationale: The rule book coordinator is now a staff assignment and does not need to be specified in the rule book. Also, housekeeping to add the serial comma after “Officials Committee chair.”

L-39 **507.3** **page 97** **Legislation Committee** **Delete**

507.3.1 **Coordinators**—The president, with the concurrence of the Executive Committee, ~~shall may~~ appoint ~~the~~ coordinators. The Board of Directors may grant a coordinator the same rights and responsibilities as the chairs of standing committees. A coordinator, with the concurrence of the president, may appoint a working group to assist the coordinator
~~**A—Convention coordinator**—The convention coordinator shall cooperate with U.S. Aquatic Sports in the preparation of each year’s national convention and carry out the operational needs of the House of Delegates and its committees at convention.~~
~~**B—Rule book coordinator**—The rule book coordinator shall design, ensure the accuracy of, and produce the rule book and other materials or media, as approved by the House of Delegates. The rule book coordinator shall be an ex officio member of the Legislation, Long Distance, and Rules Committees.~~

Rationale: The roles of convention coordinator and rule book coordinator are now filled by staff, no longer appointed by the president, and should be removed from the rule book.

L-40 **601.1.1** **page 99** **Legislation & Rules Committees** **Modify**

Move the current 601.1.1 after the current 601.1.5 and renumber.

601.1.15 **Executive Committee**—Proposed changes to all other sections of the *USMS Code of Regulations and Rules of Competition* shall be considered by the Executive Committee or committee designated by the president. Such proposals are not subject to the provisions of articles 601.21, 601.32, 601.43, and 601.54.

Rationale: The order needs to be changed because it makes no sense for the Executive Committee to have jurisdiction over “all other sections” when we haven’t yet specified the jurisdiction of Legislation, LMSC Development, and Long Distance.

601.4 Adoption of Proposed Amendments

The *USMS Code of Regulations and Rules of Competition* may only be altered, amended, repealed, or otherwise changed at the annual meeting of the House of Delegates and only as follows:

- 601.4.1 Rules**—~~In even numbered years,~~ Part 1 and the Glossary may be amended by a majority vote of the House of Delegates members present and voting if the proposed amendments are submitted to and recommended by the Rules Committee, or by a two-thirds vote of the House of Delegates members present and voting if the proposed amendments are submitted to and NOT recommended by the Rules Committee.
- 601.4.2 Long Distance**—~~In even numbered years,~~ Part 3 and the Glossary may be amended by a majority vote of the House of Delegates members present and voting if the proposed amendments are submitted to and recommended by the Long Distance Committee, or by a two-thirds vote of the House of Delegates members present and voting if the proposed amendments are submitted to and NOT recommended by the Long Distance Committee.
- 601.4.3 Legislation**—~~In odd numbered years, t~~The Organizing Principles, Glossary, Part 2, Part 4, Part 5, and Part 6 may be amended by a majority vote of the House of Delegates members present and voting if the proposed amendments are submitted to and recommended by the Legislation Committee, or by a two-thirds vote of the House of Delegates members present and voting if the proposed amendments are submitted to and NOT recommended by the Legislation Committee.
- 601.4.4 LMSC Development**—~~In odd numbered years,~~ Appendix D may be amended by a majority vote of the House of Delegates members present and voting if the proposed amendments are submitted to and recommended by the LMSC Development Committee, or by a two-thirds vote of the House of Delegates members present and voting if the proposed amendments are submitted to and NOT recommended by the LMSC Development Committee. ...

Other articles that would require changing in order to maintain consistency:

601.4.7 USA Swimming Amendments That Affect USMS Rules

- A** Amendments to USA Swimming articles 101, “Individual Strokes and Relays,” 102, “Conduct and Officiating of All Swimming Competition,” and 105, “Guidelines for Officiating Swimmers With a Disability in USA Swimming Meets,” shall automatically be adopted by USMS unless the USMS House of Delegates votes to reject those amendments. ~~Votes to reject shall not be considered emergency amendments.~~ Amendments to USA Swimming article 103, “Facility Standards,” may be recommended by the Rules Committee for adoption by the House of Delegates. ~~Votes to accept shall not be considered emergency amendments.~~

Summary of Amendment Procedures table located after article 601.5: Delete.

Rationale: In the days when USMS was an all-volunteer body, before the ubiquitous use of Internet communications and conference calling, the two-year staggered cycles of rules and legislation matched the pace of the organization and made good sense. However, with a national office and modern-speed communications, the two-year cycle seems to be a quaint relic of the 1980s. USMS should not have to delay implementation of pertinent rules and legislation due to an outdated cycle, and the affected USMS committees—Rules, Long Distance, Legislation, and LMSC Development—could better balance their workloads from year to year.

L-42	403.4.1	page 81	Legislation Committee	Modify
403.4.1	Because certain disputes are most appropriate heard at the national level, the National Board of Review has original and exclusive jurisdiction to hear:			
A	Any complaint from members of USMS where more than one LMSC is involved.			
B	Any complaint of violation of article 402.4.4, providing false information, or article 402.4.8, causing a credible and material risk to safety.			
C	Any complaint initiated by USMS.			
D	<u>Any complaint where LMSC bylaws, rules, policies, or procedures preclude redress of a grievance by a USMS member.</u>			
E	Upon a majority vote of the Executive Committee, the National Board of Review may be assigned exclusive and immediate jurisdiction at any stage of any matter within the purview of this article 403 to serve the best interests of Masters s Swimming.			

Rationale: Provides an avenue for grievance in cases where LMSC bylaws, rules, policies, or procedures do not allow it.

Housekeeping Proposals

HK-1	Goals and Objectives	page ix	Legislation Committee	Modify
C	To encourage organizations and communities to establish and sponsor Masters s Swimming programs.			
Rationale: Housekeeping to conform with the Masters Swimming service mark.				
HK-2	Goals and Objectives	page ix	Legislation Committee	Modify
E	To stimulate research in the sociology, psychology, and physiology of Masters swimming.			
Rationale: Housekeeping to add serial comma.				
HK-3	Glossary	page xii	Legislation Committee	Modify
Club	—an organization or group of permanent character ... participates in Masters s Swimming.			
Rationale: Housekeeping to conform with the Masters Swimming service mark.				
HK-4	Glossary	page xii	Legislation Committee	Modify
Escort Craft	—boats or paddle boards that accompany swimmers in <u>an</u> open water swim			
Rationale: Housekeeping to add article before “open water swim.”				
HK-5	Glossary	page xii	Legislation Committee	Modify
Event	—any clinic, demonstration ... or meet; including pool, long distance, and open water.			
Rationale: Housekeeping to correct punctuation.				
HK-6	Glossary	page xii	Legislation Committee	Modify
FINA	—Fédération Internationale de Natation ...			

Rationale: Housekeeping to include French accent marks.

HK-7	Glossary	page xiii	Legislation Committee	Modify
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Foul—an instance of obstruction, interference, collision, or equipment malfunction

Rationale: Housekeeping to add serial comma.

HK-8	Glossary	page xiv	Legislation Committee	Modify
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Masters Swimming—a program including training, competition, and other activities

Rationale: Housekeeping to add serial comma.

HK-9	Glossary	page xiv	Legislation Committee	Modify
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Medical Identification Item—an item worn by a swimmer that identifies medical conditions, emergency contacts, or other information

Rationale: Housekeeping to add serial comma.

HK-10	Glossary	page xiv	Legislation Committee	Modify
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Member—an individual, club, or organization registered with USMS.

Rationale: Housekeeping to add serial comma.

HK-11	Glossary	page xiv	Legislation Committee	Modify
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Recognized Events—the written acknowledgment ... or a demonstration, clinic, or exhibition conducted by USMS member clubs, individual members, or organizations

Rationale: Housekeeping to add serial comma.

HK-12	Glossary	page xiv	Legislation Committee	Modify
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Sanction—the written authorization of an LMSC ... competition, demonstration, clinic, exhibition, or Swim-A-Thon®.

Rationale: Housekeeping to add serial comma.

HK-13	Glossary	page xiv	Legislation Committee	Modify
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Session—any portion of a pool meet ... by locale, time, day, or type of competition

Rationale: Housekeeping to add serial comma.

HK-14	Glossary	page xv	Legislation Committee	Modify
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Warning Signal—a bell, whistle, air horn, or other appropriate audible device.

Rationale: Housekeeping to add serial comma.

HK-15	201.1	page 51	Legislation Committee	Modify
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201.1 Membership of Individuals

All swimmers participating in events sanctioned by USMS, with the exception of events falling under articles 203.1.1B and 203.1.1C, must be ...

Rationale: Housekeeping to make the word “article” plural.

HK-16	202	page 53	Legislation Committee	Modify
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**ARTICLE 202:
Sanction/Recognition of ~~p~~Pool ~~e~~Events**

Rationale: Housekeeping to correct capitalization.

HK-17	201.2.1	page 52	Legislation Committee	Modify
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201.2.1 Annual Membership—Annual membership for clubs is from the date of registration through December 31 of that year; however, a club applying for membership on or after ~~November 1~~ October 1 will receive membership valid through December 31 of the following year.

Rationale: Housekeeping. Correct date is October 1.

HK-18	202.2.1E	page 55	Legislation Committee	Modify
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E The conduct of a recognized event shall conform to relevant USMS swimming rules and administrative regulations, including but not limited to~~,~~ the following:

Rationale: Housekeeping. Delete unnecessary comma.

HK-19	202.1.1F(2)	page 54	Rules Committee	Modify
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(2) In order to be in compliance with FINA rule C.7.~~23~~, an LMSC may grant exceptions to specific USMS swimming rules and administrative regulations when sanctioning a FINA Masters World Championship.

Rationale: FINA rule C.7.2 is now C.7.3.

HK-20	202.2.1E(6)	page 56	Rules Committee	Modify
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(6) Articles 107.2.1, Minimum Standards for Facilities
107.2.3A, 107.3,
107.11.1, 107.11.2,
and 107.~~13~~14

Rationale: Article 107.13 is now 107.14 due to renumbering in article 107.

HK-21 403.4.1 **page 81** **Legislation Committee** **Modify**

D Upon a majority vote of the Executive Committee, the National Board of Review may be assigned exclusive and immediate jurisdiction at any stage of any matter within the purview of this article 403 to serve the best interests of Masters ~~s~~Swimming.

Rationale: Housekeeping to add missing “point D” and to conform with the Masters Swimming service mark.

HK-22 502.4 **page 86** **Legislation Committee** **Modify**

502.4 Election ~~O~~of Officers

Rationale: Housekeeping to correct title case capitalization.

HK-23 503.6 **page 87** **Legislation Committee** **Modify**

503.6 Communications

Zone chairs shall enhance communications among the LMSCs to promote Masters ~~s~~Swimming within the zones.

Rationale: Housekeeping to conform with the Masters Swimming service mark.

HK-24 504.1.1 **page 87** **Legislation Committee** **Modify**

504.1.1 One member from each LMSC. If the LMSC has ~~over~~ more than 300 individual members, it is entitled to one additional member. ...

Rationale: Housekeeping. Better usage. “More than” is preferred with numbers.

HK-25 504.2 **page 88** **Legislation Committee** **Modify**

504.2 Powers

The powers of the House of Delegates shall be as follows:

504.2.1 To determine the mission and objectives that ~~shall~~ govern USMS in all of its activities.

Rationale: Housekeeping. We already say “shall” in the first sentence of 504.2, and don’t need to repeat it in 504.2.1.

HK-26 504.2.6 **page 88** **Legislation Committee** **Modify**

504.2.6 To call regular and special meetings of USMS and to fix the time, place₂ and manner for holding all meetings not fixed by this code.

Rationale: Housekeeping to add serial comma.

HK-27 506.7.5 **page 93** **Legislation Committee** **Modify**

506.7.5 Investment Committee—The Investment Committee shall be responsible for developing and submitting written recommendations for Board of Directors’ approval of investment objectives ...

Rationale: Housekeeping to add possessive apostrophe to “Board of Directors.”

HK-28 507.1.3 page 94 Legislation Committee **Modify**

507.1.3 Fitness Education Committee—The Fitness Education Committee shall promote the fitness, health, and lifestyle benefits of Masters ~~s~~Swimming. ...

Rationale: Housekeeping to conform with the Masters Swimming service mark.

HK-29 507.1.10 page 96 Legislation Committee **Modify**

507.1.10 Recognition and Awards Committee—The Recognition and Awards Committee The committee shall consist of the committee chair, at least four Ransom J. Arthur ~~a~~Award recipients ...

Rationale: Housekeeping to capitalize “Award,” which is part of the proper noun.

HK-30 507.1.14 page 96 Legislation Committee **Modify**

507.1.14 Sports Medicine and Science Committee—The Sports Medicine and Science Committee The committee shall stimulate and encourage research pertaining to Masters ~~s~~Swimming. ...

Rationale: Housekeeping to conform with the Masters Swimming service mark.

HK-31 510.1 page 98 Legislation Committee **Modify**

510.1 Coverage

Each person who is or was a director, officer, or employee of USMS (including the heirs, executors, administrators, or estate of such person) shall be indemnified by USMS to the full extent permitted by the Nonprofit Corporation Law of the state of Ohio against any liability, cost, or expense incurred in the capacity as director, officer, ~~r~~ or employee, or arising out of the status as a director, officer, or employee (including serving at the request of USMS as a director, trustee, officer, employee, or agent of another not-for-profit organization).

Rationale: Housekeeping to add serial comma.

HK-32 601.3 page 100 Legislation Committee **Modify**

601.3 Modification of Proposed Amendments

Proposed amendments may be modified in any manner by the Legislation, LMSC Development, Long Distance, ~~or~~ Rules Committees~~s~~, or ~~the~~ House of Delegates

Rationale: Housekeeping to clean up language.

HK-33 601.4.7A page 101 Legislation Committee **Modify**

A Amendments to USA Swimming articles 101, “Individual Strokes and Relays,” 102, “Conduct and Officiating of All Swimming Competition,” and 105, “Guidelines for Officiating Swimmers ~~w~~With a Disability in USA Swimming Meets,” shall

Rationale: Housekeeping to conform to capitalization guidelines for titles in the USMS Style Guide.



U.S. MASTERS SWIMMING

BUDGET PROCESS

1 SUMMER BOARD MEETING

Executive Director presents our organizational goals and funding priorities that support the strategic plan. The Board of Directors provides feedback that is used to generate the annual budget.

2 AUGUST

The Executive Director distributes organizational goals, funding priorities and the annual budget to the Finance Committee. The Finance Committee reviews the annual budget to ensure allocation of resources is appropriate to achieving the organizational goals and funding priorities set forth by the Board.

3 SEPTEMBER ANNUAL MEETING:

Finance Committee approves the annual budget and submits to the Board. The Board approves the annual budget and submits to the House of Delegates for approval.

**The Board may approve a deficit budget and unless otherwise directed the Executive Director is required to submit a no deficit net ordinary income budget.*

***Board of Directors and Finance Committee meetings are open to members of USMS.*

U.S. Masters Swimming

Strategic Plan Update

Four decades ago, Dr. Ransom Arthur penned a document boldly stating a then radical belief that adults should swim for fitness. Much talent, time, and treasure has been invested since then to advance our belief. It hasn't been without challenges. Today, USMS stands as the only self-governed Masters Swimming organization in the world. We accept, with honor, the responsibilities that come with our position as a global leader in encouraging adults to swim.

At the 2011 USMS annual meeting, we adopted a strategic plan that supports a goal of growing to 100,000 members. The summary within these pages reminds us of our values and strategies, and shares progress of the plan while providing a look ahead.

SWIMMING FOR LIFE,



Nadine Day
President



Rob Butcher
Executive Director

Our Values

- ▶ We value **HEALTH AND FITNESS**, constantly challenging ourselves to achieve, in competition and in accomplishing our own goals.
- ▶ We value **RESPECT** for our teammates, competitors, coaches, employees, and volunteers.
- ▶ We value **FUN**, enjoying camaraderie with our fellow swimmers and embracing swimming as a joyful and satisfying avocation.
- ▶ We value **LEARNING** through coaching, programs, and communication.
- ▶ We value **EXCELLENCE** in safety, education, innovation, performance, leadership, and the provision of services and programs.

Our Strategies

- I. Enhance** the volunteer experience and improve volunteer performance through role clarity, training, recognition, and recruitment.
- II. Create and enhance** membership value through expanded and improved USMS products, services and delivery infrastructure.
- III. Increase awareness** of and strengthen the USMS brand and image in targeted markets.
- IV. Engage and activate** partnerships with organizations that align with the USMS mission, vision and values, for the purpose of increasing benefits to our members, enhancing and expanding the USMS brand, building USMS membership and improving access to swimming facilities.

Our Core Business Areas

- ☑ Membership sales and consistent membership service
- ☑ Education and certification for Masters Swimming coaches
- ☑ Education and support for existing USMS programs
- ☑ Incubation of new USMS programs
- ☑ Sanction and promotion of pool, open water, and virtual events
- ☑ Development and promotion of swimming-related content
- ☑ Sponsorship, advertising, and partnerships
- ☑ Swimming Saves Lives Foundation

USMS Milestones

- **1968** Dr. Ransom Arthur publishes Swimming and Cardiovascular Fitness in the Older Age Group
- **1970** The first Masters Nationals were held in Amarillo, Texas, with 47 swimmers
- **1973** After much lobbying, the Amateur Athletic Union sponsors a Masters Swimming Committee
- **1978** The Amateur Sports Act broke up the AAU and USMS became the only self-governed Masters Swimming national governing body in the world
- **1980** United States Aquatic Sports was formed and in 1988 USMS gained full and equal recognition, along with USA Swimming, USA Water Polo, USA Diving, and USA Synchro
- **1986** USMS registered its 20,000th member
- **1992** USMS hosted the FINA World Championships in Indianapolis
- **1996** The USMS website, usms.org, was created and has become the leading web resource for Masters Swimming
- **2001** USMS registered its 40,000th member
- **2006** USMS hosted the FINA World Championship at Stanford University
- **2008** In 2008 and 2009, USMS hired a full-time executive director, rebranded itself, introduced online registration, registered its 50,000th member, and established its National Office in Sarasota, Fla.
- **2012** USMS hosted the Marriott Summer Nationals following the USA Swimming Olympic Trials in Omaha, Neb., in the same venue.
- **2012** The Swimming Saves Lives Foundation is established functioning under the nonprofit umbrella of USMS
- **2013** USMS hosted the Pan-American Masters Championship, the first time the event has ever been hosted in the U.S.
- **2020** USMS will celebrate its 50th anniversary

TO: HOUSE OF DELEGATES
FROM: ROB BUTCHER, SUSAN KUHLMAN
DATE: SEPTEMBER 17, 2015
SUBJECT: 2016 BUSINESS PLAN IN SUPPORT OF 2016 BUDGET

The 2016 proposed budget is balanced and supports the [USMS Strategic Plan](#) as adopted by the House of Delegates. This document provides priority and goals for 2016.

MEMBERSHIP SERVICES

- The budget reflects a 3.5% increase in overall 2016 membership, based on historical and forecasted trends. USMS will end 2015 with approximately 64,140 members. The membership registration fee, as approved by the [House of Delegates](#), will increase by \$2 for 2016 to \$39.
- The 16-month membership product was introduced September 1, 2014. For this budget cycle it consists of a four-month membership (September-December) for the year 2015, plus prepayment of a full-year (12-month) membership for 2016. This program has been successful when introduced in 2014 and we anticipate it will continue to be an attractive membership option for new and returning members.
- Significant membership services, IT, and accounting time will always be allocated to programming, accounting, service, communication, maintenance, and safeguarding of our in-house registration system and the membership database.
- A complete rewrite and IT programming overhaul is being planned to redesign the “Places to Swim” service so it can be fed from the club and workout group registration database and thus be a better information resource for those seeking a USMS program. This will be an ongoing project in 2016 and 2017.
- Convention administration responsibility and publishing and printing of the Rule Book are on-going Membership Services activities.
- Anna Lea Matysek and Tracy Grilli have the added responsibility of providing volunteer training of LMSC registrars, sanctions chairs, Top 10 recorders, treasurers, etc., for LMSC leadership, including the creation of tutorials and workshops and phone and email support. This is in addition to primary responsibility of servicing our 64,000+ members and risk management.

COMMUNICATIONS AND PUBLICATIONS

- The new-member survey supports USMS print and digital publications are highly valued. The adult swimming related content we are producing supports our vision of being the premier resource for adult aquatic fitness.
- 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. Our communications staff is an integral part of our public relations outreach as we expand our reach beyond the swimming space.



EDUCATION SERVICES

- The adult learn-to-swim (ALTS) instructor certification program was introduced in 2015. Holly Neumann was hired as Education Manager to support the large demand for this professional education program. In 2015 we are teaching 12 ALTS instructor classes (as of this memo, 237 instructors have paid to attend the ALTS instructor certification). We budgeted for 25 ALTS instructor classes in 2016 and we project 625 instructors will attend the classes.
- The budget reflects continued strong demand for our Masters Coach Certification Program with an expected 29 teachings in 2016. We project 653 coaches will attend Levels 1-3.
- Recognized Coach and Instructor designation will undergo some changes for 2016. Previously, any registered member could self-recognize as a coach. Beginning with the 2016 registration year, a coach or instructor is eligible for the designation if they have completed a coach certification or ALTS instructor class. Due to this change, 2016 participation levels are anticipated to be lower than 2015.
- Education Services will continue its outreach initiative by; making more than 100 club visits in 2016, make a presentation at five or more conventions of our strategic partners and host 20 USMS orientation clinics for our new and existing clubs to drive membership and establish Masters Swimming programs.
- A \$10,000 placeholder is included for a Masters Coaches Education Conference to enhance educational opportunities for coaches. The current plan is to schedule the conference every other year, which will rotate with the LMSC Leadership Summit. The next LMSC Leadership Summit is planned for 2017.

SWIMMING SAVES LIVES FOUNDATION

- Our Foundation has a cause that addresses a societal issue and is in direct support of our vision to be the premier resource for adult aquatic fitness, and will make fitness through swimming available for more adults.
- In 2012, SSLF funded five local partners who provided opportunities for adults to learn to swim with a hope that those adults would have the confidence and desire to continue swimming with a Masters Swimming program. In 2013, SSLF received 31 grant applications and provided funding to 11. For 2014, SSLF provided \$60,000 in grants. In 2015, we have received more than 100 grant applications and we expect to receive more prior to the application-closing deadline.
- The volume of donor gifts to SSLF has been increasing. From 2011 to 2014 the individual member donations increased by 60%.
- To bring visibility and awareness, as well as create a volunteer give-back opportunity for SSLF, the month of April was designated as Adult Learn-to-Swim Month. A PR firm was hired to help us promote the message in 2014-2015. With experience gained from the past two years, we are purchasing PR software in 2016 so that we can migrate PR efforts in-house.

- Holly Neumann’s new Education Manager position will share responsibilities between Education Services and SSLF. Holly will assist with SSLF administration, operations, grant gathering, SSLF partner management, tracking, promotion, fundraising, and donor recognition.

MARKETING SERVICES

- The 2016 budget reflects 19 sponsors and 16 magazine advertisers with revenue of \$451,750. In addition, we budgeted \$37K of value-in-kind (products) for use to support ongoing programs. In August of 2015, Jay Eckert was hired as Business Development Manager. Jay will be responsible for selling to (this includes contract negotiation and account billing) and servicing USMS sponsors, including the marketing support provided to all our national championships. 2016 will be an acclimation and learning period for Jay so he may become immersed in the USMS culture and cultivate new sponsorship opportunities.
- A comprehensive membership survey is scheduled for 2016. The goal is to obtain up to date information for targeted membership enhancements and marketing.
- The past several years, USMS has been a supporter of the college club championships. College club swimming is growing and we plan to host and sponsor a summit so we may learn and understand how USMS can build “bridges” and programs to serve this demographic.
- In 2016 we ran an online marketing campaign designed to sell triathletes on the benefits of membership. The program produced approximately 300 new membership sales. On top of this campaign, we also started a remarketing campaign, which produced approximately 150 memberships, and utilized our Google Grant money to drive in an additional 32,000 people to our website, which lead to approximately 50 memberships. Our plan for 2016 is to optimize these campaigns with new messaging, images and cleaner landing pages while beginning a lead generation program to start collecting email addresses of non-members coming to our site so we can market, via email, the benefits of USMS to them.

RISK MANAGEMENT AND INSURANCE

- We will continue our partnership with Entertainment Sports and Insurance eXperts for risk management and insurance services. ESIX 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.
- The event insurance surcharge and rebate programs are replaced with the new sanction event fees as recommended by the USMS Board of Directors. Open water events will pay a flat fee of \$300 plus \$5 per participant (with a \$3,000 total cap). Pool events will be charged a \$70 sanction fee. A new sanction fee rebate program (similar to the existing insurance surcharge rebates) is also budgeted to assist developing open water events with the sanction fees. The budget reflects 54 sanctioned open water events excluding the exempt six open water national events and 397 pool events. Note:

the 2015 insurance surcharge and rebate are listed under event revenues for year to year comparison purposes.

ADMINISTRATION & VOLUNTEER

- The inaugural LMSC Leadership Summit was held in 2015. This successful face-to-face leadership summit is planned every other year and next scheduled for 2017.
- Outside legal counsel is requesting \$15,000 in funding for legal services. We are using a local firm that was selected through the USMS RFP process.
- A \$10,000 allocation is included in the Open Water Committee to support safety education for OW event hosts and LMSC administrators.
- During January, all staff will be relocated to a new office in Sarasota, as approved by the USMS Board of Directors. The budget reflects six months overlap in expenses with the current Pagoda office.

CAPITAL REQUESTS

- Per the Financial Operating Guidelines, the threshold for capitalizing equipment is \$5,000. In 2016 \$16K in computer purchases are included in the budget as expenses under the minor software/equipment expense account. The following capital expenditure is budgeted for 2016: backstroke flags - \$5k and \$10K in other capital.

COMPENSATION

- 2016 compensation is projected to increase 9.4%. The major variances are due to the two new full time and one part time positions that were filled third quarter of 2015 (Education Manager and Business Development Manager). In 2016 they will receive compensation and benefits for a full year. Also budgeted are additional part-time hours for a Communications Coordinator and one internship position.
- No new full time positions are being added for 2016.

ASSUMPTIONS

List the personnel Full Time Equivalent (FTEs) by function required to carry out the organizational goals and programs outlined above.

Department	2016
Administration	3.4
Communications/Publications	2.6
Membership/LMSC support	2
Marketing/Sponsor support	2
IT support	4
Education/C&CS/ALTS/SSLF	3
Total FTEs	17



Total 2016 compensation costs are estimated at \$1,614,700, which includes a 7% increase in health insurance, a 401K plan, and a 3% salary increase, as recommended by Compensation and Benefits, and approved by the Board of Directors.

MAJOR, NON-COMPENSATION, ASSUMPTIONS FOR THE UPCOMING BUDGET YEAR

- Membership: 3.5% increase over 2015 membership forecast. Budget is for 66,400 members. Membership fee increase of \$2 to \$39 for 2016.
- Education: 1,000 clubs, 425 workout groups at \$25 each, 1,050 recognized coaches and instructors, 653 coach certification participants, 625 ALTS instructor participants.
- Adv/sponsorship: 19 sponsors, 16 magazine advertisers for \$452K.
- Magazine costs: \$357K versus \$379K in 2015. Note: 2015 budget was for 56 pages, 2016 budget is for 52 pages per issue. Assume 3.5% volume increase, archived digital library completed in 2014. Reduced multi-media technique video budget.
- Insurance costs: \$406K in 2016 versus \$392K in 2015. 2016 includes \$54K for risk management fees. New Sanction fee plan replaces OW insurance surcharge. For comparison purposes, the insurance surcharge history was moved to events revenue. OW sanction fees equal 54 events at \$300 each plus \$5 per participant fee with a cap of \$3K per event. Pool sanction fees are new this year. A \$70 charge will be assessed for an estimated 397 pool events.
- Education costs: \$377K versus \$250K in 2015. The budget reflects hosting 29 Masters Coach Certification classes with 653 attendees and 625 ALTS Instructor program attendees. Education Services will continue their outreach initiative by making more than 100 onsite visits to existing clubs, workout groups, and new facilities.
- IT: Significant membership and IT time will be allocated to continued programming, service and maintenance of our new in-house registration system. New enhancements to be added to the registration cycle include the ability for club and workout registration information to populate in Places to Swim and adding the 16-month membership reporting enhancements.

Marketing: USMS logo accessories and banners: \$17.5K, membership survey and college club relationship enhancement:\$32K, internet ads: \$20K, discontinue “Swim Today” initiative; add Olympic Trials Aqua Zone.

Admin-Volunteers: Assume increases in travel and hospitality due to Convention and Board budgets. The next LMSC Leadership Summit will be held in 2017, not 2016.

Admin-Staff: Move into new headquarters building January 1 for a full year of expenses. Six month overlap rent with current location.

Bridge to 2016 Budget

2015 Forecast Net Operating Loss			\$ (152,844)
2016 Changes vs. 2015 Forecast			
Revenue Changes			
Membership Fees		206,758	
Education Services		118,765	
Events		48,918	
Advertising and Sponsorship		41,350	
Administration		(1,900)	
Investment Transfer		89,000	
Total Change in Revenues			\$ 502,891
Expense Changes			
Membership			
Payroll	138,468		
Communications & publications	(3,098)		
Insurance-liability	14,002		
All other	(7,605)		
Subtotal membership change		141,767	
Education Services		96,186	
Events		22,766	
Marketing		33,334	
Administration			
Office expansion	75,530		
Payroll	15,941		
Convention	7,564		
VP local operations	(25,805)		
All other	(18,078)		
Subtotal administration change		55,152	
Total Change in Expenses			\$ 349,205
Change in Net Operating Income/(Loss)			\$ 842



Compensation and Benefits Committee Metrics

Changes in Payroll Budget from 2015 Budget to 2016 Proposed Budget:

No new full time positions are planned for 2016. In 2015 two budgeted positions were filled mid-year. The 2016 budget assumes all non-intern positions are filled for the full year.

I. Merit Increases:

Merit increases are awarded by the Executive Director based on employee performance according to the policy adopted by the BOD. The merit pool in the 2016 proposed budget is 3% of all salaries. The merit pool reflects the Compensation and Benefits committee recommendation based on market data reviewed by the committee. The rate is the same rate as in the 2015 budget. Individual merit increase percentages will vary based on individual performance.

II. Bonus pool:

The proposed 2016 budget includes a bonus pool of 7% of eligible salaries, the same as in the 2015 budget. Bonus awards are awarded at the discretion of the Executive Director, are *one time only* and based on corporate goals and employee goals. Bonuses do not add to base salary. Part time and hourly employees are not eligible for bonuses. Administration of the Employee bonus plan is governed under the Staff Bonus plan document approved by the BOD.

III. Health Benefits Costs:

USMS received estimates for 2016 benefits changes from SOI, our benefits provider. SOI has estimated rate changes will add 7% to health care and other benefits costs. As with salaries mentioned above, we have budgeted benefits for all eligible positions for the full 2016 plan year.

IV. Position Reviews/Promotional Budget:

Compensation and Benefits committee has drafted pay administration guidelines and pay structures that, when used in conjunction with the budget, will allow the ED to effectively manage the overall compensation budget without Compensation and Benefits needing to review every change in pay. As part of this process, Compensation and Benefits is recommending a discretionary budget of approximately 1.5% of compensation that the ED can use to address compensation issues as they arise throughout the year. One possible use of these discretionary funds is to ensure salaries are competitive and can attract qualified candidates in the event a vacancy occurs during the year. The Compensation and Benefits committee has discussed the use of this discretionary fund with the ED and that it is not required to be spent, and it should be used to address market based compensation adjustments.



V Overall Compensation and Benefits Budget:

The overall compensation and benefits budget for 2016 is \$1,614,654 including wages, benefits and related payroll taxes. This represents a 7% increase over the 2015 budget and is the result of the merit pool, projected increase in benefits costs and budgeting all positions for the full year. Note: in 2015 two full time and one part time positions were filled in the third quarter.

U.S. Masters Swimming, Inc.

2016 Draft Budget 9/17/2015

				PRE-CONVENTION		APPROVED		
INCOME STATEMENT				BUDGET	FORECAST	BUDGET	ACTUAL	
		Members	Fee	2016	2015	2015	2014*	
REVENUE								
MEMBERSHIP SERVICES:								
4010	Fees - Individuals @ \$39	AL MATYSEK	62,972	\$ 39	2,455,891	2,251,158	2,245,271	2,067,450
4011	Fees - @ \$25 partial year	AL MATYSEK	1,048	\$ 25	26,198	25,312	61,150	24,575
4012	Fees - @ \$15-year plus	AL MATYSEK	2,362	\$ 15	35,436	34,237	7,500	33,240
4013	Vanity ID	AL MATYSEK			10,000	10,000	7,500	8,583
4050	Transfers	AL MATYSEK			-	-	-	882
4070	Rule Book Sales	DEERY			1,500	1,560	2,300	1,978
4074	Magazine Subscriptions	GRILLI			3,540	3,540	4,090	3,731
4215	Promotional Sales	DEERY			3,700	3,700	3,500	4,148
	Membership Services Revenue				2,536,265	2,329,507	2,331,311	2,144,587
EDUCATION SERVICES								
4020	Fees - Clubs @ \$25	BRENNER	1,000	\$ 25	25,000	25,000	23,750	24,755
4025	Fees - Work out groups @ \$25	BRENNER	450	\$ 25	11,250	10,625	10,625	10,150
4030	Coach Certifications	BRENNER			124,425	115,050	104,000	118,621
4035	Fees - Coach/Instructor Recognition	BRENNER	1,050	\$ 30	31,500	36,300	31,500	32,940
4036	Fees - ALTS Instruction	BRENNER	625	\$ 300	187,500	70,500	36,000	-
4037	Fees - Club collections	AL MATYSEK			9,250	9,250	12,000	7,394
	National Coaches Conference					3,435		
	Education Services Revenue				388,925	270,160	217,875	193,859
EVENTS:								
					-	-	-	-
4060	Fees - One-Event @ \$15.00	GRILLI	2,100	\$ 15	31,500	31,500	31,500	36,576
4150	Championship Meet Surcharges	RODDIN			44,200	42,232	41,800	53,518
4151	LD Championship Surcharges	LIVONI			4,800	4,800	5,700	4,852
4152	GTD Revenue	DEERY			-	-	-	-
4155	Championship Patches	RODDIN			900	900	900	917
4157	LD Championship Medals	LIVONI			3,200	3,200	3,000	3,535
4210	Top Ten Subscriptions	GRILLI			500	500	500	633
4250	All American Patches/Cert.	GRILLI			1,050	1,050	1,025	1,103
4251	LD All American	GRILLI			325	325	300	376
4252	Relay All American Awards	GRILLI			800	800	700	997
4300	OW Sanction flat fee @ \$300 each				16,200	-	-	-
4310	OW Event participant fees net of cap				53,750	-	-	-
4320	Pool Sanction flat fee @ \$70 each				27,790	-	-	-
4330	Sanction Fee Rebates				(3,000)	-	-	-
	Insurance Surcharge					50,000	56,000	53,000
	Insurance Surcharge Rebates					(3,000)	(10,000)	(4,450)
4450	Merchant Account Fee Income	KUHLMAN			11,363	12,153	11,868	15,430
	Events Revenue				193,378	144,460	143,293	166,486
ADVERTISING AND SPONSORSHIP								
4075	SWIMMER Magazine Advertising	DEERY			39,250	39,500	39,993	38,247
4161	Sponsor Royalty Income	DEERY			4,500	4,400	4,500	3,200
4171	Sponsorship	DEERY			408,000	366,500	458,000	436,500
	In-Kind product contributions							
	Advertising and Sponsorship Revenue				451,750	410,400	502,493	477,947
CONTRIBUTION REVENUE								
4705	Contributions	N/A			-	1,500	-	1,500
	In-Kind (legal)							
4800	Contributions- Releases from Restrictions				11,000	11,200	11,000	11,200
	Contribution Revenue				11,000	12,700	11,000	12,700
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U.S. Masters Swimming, Inc.

2016 Draft Budget 9/17/2015

				PRE-CONVENTION		APPROVED	
INCOME STATEMENT				BUDGET	FORECAST	BUDGET	ACTUAL
		Members	Fee	2016	2015	2015	2014*
ADMINISTRATION:							
	Other Income			-	200	-	
4500	Investment Spending Transfer	DAVIS		89,000	-	81,700	
	Administration Revenue			89,000	200	81,700	-
	Total Revenue			3,670,318	3,167,427	3,287,672	2,995,578
EXPENSE							
MEMBERSHIP SERVICES							
5010	Liability Insurance	KUHLMAN/ESIX		366,085	352,000	349,900	343,134
5010	Liability Insurance Surcharge	MOVED		-			
5010	Liability Insurance Surcharge Rebate	MOVED		-			
5012	Accident Insurance	KUHLMAN/ESIX		21,731	21,000	25,004	22,854
5102	Membership Administration	GRILLI/AL MATYSEK		13,670	11,960	12,160	15,455
5103	Registration Expenses	AL MATYSEK		89,790	85,400	83,958	82,660
5320	Fitness Committee	JUREY		200	200	200	68
5420	Registration Committee	LETENDRE		-	100	100	-
5430	Rule Book Coordinator	GRILLI		-	20	20	-
5470	Zone Activity costs	STEVENSON		3,000	3,000	3,000	1,164
5540	History & Archives Committee	WILSON		1,250	1,250	1,250	99
5550	Recognition & Awards Committee	NOVITSKE		3,460	960	960	1,296
5560	LMSC Development	BUEHLER		1,110	880	4,850	897
5685	Web Operations	J MATYSEK		26,750	28,650	31,650	26,702
5701	USMS SWIMMER Magazine Production Co	HAMEL		354,672	355,670	378,544	357,261
5703	STREAMLINES/Web Content	HAMEL		10,000	21,200	23,700	11,638
5704	Multi-media Production	HAMEL		19,500	10,400	14,400	11,482
5840	ISHOF Contributions			21,500	21,414	21,414	21,414
5860	Rule Book Costs	GRILLI		8,600	7,974	10,400	9,778
5900	Membership Services Payroll	BUTCHER/KUHLMAN		1,226,014	1,103,487	1,141,077	868,804
	Membership Expense			2,167,332	2,025,565	2,102,587	1,774,705
EDUCATION SERVICES							
5280	Coaches Committee	BAY		16,350	28,450	28,450	20,042
5290	Coaches Certification	BRENNER		123,428	101,271	101,280	113,304
5600	Adult Learn to Swim	BRENNER		116,578	57,753	32,140	9,533
5610	Education Conference	BUTCHER/GUADAGNI		14,400	-	-	-
5770	Coach/Club Development Admin	BRENNER		86,944	74,040	87,921	84,118
	Education Services Expense			357,700	261,514	249,791	226,998
EVENTS:							
5205	Spring Nationals	BUTCHER		14,610	9,615	14,100	14,244
5200	Summer Nationals	BUTCHER		15,810	14,855	14,355	11,533
5121	All American Patches/Cert.	GRILLI		2,250	2,100	2,500	1,880
5270	Championship Committee	RODDIN		8,968	6,405	7,668	4,041
5285	LC/SC Merchant Account Fees	KUHLMAN		9,269	8,741	8,669	9,155
5370	LD Committee	LIVONI		10,750	10,065	9,665	8,531
5380	Open Water Committee	HAZLEWOOD		10,380	5,380	5,380	216
5390	Officials Committee	SALTZMAN		11,400	8,660	10,100	5,822
5410	Records & Tabulation Committee	SEIDLER		1,225	1,225	1,225	610
5440	Rules Committee	CASEY		1,350	1,350	1,350	1,421
5460	Sports Medicine and Science Committee	FEDAKO		5,800	2,650	3,250	2,807
5240	Coordinator Contractors	BUTCHER/KUHLMAN		15,600	13,600	13,600	12,250
	Events Expense			107,412	84,646	91,862	72,508
MARKETING/SPONSORSHIP							
5710	Sponsor costs	DEERY		40,950	34,350	39,550	22,276
5720	USA Swimming Collaboration	DEERY		12,250	15,000	25,000	25,000
5730	Marketing Services	DEERY		100,340	70,856	100,525	83,136
5890	In-Kind Products					-	
	Advertising and Sponsorship Expense			153,540	120,206	165,075	130,412

U.S. Masters Swimming, Inc.

2016 Draft Budget 9/17/2015

				PRE-CONVENTION		APPROVED	
INCOME STATEMENT				BUDGET	FORECAST	BUDGET	ACTUAL
		Members	Fee	2016	2015	2015	2014*
ADMINISTRATION:							
5013	Directors & Officers Insurance	KUHLMAN/ESIX		7,498	7,190	9,330	7,678
5014	Bonding	KUHLMAN/ESIX		6,872	6,480	7,065	6,421
5015	Flood Insurance	KUHLMAN/ESIX		170	2,045	1,925	1,576
5016	Media Professional Liability Insurance	KUHLMAN/ESIX		3,500	3,139	2,750	2,505
5050	President	DAY		12,500	14,800	14,800	8,295
5061	VP - Programs	DIEHL		-	-	-	-
5062	VP - Community Services	SMITH		-	60	60	-
5063	VP - Administration	TSUZUKI		-	-	-	-
5064	VP - Local Operations	STEVENSON		100	25,905	25,100	-
5070	Secretary	COLBURN		-	100	100	-
5080	Treasurer	DODSON		1,600	600	600	-
5090	Past President	MOXIE		2,200	-	-	-
5095	Legal Counsel	MILLER, P.		1,250	1,250	1,250	986
5099	Board/Executive Committee	DAY		54,100	50,080	49,150	41,365
5130	USMS Headquarters Admin.	KUHLMAN		201,552	126,022	164,993	111,162
5135	USMS Headquarters Payroll	BUTCHER/KUHLMAN		388,640	372,699	369,553	345,418
5300	Convention	GRILLI		99,860	92,296	93,650	80,120
5310	Finance Committee	ENSIGN		150	1,000	150	-
5315	Investment Committee	DAVIS		1,000	1,000	1,000	417
5330	Audit Committee	DILWORTH		5,550	4,800	4,800	3,603
5340	Compensation & Benefits	COATES		-	-	-	300
5630	FINA Representative	GOLDSTEIN		-	-	-	-
5640	International Delegate / UANA	MILLER/GOLDSTEIN		5,000	5,000	5,000	908
5660	USA Swimming Liaison	MILLER, P.		2,300	3,100	3,100	521
5670	ISHOF Liaison	REID		1,900	824	1,900	1,800
5830	Outside Legal Expense	BUTCHER/P. MILLER		15,000	7,500	15,000	2,321
5847	SSL Fund Operating Costs	BUTCHER		32,650	48,750	44,775	43,018
5870	Depreciation	KUHLMAN		15,000	29,500	36,000	32,255
6010	Banking Fees	KUHLMAN		3,600	3,600	3,600	3,499
5873	Audit/Accounting Fees	KUHLMAN		21,500	20,600	20,165	19,945
	Administration Expense			883,492	828,340	875,816	714,112
	Total Expense			3,669,476	3,320,271	3,485,131	2,918,735
	NET ORDINARY INCOME			842	(152,844)	(197,459)	76,843
OTHER INCOME / EXPENSE:							
OTHER INCOME:							
4900	Interest & Dividends	DAVIS		120,000	125,000	109,700	263,440
4940	Gain (loss)-Disposal of Fixed Assets	N/A		-	-	-	500.03
4945	Gain (loss)-Leasehold Improvements	N/A		(25,300)	-	-	
	Other Income			94,700	125,000	109,700	263,940
OTHER EXPENSES & TRANSFERS:							
	Transfer from Investment Account			89,000	-	81,700	
	Amortization-Registration system			24,558	24,558	35,148	
6011	Investment Advisory Fees	DAVIS		6,600	6,650	6,650	4,717
	Other Expenses & Transfers			120,158	31,208	123,498	4,717
	Total Net Other Income			(25,458)	93,792	(13,798)	259,223
	NET INCOME			(24,616)	(59,052)	(211,257)	336,066

*2014 Final Actual was for operating funds only. Activity for Swimming Saves Lives Foundation and Legacy Fund were not included.



CHECK-IN AND CERTIFICATION PROCEDURE AT USMS 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. You will also receive a convention bag, binder, and miscellaneous souvenirs.

AND

- 2) **CHECK IN AT THE 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 30th, from 8:00am – 5:00pm – Muehlebach Pre-function Area

Thursday, October 1st, from 7:00am -7:45am – Muehlebach Pre-function Area

Thursday thru Saturday – Back of the HOD room or come find Debbie

The USMS Certification/Information table will move to inside the HOD meeting room on Thursday October 1st (Imperial Ballroom). All subsequent certification by USMS will take place here during HOD meetings, until they recess. (Refer to the meeting schedule in your pre-convention packet and/or binder for time and location). Late arrivals **must** locate Debbie Cavanaugh (Certification Chair) to receive their certification and voting cards.

Please note: If you did not register for convention in advance, you will need to have USMS Convention Coordinator Tracy Grilli sign a certification release before you can proceed to Debbie Cavanaugh for the balance of certification material.

New Delegates will receive a special ID identifying them as NEW DELEGATES as well as information regarding the New Delegate Orientation.

Standing Rules of the USMS Annual Meeting of 2015

Rule 1 The Secretary, directly after the opening ceremonies of the first business meeting, shall report the number of delegates and others registered as present with proper credentials, and shall make a supplementary report after the opening of each session that business continues.

Rule 2 A member of USMS, may, upon proper clearance by the Secretary, be transferred to delegate status, at any time during the continuance of business meetings.

Rule 3 For admission to the floor of the House, to facilitate identification and seating, a member shall be required to wear the badge issued by United States Aquatic Sports and a sticker from the Convention Coordinator.

Rule 4 In the report from a Committee, all Action Items shall be placed on the floor of the House without a motion or second. The House may consider the action items of a committee as one motion, or individual motions.

Rule 5 No member shall speak in debate more than once on the same question, on the same day, or longer than three minutes, without permission of the convention granted by two thirds vote without debate.

Rule 6 Motions shall be made from the microphones only.

Rule 7 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 8 All motions, in the House or Committees, shall be recorded, in writing or electronically, with the name of the maker.

Rule 9 Elections shall be run by the written policies of the Election Committee.

Rule 10 Rules contained in the current edition of the Robert's Rules of Order shall govern the House of Delegates and its Committees, in all cases to which they are applicable, and in which they are not inconsistent with the bylaws of U. S. Masters Swimming and these standing rules



Board of Directors

President Nadine Day 	VP Administration Ed Tsuzuki 	VP Local Operations Chris Stevenson 	VP Community Services Jody Smith 
VP Programs Chris McGiffin 	Secretary Chris Colburn 	Treasurer Phil Dodson 	Immediate Past President Jeff Moxie 
At-Large Director Breadbasket Bruce Hopson 	At-Large Director Colonies David Diehl 	At-Large Director Dixie Sean Fitzgerald 	At-Large Director Great Lakes Dan Cox 
At-Large Director Northwest Sarah Welch 	At-Large Director Oceana Leianne Crittenden 	At-Large Director South Central Jill Gellatly 	At-Large Director Southwest Laura Winslow 









Other Board members (non-voting):

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 Nancy Ridout 
Executive Director Rob Butcher 	Legal Counsel Patty Miller 	USA Swimming Representative Dave Coddington 	



U.S. MASTERS SWIMMING

Zone Chairs

Breadbasket Lori Payne 	Colonies Jeff Strahota 	Dixie Matt Hooper 	Great Lakes Sally Guthrie 
Northwest Tim Waud 	Oceana Michael Moore 	South Central Tyler Blessing 	Southwest Mary Hull 










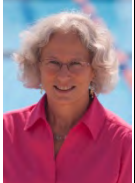
Committee Chairs

Audit Elyce Dilworth 	Championship Jeff Roddin 	Coaches Scott Bay 	Comp. and Benefits Ed Coates 
Finance Jeanne Ensign 	Fitness Education Mary Jurey 	Governance Leianne Crittenden 	History & Archives Meegan Wilson 
Investment Ralph Davis 	Legislation Meg Smath 	LMSC Development Paige Buehler 	Long Distance Donn Livoni 
Officials Ed Saltzman 	Open Water Lynn Hazlewood 	Recognition & Awards Ray Novitske 	Records & Tabulation Jeanne Seidler 
Registration Leo Letendre 	Rules Kathy Casey 	Sports Medicine & Science Cathy Fedako 	Swimming Saves Lives Committee Chair Brandon Franklin 



U.S. MASTERS SWIMMING

Appointments and Liaisons

FINA Masters Technical Vice-Chair and UANA Masters Chair Mel Goldstein 	FINA Sports Medicine Committee and UANA Masters Committee Dr. Jim Miller 	ISHOF Liaison Walt Reid 	National Board of Review Chair Barbara Delanois 
US Aquatic Sports Representative Nadine Day 	US Aquatic Sports Treasurer Tom Boak 	USMS Liaison to IGLA Sean Fitzgerald 	USMS Liaison to USA Swimming Patty Miller 
National Senior Games Liaison & Parliamentarian William Tingley 	Rule Book Coordinator and Convention Coordinator Tracy Grilli 		

USMS National Office staff

Executive Director Rob Butcher 	Chief Financial Officer Susan Kuhlman 	Communications and Publications Director Laura Hamel 	Membership Director Anna Lea Matysek 
IT Director Jim Matysek 	Education Director Bill Brenner 	Associate Editor Elaine Howley 	Member Services Manager Tracy Grilli 
Web Developer Jeff Perout 	Education Manager Marianne Groenings 	Marketing Director Kyle Deery 	National Swims Administrator Mary Beth Windrath 
Web Developer Jim Kryka 	Education Manager Holly Neumann 	Business Development Manager Jay Eckert 	
Web Developer Nancy Kryka 	Education Coordinator Mel Goldstein 	Open Water Compliance Coordinator Bill Roach 	



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).
- 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