



Announcements

CERTIFICATION TABLE HOURS

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

Thursday afternoon thru Saturday
Back of HOD or come find Mary

PRESENTATIONS

USMS Sports Medicine Presentation

Friday 12:00pm – 1:00pm
Conference Center A

USA Swimming - Show Me the Money! Tips on Securing Swim Lesson Funding

Friday 10:00am – 11:20am
City Terrace 11
USMS' Holly Neuman to speak

MEET & GREETs

NEW DELEGATE LUNCHEON

Thursday 12:30pm – 2:00pm
[The River Club](#)
1 Independent Dr # 3500, Jacksonville, FL 32202
(Located at the top of the Wells Fargo Center)

MEET THE CANDIDATES FORUM

Friday 2:30pm - 4pm in Conference Center A
Meet the candidates running for
[USMS At Large Director Positions](#)

ADULT LEARN-TO-SWIM INSTRUCTOR LUNCH

Saturday 12:30-1:20pm
SHOR Seafood Grill & Tavern
(located in the lobby of the HYATT)

USMS HOSPITALITY SUITE

Mathews Hospitality Suite

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

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

[Full Hospitality Suite Schedule](#)

WORKOUTS

Thursday, Friday & Saturday morning
6:00am – 7:00am
[Coaches on Deck](#)

SWIM

The Bolles School – San Jose Campus
Busses will arrive at 5:10am and depart for the pool PROMPTLY at 5:25am from the HYATT's Newnan Street entrance by the gift shop.

DRYLAND

Room: **Daytona**

EVENING ACTIVITIES

WELCOME RECEPTION

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

LMSC DESSERT SOCIAL

Hosted by the Florida LMSC
Thursday 8:00-10:00pm
Mathews Hospitality Suite
["Let's Flamingle"](#)

IMSHOF INDUCTION

Friday 6:00pm – 8:30pm
6:00-7:00pm – Reception (cash bar)
7:00-8:30 pm – Induction Ceremony
River Terrace 1
All USMS delegates are invited (complimentary tickets) to attend the induction of U.S. Masters Swimmers:

Maurine Kornfeld
Walt Reid
Jurgen Schmidt

USAS BANQUET

Saturday 7:00pm – 10:00pm
Grand Ballroom
Each USAS organization will present their annual awards. USMS presents the **Coach of the Year Award** and the **Ransom J. Arthur Award**.



EDUCATION

ADULT LEARN TO SWIM INSTRUCTOR AND COACH CERTIFICATIONS

USMS is hosting the following educational opportunities on Wednesday, September 26, 2018:

- **USMS Adult Learn to Swim Instructor Certification**
Holiday Inn Express & Suites Jacksonville SE- Med Ctr Area
[4791 Windsor Commons Ct.](#)
Jacksonville, FL 32224

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

- **USMS Coach Certification, Level 1-2 and Level 3**
Jacksonville Marriott
[4670 Salisbury Road](#)
Jacksonville, FL 32256

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

[Levels 3 Coach Certification register here](#)

MEET & GREETs

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

The River Club - 1 Independent Dr # 3500, Jacksonville, FL 32202

All new delegates (first timers to convention) will be invited to a New Delegate Luncheon at [The River Club, a short .3 mile walk from the HYATT](#). This is your chance to meet some of our experienced delegates and staff members and ask any questions you might have in a relaxed and informal atmosphere, while grabbing a bite to eat.

ADULT LEARN-TO-SWIM INSTRUCTORS LUNCH - Saturday 12:30am-1:30pm

SHOR Seafood Grill & Tavern – located in the lobby of the HYATT

Join Certified Adult Learn-to-Swim Instructors attending the 2018 USAS Convention for an informal lunch and meet and greet on Saturday, September 29 from 12:30-1:20pm at SHOR Seafood Grill & Tavern, right in the lobby of the HYATT! This falls in between workshop session #8 and the final House of Delegates meeting of the convention. Please join us as we meet new friends and reconnect with the old, share ALTS success stories, collaborate to learn new teaching methods, and more!

Masters swimmers who are interested in becoming ALTS instructors are welcome to come as well!



ORIENTATIONS

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

City Terrace 10

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

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

City Terrace 10

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

Presentations

Sports Science in Masters Swimming: Various Research Findings for Masters Swimmers

Dr. Hiro Tanaka - Friday 12:00pm – 1:00pm

Conference Center A

Dr. Hiro Tanaka, Professor at the University of Texas, will be presenting his research on a variety of topics surrounding Masters swimming, including swim performance, aging, training preparations, and health benefits.

LMSC WORKSHOPS

WORKSHOP #1 – Friday 9:30am-10:30am - Grand 7 & 8 - Canceled

WORKSHOP #2

Star System for Volunteers

Futures Task Force

Friday 9:30am-10:30am - Conference Center A

Everything you wanted to know about the new five star volunteer system and how to win a fifth star!

WORKSHOP #3

Understanding and Engaging Volunteers – Survey Results from the Volunteer Task Force

Tom Moore & Chris McGiffin

Friday 10:45am-11:45am - Conference Center A

As part of the Volunteers Task Force work to understand volunteers, increase volunteer engagement, and assess volunteer roles, hundreds of current LMSC and National volunteers (as well as non-volunteer USMS members) were surveyed earlier this year. We will present an overview of the results of those surveys, identifying the key factors in volunteer motivation and engagement, perform a short interactive breakout session, and conclude with next steps that USMS can address to improve the volunteer experience moving forward.



LMSC WORKSHOPS

WORKSHOP #4

How to Make Sure Your Times Count for Top Ten and Records Records & Tabulation Committee

Friday 10:45am-11:45am – River Terrace 2

Are you a meet director? A sanction chair? A Top 10 Recorder? Are you a swimmer who competes in pool events? Do you want to understand the intricacies of Top 10 and Records reporting so that your times will qualify for Top 10 and Records consideration? Do you swim at USA-S Meets? Do you swim at meets outside of the United States? This presentation by the Records and Tabulation Committee will answer some questions that you might have about getting your times to qualify for Top 10 and Records consideration. It will bring together several sources into one concise reference.

WORKSHOP #5

Digital Transformation - USMS 3.0 National Office

Friday 1:15pm–2:15pm - Conference Center A

The USMS 3.0 – Digital Transformation Workshop will briefly cover background on the project and discuss the change in the philosophy on how USMS approaches our technology needs. The bulk of our time will be spent on the upcoming and future phases of USMS 3.0 and benefits they will provide for our members, volunteers and USMS. Please make sure to review all workshop related documents in advance of the meeting.

- [USMS 3.0 - Digital Transformation Primer \(Video\)](#)
- [USMS 3.0 - Digital Transformation Workshop Overview](#)
- [USMS 3.0 - Digital Transformation Technical Definitions](#)

WORKSHOP #6

USMS Officials Certification - Where We've Been...& Where We're Going!

Teri White

Saturday 11:15pm–12:30pm - Conference Center A

Current USMS Officials Certification program and new Referee certification introduced. Recruiting USMS members to Officiating, including athletes. Training tools for LMSCs.

WORKSHOP #7

Swimming Saves Lives Foundation - Get involved. Make a difference

Jay Definis

Saturday 11:15pm–12:30pm - City Terrace 7

Learn more about the USMS Swimming Saves Lives Foundation. We'll provide an overview of successful programs and discuss mission and direction for 2019. You'll take away ideas, tips and tools for how your club can get involved and learn how to put together a successful fundraising effort to support the charitable arm of USMS.



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2019 Proposed Budget

- 2019 Business Plan Budget Memo
- 2019 Pre-Convention Draft Budget
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Attachments

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



2018 U.S. Masters Swimming Annual Meeting Schedule
United States Aquatic Sports Annual Convention – Jacksonville, FL
September 26-30, 2018

Wednesday, September 26th

9:00am	2:00pm	Board of Directors	Conference Center A
2:30pm	4:30pm	Convention Task Force	City Terrace 5
		Diversity Task Force	City Terrace 8
		Investment #1	Main Street 3
4:00pm	5:30pm	Finance #1	Conference Center A
5:30pm	6:00pm	Committee Chairs Orientation	City Terrace 10
7:00pm	9:00pm	U.S. Aquatic Sports WELCOME RECEPTION	Grand Foyer

Thursday, September 27th

6:00am	7:00am	Swim Practice	The Bolles School
		Dryland Workout	Daytona
7:00am	8:00am	LGBTQ Affinity Breakfast <i>(separate registration required)</i>	Clearwater
8:30am	9:30am	House of Delegates #1	Conference Center A
9:45am	11:15am	Breadbasket Zone	City Terrace 12
		Colonies Zone	City Terrace 6
		Dixie Zone	City Terrace 5
		Great Lakes Zone	Orlando
		Northwest Zone	City Terrace 11
		Oceana Zone	City Terrace 8
		South Central Zone	City Terrace 4
		Southwest Zone	City Terrace 10
11:30am	12:30pm	Open Water	City Terrace 4
		Coaches	City Terrace 12
		Recognition & Awards	City Terrace 5
		Rules #1	City Terrace 7
		Investment #2	Boardroom 2
12:30pm	2:00pm	New Delegate Luncheon	The River Club
2:00pm	3:00pm	Officials	City Terrace 4
		Fitness Education	City Terrace 12
		History & Archives	City Terrace 5
		Legislation #1	River Terrace 2
		Finance #2	City Terrace 6
3:15pm	4:15pm	Long Distance #1	City Terrace 4
		Sports Medicine & Science	City Terrace 10
		Records & Tabulation	City Terrace 12
		Championship #1	City Terrace 7
		Governance	Boardroom 2
		Registration	City Terrace 5
4:30pm	6:30pm	House of Delegates #2	Conference Center A
8:00pm	10:00pm	LMSC Dessert Social	Mathews Hospitality Suite



Friday, September 28th

6:00am	7:00am	Swim Practice	The Bolles School
		Dryland Workout	Daytona
7:00am	8:00am	Women in Aquatics Breakfast (<i>separate registration required</i>)	Clearwater
8:00am	9:15am	Long Distance #2	City Terrace 4
		Rules #2	City Terrace 7
		LMSC Development	City Terrace 12
		Audit	Boardroom 2
8:00am	9:30am	Championship #2	City Terrace 9
9:30am	10:30am	<u>Workshop #1 - Canceled</u>	Grand 7 & 8
		<u>Workshop #2 - Star System for Volunteers - Futures Task Force</u>	Conference Center A
		Legislation #2	City Terrace 4
		Finance #3	City Terrace 7
10:45am	11:45am	<u>Workshop #3 - Understanding and Engaging Volunteers – Survey Results from the Volunteer Task Force</u>	Conference Center A
		<u>Workshop #4 - How to Make Sure Your Times Count for Top Ten and Records</u>	River Terrace 2
		Rules #3	City Terrace 9
12:00pm	1:00pm	Sports Medicine Presentation	Conference Center A
1:15pm	2:15pm	<u>Workshop #5 - Digital Transformation - USMS 3.0</u>	Conference Center A
		USMS Swimming Saves Lives Foundation	City Terrace 9
2:30pm	5:00pm	House of Delegates #3	Conference Center A
5:00pm	5:15pm	Board of Directors to Approve Budget	Conference Center A
6:00pm	8:30pm	International Masters Swimming Hall of Fame Induction Ceremony Reception - Cash Bar (6:00-7:00pm) Induction Ceremony (7:00-8:30pm) <i>Complimentary Tickets to USMS House of Delegates Members</i>	River Terrace 1



U.S. MASTERS SWIMMING

Saturday, September 29th

6:00am	7:00am	Swim Practice Dryland Workout	The Bolles School Daytona
8:00am	11:00am	House of Delegates #4	Conference Center A
11:15am	12:30pm	<u>Workshop #6</u> - USMS Officials Certification - Where We've Been....and Where We're Going! <u>Workshop #7</u> – USMS Swimming Saves Lives Foundation - Overview	Conference Center A
		Leadership Orientation	City Terrace 7
12:30pm	1:30pm	Lunch on your own	City Terrace 10
		Rules #4 (from USA S)	City Terrace 9
1:30pm	5:30pm	House of Delegates #5	Conference Center A
7:00pm	10:00pm	AQUATICS AWARDS BANQUET	Grand Ballroom

Sunday, September 30th

8:00am	9:00am	USAS Board of Trustees	City Terrace 7
10:00am	12:00pm	Board of Directors	Conference Center A



DATE: September 3, 2018
TO: USMS House of Delegates
FROM: Dawson Hughes
SUBJECT: **CEO Report**

The core culture of U.S. Masters Swimming and the quintessential membership experience have always taken place on pool decks and in the water around the country. Whether they engage at a practice, meet, or open water swim, USMS members in general are health and fitness oriented. Some are competitive, most enjoy the social aspects of USMS clubs and events, and a few have such passion for the sport that they volunteer locally or nationally to support its growth in the U.S. and beyond.

In the coming years, USMS can transform into a more widely accessible and recognized option for fitness and competition. That transformation doesn't mean we must change our culture or traditional products of swimming clubs and events. USMS members have incredible support on a day-to-day basis, which is driven by coaches, event directors, and local volunteers, and that will always be the case. Our mission remains to support health, wellness, fitness, and competition for adults through swimming.

But healthy organizations change to meet the needs and expectations of their customers and potential customers. The [USMS Strategic Plan](#) was updated in 2016 to support the USMS mission in a rapidly changing environment. That environment includes numerous and expanding health, wellness, fitness, and competitive event alternatives for adults; greater pressure on organizations to rapidly provide accurate and relevant information; changing consumer preferences; and more access to technology that improves communication, processes, and efficiency.

In the current environment, USMS membership has declined, primarily due to a drop in the number of *new* members that USMS attracts and retains annually. In early 2016, USMS was forecasting a 2.5 percent to 3 percent decline in membership. Fortunately, we quickly put together a robust marketing campaign around the Summer Olympics and it generated a late spike in membership. We were able to end that year up 2.7 percent and capture many of those new members for 2017 with the Year-Plus membership.

In 2017, a trend started to become more apparent. With lower numbers of new members joining and without the excitement generated for swimming from the Olympics, our membership declined 2.7 percent. Although our renewal rates continue to be at all-time highs, the trend of fewer new members continued in 2018, compounded by a low renewal rate from those that initially joined during the 2016 Olympics campaign. That leaves us where we are today, forecasting around 60,500 members at the end of 2018.

Several new initiatives that were developed from the updated Strategic Plan to address these challenges are underway. The most visible initiative is the [USMS 3.0 digital transformation](#) in the form of new software systems, including website and member management platforms. The digital transformation will be addressed later in this report, with more description in [Annual Meeting materials](#) and during a workshop. One of the first results has been the ability to analyze our membership data and identify trends that might need focus. The key membership trends identified thus far relate to age demographics and event participation. This chart shows those findings:



Age	New (First-Year) Member Retention Rate		Current Member Retention Rate		Total by age demo
	Event Participant	No Event Participation	Event Participant	No Event Participation	
18-29	46%	36%	72%	52%	46%
30-49	59%	45%	83%	66%	60%
50-69	66%	54%	92%	79%	75%
70+	73%	59%	94%	83%	83%
Total, by event participation	57%	45%	87%	73%	

These statistics, coupled with a [30-year history of membership trending older](#), suggest that it's past time that USMS find new and creative ways to attract and retain new members, target younger demographics, and provide benefits and value that entice members to renew after their first year. It's important to note that targeting younger potential members doesn't change our core mission, nor does it detract from providing the products and services that are enjoyed by our loyal, longtime members.

The remainder of this report will focus on what USMS is doing to tackle these challenges. For some, these new initiatives represent significant change and will require adjustment. But it's important to remember that our own personal perspective and interests don't necessarily align with all the various segments of USMS membership or those we want to attract to take up swimming as a fitness endeavor. Each of these initiatives touch on all facets of the [Strategic Plan](#) (Membership Value, Brand Clarity, Innovation, and Partnerships—both internal and external) so it's important to consider them in that context.

Club Marketing Initiatives

Due to recent membership trends, attracting new members to USMS and our member clubs has been a focus since the strategic plan was updated in 2016. Numerous difficulties were encountered in attempting to clarify the messaging and marketing around USMS programming. Simply put, our regional club–local club–workout group structure is confusing. To easily connect potential members with USMS programs and events, we began using “club” as a generic term for all USMS swimming workout programs, rather than using the strict organizational definitions from the Rule Book. Once swimmers become members, USMS can then engage and provide information to them on USMS structure, competitions, team scoring, volunteerism, etc.

In addition, we've found that many local adult swim programs are using our Masters Swimming brand without being registered USMS clubs. In these cases, a swimmer may believe the program is registered solely on the fact that it uses our branding, yet we're unable to communicate with these programs or the swimmers participating in them. We're also limited in our ability to protect the USMS brand and to reduce our liability exposure.

Lastly and perhaps most importantly, USMS spends financial, staff, and volunteer resources on marketing. Previously, that marketing included promoting Places to Swim to prospective members as a tool to find USMS clubs near them. Many swimming facilities in Places to Swim are not USMS clubs and often the listings are outdated. Couple that with many USMS clubs and workout groups (about two-thirds) that don't require USMS membership, and we can't accurately track our



marketing return on investment or our success meeting the mission of our organization. Without trackable metrics, we often don't know whether our resources are being appropriately allocated.

So, our goals became: 1) create a simple and concise message to guide prospective members, using the new [USMS Club Finder](#) as a hub and connection point to local USMS clubs, 2) build incentives for clubs that provide the benefits and services proven to create the best experience for our members, and 3) utilize modern technology to efficiently market our clubs and events and identify the ROI of our marketing initiatives.¹

We've developed the following to match each of these goals:

Club Finder

The purpose of [Club Finder](#) is to assist prospective members in finding the USMS programs closest to them, connect them with the programs as seamlessly as possible, and get them to start swimming.

All USMS clubs and workout groups must be registered with USMS to be listed in Club Finder to ensure that we can provide accurate club details for prospective members and the USMS National Office can provide geographical information and marketing as desired. Workout groups will be listed and referred to as clubs for the purposes of marketing our programs in Club Finder. Because regional clubs are typically not physical USMS programs that provide a location where their members train, they will not be listed in Club Finder. All programs using the Masters Swimming brand to promote their programs must be registered as USMS clubs or workout groups. Local clubs may list multiple workout locations if applicable.

Club Finder also includes a direct communication channel to the club contact and/or coach so that members and prospective members can connect with the club to get more information. Since April, we've seen nearly 4,000 direct emails to coaches and club contacts, with nearly 10 percent of those resulting in new USMS memberships.

Gold Club Designation

USMS [Gold Clubs](#) set the standard for providing members with the best Masters Swimming experience possible. This starts with a USMS-certified coach. Certified coaches help swimmers reach their goals by providing technique instruction, structured workouts, encouragement, and ample opportunity to participate in both fun and fitness-based events and competitive events if desired.

Gold Clubs are identified in [Club Finder](#) with priority placement and an insignia to let members and potential members know that those clubs are highly qualified and ready to help them meet their swimming goals. Other benefits to Gold Clubs include additional marketing support from the National Office, discounts on education courses, and full insurance coverage for USMS-approved activities.

Club 2.0 (to begin Oct. 1)

Although Club Finder and the Gold Club designation were rolled out in April, they were planned as works in progress to be finalized in advance of 2019 club registration. Until now, Club Finder data and Gold Club applications have both been handled through Google Forms and manually entered in our website. In fact, until we rolled out Club Finder, the only information we collected during club registration was a club contact, email address, and club description. We were missing important

¹ These strategies have no effect on the competitive structure of USMS or event scoring as defined in the USMS Rule Book.



details on our clubs and the information that was in Places to Swim was out of date in many cases. This is all information that we should be displaying to members and potential members.

Based on input from users, we've made significant upgrades to the Club Finder filtering and search capabilities, and continued to add clubs as information was provided. More importantly, we've planned and developed Club 2.0, which integrates capturing the data needed for Club Finder and Gold Club designation and gathering greater detail about clubs (including coaching staff, locations, areas of focus, etc.) within the registration process. This update will include a new design and will allow multilocation clubs to combine their locations into one club listing.

Beginning Oct. 1, clubs will have a new experience when registering for 2019 and updating their club information throughout the year. Potential members looking for information on USMS clubs via www.usms.org will see greater detail and experience further improvements in the filtering and search capabilities as soon as clubs are registered.

College Club Swimming

In 2017, USMS officially launched the [College Club Swimming](#) program. Since the launch, USMS has signed up 126 clubs comprising more than 4,500 swimmers. The 2017-18 season concluded with the inaugural national championship meet, attended by more than 2,100 swimmers representing 116 clubs. CCS is administered by the National Office, similarly to other programs such as our ALTS instructor and coach certification programs.

As you may remember when we launched CCS, the program wasn't intended to add to USMS's individual memberships, but rather to develop USMS members for the future. With the initial success and projected growth of College Club Swimming, we are exploring other avenues to provide additional value to CCS members and effectively transition them into USMS membership.

A recommendation being considered at this year's Annual Meeting is to offer this group a discounted USMS membership while they are registered members of CCS. It is important that we cultivate the relationship with these swimmers as one of the strategies to address our demographic challenges over the long term. This recommendation includes short-term benefits for USMS and our event directors by potentially increasing the number of swimmers eligible to participate in USMS-sanctioned events. But the biggest benefit is cultivating this pipeline of future Masters swimmers, coaches, officials, event directors, and volunteers.

Fitness Series

Event participation is a key driver of USMS membership and retention. Historically, 70 percent of our membership doesn't participate in USMS competitive events, yet those that renew their membership at significantly higher rates. To innovate our event structure, provide simple and cost-effective events for clubs and coaches to execute, and add a convenient entry-level event in which members can participate, we started the [SmartyPants Vitamins USMS Fitness Series](#) in 2018. These events provide a goal for fitness swimmers; a connection to the national organization; a fun, team-oriented activity; a fundraising opportunity for the USMS Swimming Saves Lives Foundation or local fundraisers; and a bridge to ePostal National Championships or other USMS events for those swimmers who might not be ready to tackle a long-distance event, swim meet, or open water swim.

The 2018 SmartyPants Vitamins USMS Fall Fitness Challenge won't take place until November, but the results from the first two events have been encouraging. With an average of more than 1,000 participants, nearly \$12,000 in net proceeds to SSLF, and an additional \$6,000 in donations to SSLF per event, we're pleased with the inaugural year of the Fitness Series. As word has



spread about the benefits of these events, we plan to add greater engagement (e.g. tracking of personal results) and to continue working with clubs and coaches to grow participation. With this new marketing opportunity, we were able to generate a new corporate partner. SmartyPants Vitamins saw the value in our fitness initiatives, the USMS brand, and our members, and decided to make a significant investment in USMS that would not have happened without the creation of the Fitness Series.

2018	Winter Fitness Challenge	Summer Fitness Challenge
# of clubs represented	269	190
# of swimmers affiliated with a club	1049	719
Unattached Swimmers	224	129
Clubs that hosted a swim	65	59
Male swimmers	425	297
Female swimmers	848	561
Grand Total	1273	848
Registration fees	\$13,906	\$9,314
Additional funds raised for SSLF	\$7,646	\$5,044

City of San Diego Masters

The time and resources necessary to start a new USMS club are more than most volunteers, volunteer coaches, or part-time coaches can manage. When weighing the return on investment (both time and money), many potentially successful programs likely never make it past the idea stage.

By matching quality coaches who are interested in developing new clubs with facilities that are devoid of USMS programming, we hope to make an impact by providing more options for adult aquatic fitness and competition. We can also help support coaches by providing administrative and marketing support, allowing the coach to focus on quality programming for our members. Ancillary benefits include testing of new programming; integration of data points between clubs, LMSCs, and National Office (e.g., attendance); and inclusion of annual USMS membership in club dues structure.

In May, City of San Diego Masters was formed in partnership with (you guessed it) the City of San Diego. The City's Recreation Department manages 16 pools, none of which had Masters programming. Although the City had the desire, it didn't have the resources or knowledge to start a club.

We identified a great pool location, hired a coach, rented lane space, and established the club website. What's unique about [City of San Diego Masters](#) is that the monthly club dues are inclusive of USMS membership. Once swimmers join, they're automatically USMS members and don't need



to renew annually if they stay members of the club. We worked with Club Assistant to ensure the liability waiver requirement is met and integrated our databases to ensure the process is seamless for members and for USMS.

To date, CSDM has 10 members, which we hope to double by the end of the year. With 20 members we'll begin to recoup the investment to start the club and can evaluate expanding the number of workouts offered. Among the many benefits of this program is the ability to test new ideas and initiatives to provide best practices for the rest of the organization.

Based on progress thus far, we've placed a second investment in local programming in the proposed 2019 budget. Our goal is to partner with an LMSC on the start-up costs with a shared interest in the success of the program and membership growth and revenues.

Regional Program Developer

In March, we hired our first contract Regional Program Developer. This position was designed to be a local resource for LMSCs, help drive club and coach development at facilities that should have Masters programming, and build relationships with current USMS clubs to support membership growth. The results so far have been promising. A positive relationship has developed with the LMSC representatives, seven new clubs have been established, and numerous facilities are in the pipeline to continue to work toward establishing more options for Masters Swimming.

As with the CSDM example above, we're bullish on this position helping to grow and support Masters programming at the local level. It provides efficiency over the current structure that requires our chief operating officer and a contractor to handle a national sales effort on top of countless other duties. We're optimistic that by mid-2019, we'll have the metrics to provide confidence in adding another position, perhaps in partnership with an LMSC or group of LMSCs.

USMS 3.0 Digital Transformation

A high-level overview and some background will be provided here but greater detail can be reviewed within the [Annual Meeting information](#) and will be provided during the USMS 3.0 Digital Transformation Workshop.

In 2017, the Board of Directors approved a plan to update our IT infrastructure over a three-to-five-year timeframe and a budget was approved during the 2017 Annual Meeting to begin the work. Realizing a shift in the manner that small businesses manage their software needs, USMS adopted a new approach to technology: utilize off-the-shelf, [software-as-a-service](#) products with external experts for specific projects whenever possible, rather than building customized software that requires unsustainable levels of technical staff and hardware purchases.

Once complete, USMS staff members will no longer carry the burden of performing software upgrades, maintenance, and security patches, allowing us to focus our resources on our core mission. This change doesn't eliminate the need for technical staff and contractor support, but our extensive research suggested that this approach will be a more efficient use of resources, both financial and human.

To implement this transformation, a roadmap with three phases was built.

Phase 1



Launch a new marketing-driven, [mobile responsive](#) web platform to improve our efforts to attract new members. Our site had close to 7,000 content pages so it wouldn't be feasible to move everything over to the new platform at one time, nor did we feel all the old site's content needed to be copied over. We prioritized pages with the greatest number of impressions—those with revenue and membership implications and new-member recruitment potential. Although the top priority was not placed on the current member experience, included were numerous ancillary benefits for current members including [mobile responsiveness](#) throughout the site, customization of content based on location and interests, and simplified navigation. We also planned to implement [Club Finder](#) and the [Gold Club](#) initiative.

Phase 2

Continue to build on Phase 1 (e.g., moving web pages from the old site to the new platform, fine-tuning search and filtering capabilities) but with the focus turning to membership value. Although this isn't a comprehensive list, Phase 2 projects include the following:

- Simplified and more secure [authentication](#) to login to My USMS
- Updated [email marketing system](#) (to allow for more personalization of content, an integration to our membership database and preferences, and keeping pace with ever-changing spam and privacy regulations)
- Greater integration with technology partners to simplify event registration and improve fitness logging, through the use of [APIs](#).
- A standardized [website](#) template that could automatically provide content specific to LMSCs
- Digital membership cards for Apple and Android devices
- Modern online [community](#) that would replace the outdated and not secure discussion forums and improve communication both internally (for volunteers) and for members
- Move our entire infrastructure to a [cloud server environment](#), eliminating the need to purchase, maintain, and secure servers.

Phase 3

Evaluate options to modernize our membership database, event sanctioning, and event results databases in the form of a [customer relationship management](#) system. [CRM](#) will give us the ability to learn from and be significantly more responsive to our current and potential members.

In April, we rolled out the new website and accomplished our established goals for Phase 1. We've also been able to complete two key components of Phase 2 earlier than expected by moving to the cloud (eliminating the need for servers) and establishing the new My USMS login process (i.e., [authentication](#)). These two components vastly improve the security of our system and our members' personal data. An update on our progress thus far posted on the [Annual Meeting page](#) and I recommend review by anyone planning to attend.

Phase 1 didn't come without its challenges. For example, the forums and @usms.org email forwarding addresses, which utilized third-party software, proved too outdated to bring into the new environment. Plans are underway to modernize those functions in the coming months. Moving to the [cloud](#) had unexpected impacts on some of the back-end admin functions of the old platform (e.g., sanctioned event document links, font size, a few reporting tools). These were examples of antiquated technology not transitioning seamlessly to the new cloud environment. Yet we prioritized and completed fixes accordingly. There were some links to information that didn't work because they were housed in unknown areas of the old servers. We brought those over quickly and work continued throughout the summer to move necessary pages from the old environment to the new.



Because usms.org would be spanning two different software platforms, we knew that the site search capabilities would be impacted in the short term. We've since built new functionality that allows for search across both platforms. This functionality will continue to be fine-tuned until all our content is moved onto the new platform. The event results database was a challenge to present in a [mobile responsive](#) format. In the [legacy system](#), the format of event results had been tweaked to be usable on mobile devices but the structure of that data didn't allow for a truly responsive experience. We've since made improvements that have made results much more viewer friendly on smartphones and tablets.

As the front door to USMS, the new [website](#) is the most visible component of our [digital transformation](#). However, it's simply a modern website and a component of the larger transformation of our IT infrastructure and processes to modernize USMS systems for the future. I encourage anyone interested in more information about the future of this project to review the USMS 3.0 materials on the [Annual Meeting page](#) and attend the workshop.

Other Updates from 2018 to date:

- Implemented electronic funds transfers for LMSC funds distribution from the National Office, eliminating time and expense of writing and mailing checks.
- Added two new partners (SmartyPants Vitamins and TropicSport) that helped exceed advertising and sponsorship revenue targets.
- In partnership with the Championship Committee and the local host, we held our largest Spring Nationals ever.
- Electronic membership cards (for Apple and Android devices) — more information will be available at the USMS 3.0 – Digital Transformation Workshop!

2019 and Beyond

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

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

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



**U.S. MASTERS
SWIMMING**

With the right strategies and execution, we have an opportunity for incredible exposure in 2020 with our 50th anniversary happening in an Olympic year. 2019 can be transitional and set us up for success in 2020. We must allow recent changes to take shape, consider new initiatives to overcome challenges, and make sure we're providing benefits and services that keep our members coming back year after year, whether it's their first time renewing or their 50th.

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

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

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

Updated: 9/17/2018

1751 Mound Street, Suite 201 • Sarasota, FL 34236 • (941) 256-8767 • usms.org



DATE: September 15, 2018
TO: USMS House of Delegates
FROM: Dawson Hughes, USMS CEO
SUBJECT: **USMS 3.0 – Digital Transformation Workshop**

Please read the [CEO's Report](#) prior to viewing this document and watch this [5-minute video on Digital Transformation](#) that explains how it is being applied to USMS. Both contain valuable information and context that are important as you dive into the details of this document. For those planning to attend the USMS 3.0 – Digital Transformation Workshop, the [CEO Report](#), the [video](#), and this document will provide background information that will be critical to an informative and productive workshop. Also available on the [annual meeting site](#) is a glossary of [technical terms](#). This glossary provides definitions of terms used to provide clarity on specific technical functions being referenced.

As you already know from the [CEO's Report](#), in April, we executed on Phase 1 of the [digital transformation](#) and accomplished the goals we had set. The new web platform provides us with significantly modernized [website](#) capabilities, including [mobile responsiveness](#), the ability to customize content based on individual preferences and location, data analytics tools that have already greatly improved our understanding of the behavior of visitors on our website, demographic trends of our membership, and areas on which we should be focusing our marketing resources and efforts.

The USMS 3.0 – Digital Transformation Workshop will briefly cover background on the project and discuss the change in the philosophy on how USMS approaches our technology needs. The bulk of our time will be spent on the upcoming and future phases of USMS 3.0 and benefits they will provide for our members, volunteers, and USMS.

Phase 2 – Membership Value and Benefits. You will begin to see the first of the Phase 2 projects released in the coming months. [Club 2.0](#) is a significant project that will be part of club registration starting Oct. 1. The other two significant Phase 2 upgrades are a new [email marketing system](#) and a modern online [community](#) (see below). These will start to be developed during the fourth quarter of 2018 and you will see components of both released throughout 2019.

- [Club 2.0](#) – explained in the [CEO's Report](#) (release scheduled during the annual meeting)
- An updated [email marketing](#) system to allow for more personalization of content, an integration to our membership database and preferences, and keeping pace with ever-changing spam and privacy regulations
- A modern online [community](#) that will replace the outdated and not secure discussion forums and improve communication both internally (for volunteers) and for members
- Greater integration with technology partners to simplify event registration and improve fitness logging through the use of [APIs](#)
- Offering a standardized LMSC [website](#) template that could automatically provide content specific to LMSCs



- Digital membership card for Apple and Android devices (release scheduled during the annual meeting)
- Sunset physical servers

Phase 3 – Evaluate options to modernize our membership, event sanctioning, and event results databases in the form of a [Customer Relationship Management \(CRM\)](#) system. CRM will give us the ability to learn from and be significantly more responsive to our current and potential members. Our legacy system lacks much in the way of analytics, customized and automated workflows, and reporting that have become a required tool in servicing membership and intelligently allocating resources in the digital age. It also lacks the flexibility to adjust for new opportunities.

A modern CRM can serve as the membership database and be customized to support LMSC functions and sanctioning; streamline communication between National Office, LMSCs, Clubs and Members; and provide automated [workflows](#) to deliver information to the right people quickly. The CRM systems available align with our new philosophy of using off-the-shelf software ([SAAS](#)) and external experts for specific projects rather than building customized software, whenever possible. Like our new website, this software will be maintained and upgraded by the vendor so that USMS staff can focus on our mission and supporting our members.

During the workshop we'll preview [Club 2.0](#) (which is outlined in the CEO's Report) and release the new USMS digital membership card. We'll also outline the scope of the Phase 2 updates and go a little more in depth on Phase 3.

Modernizing technology isn't easy, as we've learned from entities that have gone through this transition before us. In the past, USMS chose to build custom software with expectations of a lifespan that it turns out weren't sustainable for the long-term. USMS has performed a great deal of due diligence in planning and preparing for our [Digital Transformation](#). And we have experts at our disposal to provide guidance to ensure our resources are being allocated effectively. Many of our National Governing Body peers are wrestling with the same modernization challenges.

We look forward to showing you the vision for the future and the benefits we'll be able to provide to our members, coaches, clubs, and volunteers. We will also set aside time for questions and feedback and as always, feel free to connect with the [National Office](#) before, during, or after convention with any questions.

USMS 3.0 and Digital Transformation

Technical Definitions and Examples

Many of the topics and much of the discussion around the USMS 3.0 initiative are technical in nature and may be new concepts for some. We hope that you find this overview of definitions a helpful resource for our conversation. ***Terms are listed in alphabetical order for easy reference.***

Authentication

aka email/password login, website login

Authentication is the act of securely signing in to a modern website. These sites require an email address and a secure password to log in—think Amazon. This term is important in the context of USMS 3.0 because the *legacy system* does not use a secure form of authentication; it uses a combination of last name, gender, and date of birth. All new systems within USMS make use of modern and secure authentication.

API (Application Programming Interface)

In the simplest terms, API, or application programming interface, is the ability for one software system to pass information to another system or a way for two software programs to communicate. An example is Club Assistant's event registration system checking back to the USMS registration system to ensure an event participant is a member.

Club 2.0

Club 2.0 is USMS's internal term for the next version of Club Finder. Club 2.0 will combine registration, club information, and location(s) with the Gold Club application and a new web design to easily connect prospective members with USMS member-clubs. On Oct. 1, all clubs and workout groups will be able to renew with the new Club 2.0 system. This includes the ability for clubs to manage their online USMS club profile. See the CEO Report for detailed description.

Cloud

aka the cloud, cloud computing

The cloud is a newer technology that enables organizations to rent remote server space (software runs on servers) instead of having to buy and maintain their own on-site servers.

Community

aka online member community, forums, community software

An online member community is just what the name implies: an online location (think website) where USMS members can enjoy the benefit of being a member. Right now, our online community is limited to our forums and the My USMS section (flogs, online workouts, digital magazine, etc.) of the *legacy system*.

When we think about **community** in the new USMS 3.0 environment, we think about the following:

- Modern forums
- Article comments
- Easy access to workouts and training plans that are presented in a better format
- Club reviews (think Yelp)
- Member-to-member messaging
- Exclusive member-only content
- Modern fitness tracking
- Achievement badges
- Updated public profiles

Everything will be easily accessible through your computer and through *mobile responsive* pages on your tablet and smartphone.

CRM (Customer Relationship Management)

aka member management

CRM stands for customer relationship management—think member management for USMS. A CRM system manages all the customer/member interactions, transactions, and relationships that are necessary to run an organization. A CRM can help streamline processes through automation and connect with members or potential members in a more meaningful way. In USMS 3.0, the *legacy system* will eventually be replaced by a commercial off-the-shelf CRM system.

Digital Transformation

aka USMS 3.0, IT modernization

Digital transformation is the act of modernizing an organization so it's ready for the digital age, which is already here. We've created [a 5-minute video overview](#) of USMS's digital transformation initiative.

Email Marketing Platform

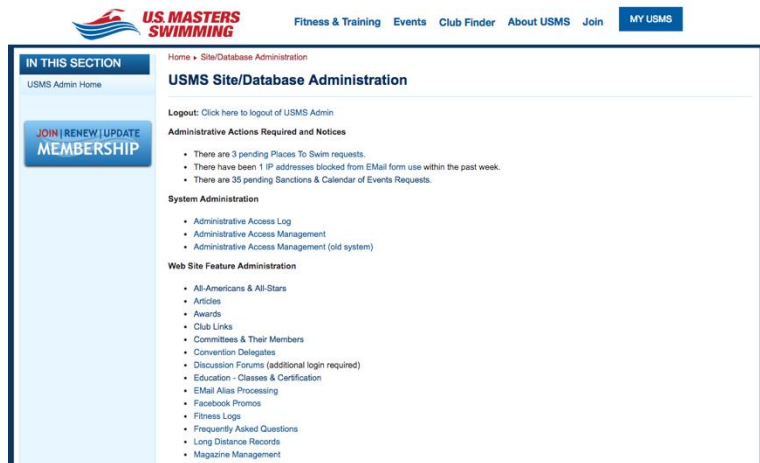
aka email newsletter management, 'Compose Email Message' section of legacy system

Email marketing is the act of sending a commercial message, typically to a group of people, using email. An email marketing platform is the software that performs that function. Today, we use a combination of the email marketing service Constant Contact and a functionality that's built into the *legacy system*.

Legacy System

aka PHP, USMS membership system, registration software, ESTHER, the 'website'

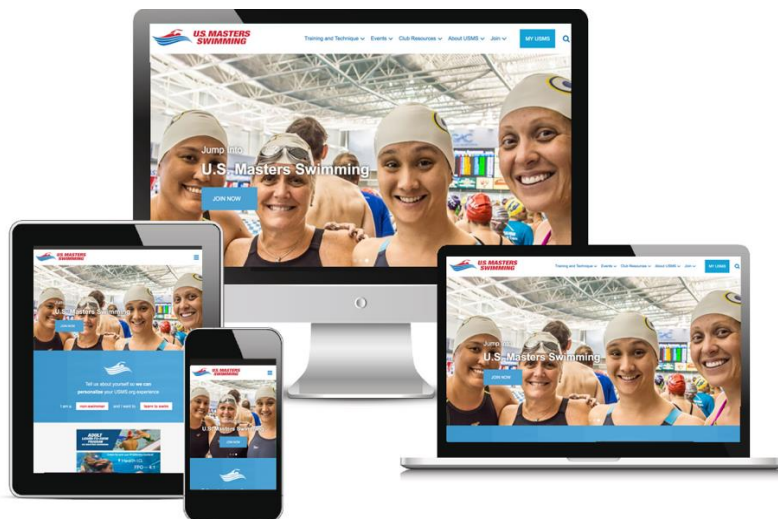
This is the original software system that was built over time to manage all of the member, club, event, results, rankings, LMSC, etc., functions that are administered by the National Office and our volunteers. This also includes many sections of usms.org, such as My USMS, volunteer content, and more.



Mobile Responsive

aka mobile friendly, responsive design

Mobile responsive design is a way of designing websites to provide the best viewability on all devices—computer, tablet, and smartphone—by adjusting sizing, layout, and proportions. A picture’s worth a thousand words.



MVP (Minimum Viable Product)

An MVP is a product with enough features to satisfy early customers. In this context, a product doesn't have to be a physical good. Our first year of the SmartyPants Vitamins USMS Fitness Series is an MVP, as was our first release of Club Finder. The idea is to more quickly bring an idea (a product) to market and then build on it.

SaaS (Software as a Service)

SaaS is a software licensing model that allows customers such as USMS to rent software, rather than buying and managing it.

Security

aka PCI, SSL, PII, GDPR

The term **security** is bit of a catch-all for many different types of online security. USMS is required to adhere to a number of different online security standards. Many of these standards are difficult to meet with our *legacy systems*. Security standard examples include the following:

- SSL (Secure Socket Layer)—A computer protocol that ensures that all data that is transferred is done in a private manner through an encrypted link.
- PCI (Payment Card Industry (data security))—A security standard for accepting credit, debit, or cash card transactions.
- PII (Personally Identifiable Information)—Any data that could potentially identify a specific individual
- GDPR (General Data Protection Regulation)—A European Union regulation that creates a legal framework and sets guidelines as it pertains to collecting and processing PII. GDPR is something that we expect to make its way to the United States at some point. We're closely watching developments due to the handful of members we have with European addresses and potential impacts this law may have in the U.S.

Website

USMS nomenclature has until now referred to “the website” as everything that was accessed online. In reality, the website was a series of web pages, functions, and software that happened to be accessed via the internet (e.g., informational website, front-end member registration (what the member sees), back-end membership management (what our registrars, treasurers, and National Office staff utilize), sanctioning, event results database, forums, volunteer communication/minutes, etc.). The various functions were, for the most part, built in-house and custom to USMS.

Workflow

aka automation

A workflow is a sequence of steps that make up a work process. We have informal workflows for things such as member registration, LMSC transfers, and event sanctions. Workflows are important in a *digital transformation*, because we can automate a lot of steps that would ordinarily require a person to perform.

SEGMENTS OF MEMBERS



ENHANCED BENEFITS FOR ALL MEMBERS



CLUB AND EVENT SUPPORT



External

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

PARTNERS AND SPONSORS



FORMALIZING OTHER RELATIONSHIPS

College Club Swimming and Triathlon organizations

MEMBERSHIP VALUE

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

WORD OF MOUTH



BRAND AWARENESS

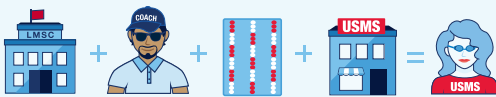
81%

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



PARTNERSHIPS

STRONG PARTNERSHIPS



POSITIVE VOLUNTEER EXPERIENCE



Internal

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

INNOVATION

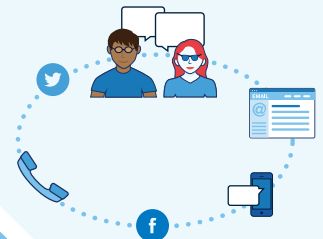
Transform USMS offerings to align with the changing environment.



BRAND CLARITY

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

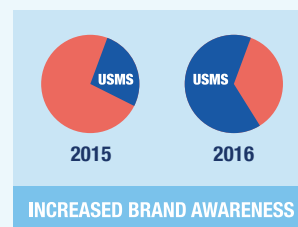
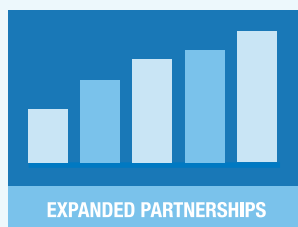
CONSISTENT COMMUNICATION ACROSS ALL CHANNELS



BRAND AFFINITY



METRICS TO SHOW IMPROVEMENTS



Bruce Hopson - Breadbasket Zone Candidate for the At-Large Director



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

The candidate was nominated and recommended by *Anthony Thompson* and received a letter of recommendation from *Jim Goodwin* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

I first USMS National HOD Meeting I attended was 2001 in Louisville, KY. I have been to every meeting since then.

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 becoming a Director-at-Large on the Board of Governors because I have been committed to public service for the last twenty years as a practicing attorney. I believe that my almost 45 years of swimming (20 of which as a Master) along with 15 years of bar service on the local, state and national level would make me a good candidate. In addition to my swimming, my background as both a lawyer and a bar leader would allow me to contribute my critical thinking and organizational skills to USMS.

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

I believe the major issues presently facing USMS will be how to sustain itself and maintain its relevancy in era in which people are becoming more and more reluctant to join organizations. In a similar fashion, USMS will need to figure out how it can be competitive or collaborate with other existing organizations such as USA Triathlon and to stay ahead of organizations not currently around. I see that the inroads we have made with the College Club Swimming program as an outstanding example of such a collaboration and one which we have made great improvement. Finally, I see there will still be a continued focus on how to balance the interests of the fitness swimmer against those of the competitive swimmer.

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 served on the USMS **BOD** as the Director at-large from the Breadbasket Zone under the leadership of Nadine Day (2012-2015) and Patty Miller (2015-2016). Additionally, from 2003-2015, I served on the **Long Distance Committee** under the leadership of Peter Crumbine, Marcia Cleveland, Heather Hagadorn, and then Donn Livoni. I have previously been on the legal advisors ad hoc committee under Patti Miller, and the records and tabulations committee under Ed Tsuzuki. I also have served on the **Governance Committee** from 2014 to 2017, under Leianne Crittenden, and the **Legislation Committee** under Richard Garza (2017-present). Finally, I have served on the **Elections Committee** from 2012-2014, 2015-2016, 2017-2018 (the breaks occurring when I have run for elective office) under Sheryl Gettelfinger.

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

I served as president of my club, St. Louis Area Masters Swimming from 2000-2006, and chair of the Ozark LMSC from 2004-2006. I am currently the vice-chair of Ozark LMSC. Additionally, I was co-president of IGLA from 2005-2006. In the non-swimming world, I served from 2011-2012 as president of the Bar Association of Metropolitan St. Louis, which is a 6,000-member voluntary bar.

Please list any other information you would like included.

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

I believe I would make a good Director-at-Large because I previously served in this position (2012-2016), and I believe I still have more to contribute to the BOD. I have a long background in swimming as an age group swimmer, an NCAA Division I swimmer and a master swimmer. As an attorney, I would be able to provide needed critical thinking to board discussions. Finally, I have had 15 years of bar leadership experience on the local, state and the American Bar Association.

30-May-2018

To the ad hoc Election Committee:

I nominate Bruce Hopson of Ozark LMSC for the USMS Breadbasket Director At-Large.

Bruce has been active at the USMS national level attending every USAS Convention since 2001. He has previously served in this position from 2012-2106. He currently serves on the Legislation Committee, and has served on USMS Long Distance Committees for 10 years under four different committee chairs, as well as the Governance Committee, the *ad hoc* Elections Committee and the *ad hoc* legal counsel committee to support the USMS Legal Counsel. He has been an active leader on the local level serving as the St Louis Area Masters Club and chair of the Ozark LMSC.

In his professional life, he is an active member of the Bar Association of Metropolitan St Louis, including serving as the president in 2011-2012.

He has been an active member and leader in IGLA, an associate member organization to USMS, including serving as the international co-president in 2005-2006.

As an attorney, he has strong skills in critical thinking, strategic oversight and financial acumen which are all important skills needed by members of the USMS Board. His experience with long distance and open water will provide additional support the USMS Board as a target area for growing USMS.

I strongly support Bruce Hopson as a candidate for USMS Breadbasket Director At-Large.

Submitted Respectfully,

Anthony Thompson, Missouri Valley Masters Swimming

From: Jim Goodwin

Date: May 29, 2018

To the ad hoc Election Committee:

I am writing on behalf of Bruce Hopson of Ozark LMSC in support of his seeking the USMS Breadbasket Director At-Large position. I have known Bruce for over 11 years, and feel confident he would be good for this position.

He has a strong history of service, not only to swimming, but to the wider community as well. As a lifelong swimming advocate, Bruce's passion for the sport is contagious, as he has consistently drawn people back to the sport – as well as those new to swimming. He has been an active member and leader in IGLA, an associate member organization to USMS, highlighted by his term as Co-President in 2005/6. He has also been actively involved with the Saint Louis Area Masters (SLAM) serving in a variety of roles. He brings a wealth of experience and enthusiasm to the position, and I highly recommend Bruce for the USMS Breadbasket Director at Large position.

Coming from a long line of lawyers, Bruce is adept at critical assessment, thinking and advocating for the best of his clients, and member groups. Just this past year alone, he has received numerous awards citing his leadership skills.

Outside of swimming, he is very active in both the American Bar Association (ABA) as well as the local bar, the Bar Association of Metropolitan St. Louis (BAMSL).

Sincerely,

Jim Goodwin

You may publish this letter.

Carrie Stolar - Breadbasket Zone Candidate for the At-Large Director



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

The candidate was nominated and recommended by *Tom Moore* and received a letter of recommendation from *David Kough* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

2015 Kansas City

2016 Atlanta

2017 Dallas

Section Three: Questions

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

Like many of you, my passion for swimming extends not only to coaching, but also to open water and pool swimming. In addition, by creating the ALTS program in Minnesota, I have re-discovered my love for teaching adults how to swim, especially those fearful of water. As a result of my frequent and regular interactions with the broad range of swimmers, from those

new to swimming to competitive swimmers and everything in between, I feel that I have a new appreciation and understanding of the swimming community as a whole.

Thus far, the majority of my volunteer efforts within Masters swimming have been focused on Minnesota Masters. After attending the last three conventions and as a member of the 2017 Steering Committee for Long Course Summer Nationals, I have gotten to know many USMS members from around the United States, and I want to contribute on a national level to USMS.

In my professional life as well as my athletic and volunteer life, I believe my strengths of leadership, flexibility, communication, listening skills, teamwork/relationship building will serve me well in this national role.

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?

Here are what I consider to be the major issues (and opportunities) facing USMS:

1. Adult Learn to Swim – This program is one of our most important programs, as it can literally be a lifesaver. This program has amazing potential to not only help grow USMS, but also to reinforce our brand. By teaching an adult how to swim and potentially overcoming a fear of water, we are adding the opportunity for the next generation to learn how to swim as well. Statistics show that a child of a parent who knows how to swim is much more likely to also know how to swim. This program is in its infancy in Minnesota as well as in many other states. By further marketing and promoting this program, we can easily expand its reach and save lives. In addition, based on feedback from Minnesota's ALTS program, many participants went from fearing water to looking forward to their lessons. Potential exists to transition participants from just that to regular swimmers and USMS members. Swimmers who have participated in our program have been introduced and impressed by Minnesota Masters/USMS for offering such a program, but have also willingly joined USMS after the 30 day trial membership in order to continue participating in the program.
2. Fitness Swimmers – For many of our fitness members, a membership in USMS is just something that they need to have in order to participate in their chosen program. Based on feedback from my team's fitness swimmers, USMS is just some governing body that provides insurance coverage. They like the Swimmer magazine that they receive in the mail/email, but only a small portion of it seems relevant to them. We could expand the content for fitness swimmers in one "fitness" edition a year. In this way we can help to create more value in a membership for fitness swimmers. For those fitness swimmers that can be persuaded to try a meet, even just to swim a relay, they have found that meets are fun and low key. Those swimmers are drawn in further into the swimming community. While it has been discussed for years to not focus on getting fitness swimmers involved with meets, it may be a direction worth pursuing.
3. Build the relationship between USMS/volunteers/swimmers – Again, USMS, for many, is just a governing body for an organization that they are required to belong. If a swimmer forms a relationship with a volunteer or a USMS employee, he/she is much more likely to care more about USMS. This could mean volunteers/local LMSC Board members visiting or swimming with clubs other than their own in their LMSC and sharing about LMSC and USMS efforts.

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

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

Swimming: Secretary, (March 2016- present) MN LMSC; Founding and Current Co-Chair, Minnesota ALTS program; Steering Committee, 2017 Long Course Summer Nationals; Attendee, 2016 USMS National Coaches Clinic; Coach, Minnetonka Masters; Coordinator for MN Masters - Swim Angels for local triathlons; Open water and pool competitive swimmer; Volunteer, 2018 Men's Division I Swimming Championships, University of Minnesota

Other: Captain (Volunteer supervisor), 2018 Super Bowl VII in Minneapolis; Team Manager, Excelsior Legion Baseball, Summers (2012-2016, 2018)

Professional: Marketing (Consumer package goods and non-profit); Project Manager (Various industries)

Please list any other information you would like included.

Recipient of the Dorothy Donnelly Service Award in 2016

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

Like you, I am passionate about swimming, and I want to give back to a sport that has done so much for me. From teaching those fearful of water to swimming alongside and coaching those both younger and older than myself, I made a decision 4 years ago to get involved with my local LMSC. Through those efforts, I have gotten to know so many amazing swimmers, coaches, and volunteers, not only within my LMSC but also throughout USMS and am excited to expand my volunteer efforts to a national level.

From: Tom Moore, Chair Minnesota Masters Swimming

Date: 5/29/2018

Subject Line: Nomination and Recommendation of Carrie Stolar

To: The Elections Committee

I am writing to you today to enthusiastically nominate Carrie Stolar for the position of At-Large Director from the Breadbasket Zone. Carrie has successfully served on our Minnesota LMSC board of directors for many years, as secretary, as co-founder of our Minnesota Adult-Learn-To-Swim program and as a Steering Committee Member for the 2017 Long Course Summer Nationals. Carrie has been an active and vital member of the Minnesota Masters Swimming board as membership has grown by almost 40% over the last 5 years from 1,000 to 1,400. Under Carrie's leadership, we have established an annual Adult-Learn-To-Swim program and are beginning to work on growing it to multiple locations.

In addition to her contributions to our Minnesota LMSC, Carrie has contributed at the national level and is a recipient of the Dorothy Donnelly Service Award. Carrie has attended convention for the past 3 years and was a core member of Minnesota's 2017 LCM Nationals hosting committee. Carrie is a coach as well as an open water swimmer and pool competitor, and is able to bring her perspective and experience to the table while thoughtfully problem solving and keeping the "big picture" in mind.

I am pleased to endorse her candidacy for At-Large Director from the Breadbasket Zone, and give my permission for this letter to be advertised to USMS delegates.

Sincerely,

Tom Moore
Chair – Minnesota LMSC

Date: May 29, 2018
To: Elections Committee
Subject: Letter of Recommendation

I am excited to recommend Carrie Stolar for the position of At-Large Director from the Breadbasket Zone. Carrie has been a board member with the Minnesota LMSC for several years and has a number of significant accomplishments. She is also an avid competitor and coach with a ton of enthusiasm for the sport.

When USMS founded the Adult Learn To Swim program, Carrie hit the ground running and took the lead in developing the Minnesota LMSC program. She organized training for the trainers, solicited students, procured venues, and ensured that all of the equipment was in place. This program is now on solid footing thanks to Carrie's leadership in making it happen. For her efforts, USMS awarded Carrie with the Dorothy Donnelly Service award in 2016.

Carrie was a crucially important member of the 2017 USMS Summer National Championship Host Committee. For two years leading up to the meet, Carrie worked on developing meet logistics, raising funds, designing the logo, generating community involvement, and doing all of the other things needed to host a meet of this size. The overall success of this meet was due in great part to Carrie's hard work, enthusiasm, and organizational skills.

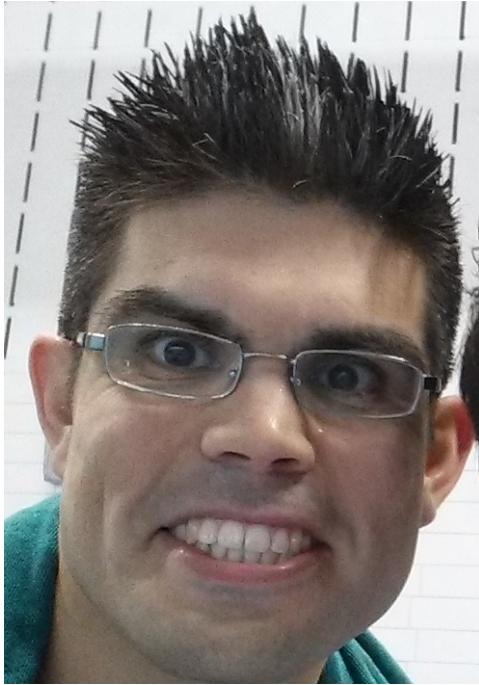
Carrie's enthusiasm for the sport is also evident in her frequent participation in local meets and open water swims, and as a coach / leader of her local club. All of the passion and energy Carrie gives to Minnesota will be a great benefit to the national organization, and I strongly recommend Carrie for the position of At-Large Director from the Breadbasket Zone.

Sincerely,



David S Kough
Treasurer, Minnesota LMSC
Host Committee, 2017 USMS Summer National Championship

Jeff Strahota - Colonies Zone Candidate for the At-Large Director



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

The candidate was nominated by *Jeff Rodding* and received letters of recommendation from *Kirk Clear* and *Laurie Hug* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

I have attended all HOD meetings since 2008. This year will be my 11th Convention:

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

Section Three: Questions

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

Despite being a younger member of USMS, I have been involved in volunteering with the organization for over a decade and had a variety of relevant experiences. I've served on a

variety of committees (Marketing, LMSC Development, and Championship) and am presently a member of the Volunteers Task Force.

This fall, I'll be celebrating 20 years of USMS membership, but unlike most veterans with membership this lengthy, I'll be a member of the under-40 demographic. Not only is the experience of being a young USMS member still fresh in my mind, but swimming at a major university, I am continually a first-hand witness to the challenges facing my peers and our younger members.

As membership and volunteering in USMS has been a significant part of my life for the last 20 years, I would like to help guide the organization past its 50th anniversary and onward so that the next 20 years may be as fun and fulfilling for others as the last 20 have been for me.

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

The number one issue I see is that our membership is getting older and we do not have a large volume of replacement members behind them. I think the College Club Swimming initiative is on track to help build that **partnership** and **brand awareness** we are looking for in our strategic plan – I'd want to continue to guide and develop this so that we have a continued pipeline to future members – but I see this as part of the long game.

Secondly, to address the previous paragraph, we need to bring more bang for our buck for membership value. In some ways, this speaks to our need for **innovations**. Like the strategy pillar with the same name, this begins with innovation of our event offerings, as I would look to find more ways to bring more swimmers to participate in more events. This also is about ensuring the way we do business, both internally and externally, is continually evolving to meet all the needs of our wide demographic. I'd like to see our organization move with more speed, operate more simply and with more transparency. This will benefit all of our membership – making things easy for everyone will continue to draw in members and volunteers whilst keep existing members happy.

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:

Marketing (2009, Chair Chris McGiffin)

LMSC Development (2010-2015, Chairs Doug Adamavich and Paige Buehler)

Colonies Zone Chair (2011-2015)

Championship (2010-present, Chair Jeff Roddin)

Potomac Valley LMSC Chairman, 2015-present, 2009-2013

Volunteers Task Force (2018-Present, Chair Laura Winslow)

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

Professionally, I work for Claritas, a marketing company specializing in consumer segmentation. We help our clients find the best customers most likely to purchase their product/service based on their behaviors. Instead of putting a flyer on every car in the parking lot, we tell you the only black and gold Volvos are most likely to buy your product, and help you find those targets.

My specific responsibility is as a Product Manager, and am responsible for turning our syndicated research survey data into our segmentation profiles. In addition to how the product is produced, team coordination and scheduling, and how the product is ultimately consumed by clients, I also work on data analysis and short/long term competitive pricing and strategy for these products.

Please list any other information you would like included.

N/A

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

I've been swimming with my masters group since I started college in 1998, and a USMS member since 1999. After finishing school, I began donating my time back to my team, then our LMSC, and since the 2008 convention, to our national organization. I look forward to continuing to serve this organization I love, and look forward to the opportunity to represent our under-40 demographic on our organization's board.



**U.S. MASTERS
SWIMMING**

From: Jeff Roddin
Date: April 30, 2018
Subject Line: Nomination

To: The Elections Committee

I am writing to nominate Jeffrey Strahota for the Colonies Zone At-Large Board of Directors position.

Sincerely,
Jeff

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



**U.S. MASTERS
SWIMMING**

From: Kirk W. Clear

Date: April 29, 2018

Subject Line: Letter of Recommendation for Jeff Strahota

To: The Elections Committee

It is my pleasure to recommend Jeff Strahota for the position USMS Director from the Colonies Zone.

Jeff has many years of experience at the local swimming levels as well as the USMS national level in many capacities that give him a great foundation to serve in this role. Jeff is the ultimate volunteer, always willing to step up and help out wherever needed. He has many great ideas to move Masters Swimming into the future and meet the needs of our current and future membership.

As Chairs of neighboring LMSCs, Jeff and I work together on a routine basis to ensure our organizations are providing the best and more thorough services to our members. Jeff helps promote Masters Swimming events, whether in his LMSC or not—he just wants to make sure USMS members, and potential members, take advantage of every opportunity available to them.

Thank you for your consideration of Jeff Strahota to this important position.

Kind Regards,

Kirk W. Clear
Chair, Virginia LMSC



**U.S. MASTERS
SWIMMING**

From: Laurie Hug

Date: 4/29/18

Subject Line: Recommendation of Jeff Strahota for the Colonies Zone At Large Director

To: The Elections Committee

I would like to recommend Jeff Strahota for the position of At Large Director for the Colonies Zone. I have known Jeff since his early days as a USMS member in the 18-24 age group. He still has the same enthusiasm for the sport now as he did then. Over the years he has been a volunteer at the LMSC, Zone and National levels, has been awarded with a USMS Dot Donnelly Service Award, has attended the USAS Convention every year for the past decade, and is a passionate advocate for masters swimming.

Jeff is a thoughtful, intelligent and dedicated volunteer who has eagerly taken on increasing levels of responsibility. During his term as the Colonies Zone Chairperson (2011-15), he ran efficient meetings and was a strong communicator. He would be a fine representative for the Colonies Zone At Large Director position.

Sincerely,

Laurie Hug

Delaware Valley LMSC Chairperson 2010-15

Jack Groselle - Dixie Zone Candidate for the At-Large Director



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

The candidate was nominated by *Rob Copeland* and received letters of recommendation from *Dan Cox* and *Skip Thompson* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? X Yes No

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

9/26-30/2007 Anaheim, Calif., 9/24-28/2008 Atlanta, Ga., 9/16-20/2009 Chicago Ill.,
9/15-19/2010 Dallas, Tx., 9/14-18/2011 Jacksonville Fl., 9/12-16/2012 Greensboro N.C.,
9/11-15/2013 Anaheim Ca., 9/17-21/2014 Jacksonville Fl., 9/30-10/1/2015 Kansas City Mo.,
9/21-25/2016 Atlanta Ga., 9/13-17/2017 Dallas Tx.

Section Three: Questions

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

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

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

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

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

Championship 2007-2016

Finance 2016-2017

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

I have been a competitor at many of the USMS National Championship events and I have been a meet liaison for two USMS National Championships. I understand what it takes to create a good experience for both the meet organizers and the athletes.

Please list any other information you would like included.

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

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

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

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

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

I will utilize my experience both in and out of the water to serve USMS.

March 15, 2018

Rob Copeland

TO: USMS Elections Committee and USMS House of Delegates

Re: Letter of Nomination for Jack Groselle

It is my pleasure to nominate Jack Groselle as a candidate for the office of at-large director from the Dixie Zone.

Sincerely,



Rob Copeland
USMS Member from the Georgia LMSC
USMS Past President

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

DANIEL COX

Dear Elections Committee,

It is my honor to recommend Jack Groselle to the House of Delegates as a candidate for the position of At-large Director for the Dixie Zone.

Jack would be a valuable member of the Board because of his involvement in Masters Swimming since 1981, and his experience on the Championship Committee and Finance Committee. Also, his work experiences as a successful farmer and Hiram Township Trustee provide him with additional skills that can be utilized in the position of At-large Director.

During the years Jack served on the Championship and Finance Committees, he played an active role in shaping USMS policy in both areas. His background from the Championship Committee as well as being an International Masters Hall of Fame Member will be valuable for his knowledge and expertise in the competitive areas of USMS that are important to our organization. The time he spent on the Finance Committee will be useful in providing him an understanding of the big picture of USMS; this is needed as a Board member.

Because of his background as a businessman and Township Trustee, Jack is uniquely qualified to look at the issues facing USMS today, analyze them, listen to all sides, and come up with solutions that will work for all of USMS. These are skills he has developed while successfully running a farm of over 2000 acres and honed during his time serving as a Hiram Township Trustee. As a Trustee, Jack must take on issues big and small in a manner that is fair and respectful to all the constituents of the Township; this is a skill he will need to apply to issues that come up, are discussed and decided as a Board member.

Jack's dedication and background make him a valuable asset to USMS. I have known Jack for many years and the one quality that he always demonstrates (as a coach, farmer, trustee or swimmer), is his dedication to always do his best. His dedication in each of those areas of his life is proven by his success.

I highly recommend Jack Groselle for the position of At-large Director for the Dixie Zone and allow the Elections Committee to publish this letter in his support.

Sincerely,

A handwritten signature in black ink that reads "Daniel Cox". The signature is written in a cursive style with a large, stylized 'D' and 'C'.

Daniel Cox
At-large Director Great Lake Zone

Letter of Reference: For Jack Groselle to the position of At Large Board of Director Dixie Zone for USMS

To: USMS Elections Committee

Date: 4/26/18

It is my honor and privilege to recommend Jack Groselle for the position of At Large Board of Director Dixie Zone. I first met Jack in 1984 at the YMCA Nationals in Bowling Green, Ohio and I have always been impressed with his enthusiasm and dedication to not just masters swimming but swimming in general. Jack has swam at the High School, NCAA, and USMS level through the years. Today, he is one of the best swimmers in the world in his age-group and his work ethic to achieve success hit a high point when he was inducted in the International Masters Swimming Hall of Fame in 2015. He still continues to inspire swimmers of all ages as a role model.

I noticed his volunteer spirit when he volunteered to help run the 1989 YMCA Nationals that were held at Cleveland State. When he was not swimming, he was busy helping throughout the meet. In the 1990's Jack didn't swim much during the Long Course season because he was building his grain and dairy farm business. As a business owner he manages and directs operations daily with full responsibility for the financial success of his business. He has been responsible for this since he graduated from Hiram College in Ohio and still is involved some 40 years later.

As his business and family grew and he became more settled, he was able to devote more time as a volunteer for masters swimming at the local level. This was very apparent at the 2002 Long Course Nationals held at Cleveland State where he helped his wife Laura, who was the co Meet Director, run a successful meet along with motivating and coaching swimmers during the meet that resulted in the local Ohio Masters team winning the USMS National Championship. In 2008, Jack became a USMS National delegate and was able to devote more time to both the LMSC and USMS National level.

He was appointed to the Championship Committee and was the Championship Committee liaison for the 2014 Summer Long Course Nationals that were held at the University of Maryland. He was also the Championship Committee liaison for the 2015 Summer Long Course Nationals and was responsible from the bid awarding process to the finish of the meet for host obligations to USMS. Jack served on the Championship Committee for 8 years from 2008 to 2016. He became a member of the Finance Committee in 2016 and served on that committee for 2 years. He was one of the few non USMS Board committee members of the Finance Committee and brought a wealth of knowledge and experience as a business owner.

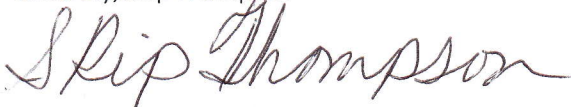
When Jack wasn't working and managing his grain and dairy farm business during the late fall and winter months, he was the Head Coach of the Hiram Women and Men's swim teams. During his own college years at Hiram College, he was a 4 year conference champion in the 100 yard free and in his senior year he was named an All American after winning the 100 Free at the Division 3 College Championships. He coached the Hiram College team from 1988 to 2014 and even coached his own kids during that time when they attended the school. He was named Ohio Athletic Conference Coach of the Year 4 times (1991, 1994, 1995, 2006).

Jack is also involved with his community as Vice Chairman of the Hiram Township Trustees in a volunteer role. The trustees govern the Township staff and direct policy toward implementation by the Township staff.

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

I am pleased to endorse his candidacy give my permission for this letter to be published to our USMS delegates in the Convention packet.

Sincerely, Skip Thompson

A handwritten signature in cursive script that reads "Skip Thompson". The signature is written in dark ink and is positioned below the typed name.

Matt Hooper - Dixie Zone Candidate for the At-Large Director



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

The candidate was nominated by *Rob Copeland* and received a letters of recommendation from *Nadine Day and Helen Naylor* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

As of April 2018, I have attended USMS's annual meeting since 2009.

House of Delegates attendance dates for those years are: 2017 (September 14-16), 2016 (September 22-24), 2015 (October 1-3), 2014 (September 20), 2013 (September 12-14), 2012 (September 15+16), 2011 (September 16-18), 2010 (September 17-19) and 2009 (September 18-20).

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 serving as the Dixie Zone's representative on the USMS Board of Director. I believe I have a good knowledge of our zone, and a good mix of experience both on the governance side of USMS and on the participation side as well (both as an official and a swimmer, competitive and fitness—if that latter dichotomy is the actual reality). Many times,

there seems to be disconnects between national aims/situations and local aims/situations; my hope is to help reconnect these.

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

The biggest issue I see USMS now having is the power/financial struggle between the LMSCs and the national office, which seems to be growing the past few years and from which the national office seems to be alienating the LMSCs. This issue impacts many/most interactions and initiatives on both sides, including membership growth and quality of service delivery. And may also be blocking USMS from addressing issues like meet availability, capturing/enrolling swimmers from high school and college, and how to be ready to service a larger and larger membership.

My aim in holding the position is to open communication lines between involved parties, hopefully expanding understanding of both sides related to positions and reasons for acting as they do (and finding solutions or paths to resolutions that best fit the situations presented).

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:

Rules (2010-present; chairs: Kathy Casey, Charlie Cockrell)

LMSC Development (2014-2017; chairs: Paige Buehler, Michael Moore)

Governance (2018/present; chair: Leianne Crittenden)

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

Dixie Zone (chair 2014-2017); Florida Gold Coast LMSC (chair 2012-13; vice chair 2010-2011).

USA Swimming Board of Directors member (2002); USA Swimming athlete representative (1991, 1996-2004).

Please list any other information you would like included.

If elected, this would be my first time serving on the USMS Board of Directors.

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

Greetings. I welcome the opportunity to again serve/represent the Dixie Zone, this time on the USMS Board of Directors. Our zone, and our organization, face many challenges; my goal for this term is to tackle what I view are communication breakdowns within USMS's governance. Thank you for your consideration, and I hope I will be able to serve the zone again, in this new capacity.

March 29, 2018

Rob Copeland

TO: USMS Elections Committee and USMS House of Delegates

Re: Letter of Nomination for Matt Hooper

It is my pleasure to nominate Matt Hooper as a candidate for the office of at-large director from the Dixie Zone.

Sincerely,



Rob Copeland
USMS Member from the Georgia LMSC
USMS Past President

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

Letter of Nomination/Reference for Matt Hooper

Date: April 29, 2018

To: Members of the USMS Election Committee
2018 USMS House of Delegates, Jacksonville, FL

This letter is in support of Matt Hooper for the Dixie Zone At Large Board of Directors position. I have know Matt for over 10 years. Matt is very knowledgable in the Aquatic arena throughout the World as he works for ASCA for his day job. He also has served his peers when he was an athletes representative for USA Swimming. Serving as the Florida Gold Coast chair, he has the experience at the USMS local level. He also has served as the Dixie Zone chair for four years and gained an understanding of the Zone structure. Currently he is on the USMS rules committee and Governance committee.

Matt's goal is to work together and to the decrease conflict with the national office and the LMSCs. He is promoting transparency and communication. Matt has proven to work through difficult situations and work with people to move forward.

For the reasons stated above, I feel that Matt Hooper is an excellent candidate for the USMS Board of Directors. He will serve the membership well, and put the needs of others first.

Swimcerely,
Nadine Day

From: helen naylor, member Coaches Committee
Date: April 30, 2018
Subject: Letter of Recommendation

To: The Elections Committee

i am honored to write a recommendation letter for Matt Hooper to be the U.S. Masters Swimming At-Large Director from the Dixie Zone.

Matt has served USMS in various capacities at every level. At the local level, he was an active and engaged Vice Chair and Chair of the Florida Gold Coast LMSC. As Chair of the Dixie Zone, he navigated controversial ideas with care and an open mind, while handling differing viewpoints with respect. He has also served at the National Level as a member of the Rules, LMSC Development and Governance committees. His passion for swimming even extends beyond USMS to the larger swimming community through his work with the American Swim Coaches Association.

Through Matt's leadership positions, he has demonstrated attention to detail while still keeping the bigger picture in mind. Along with his passion for USMS, willingness to listen, and make informed decisions, i believe he will make an excellent member of the National Board of Directors. i am pleased to recommend Matt for the position of At-Large Director from the Dixie Zone.

Respectfully submitted,



helen naylor
Member, Coaches Committee

David Morrill - Dixie Zone Candidate for the At-Large Director



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

The candidate was nominated by *Britta O'Leary* and received letters of recommendation from *Rob Copeland* and *Jim Miller* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

2017 – Dallas, Texas (representing Georgia LMSC)

2016 – Atlanta, Georgia (representing Georgia LMSC)

2015- Kansas City (representing Georgia LMSC)

2014 – Jacksonville, Florida (representing Georgia LMSC)

2006 – Dearborn, Michigan (International guest)

1998 – Cincinnati, Ohio (International guest)

Section Three: Questions

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

My goals are to:

(1.) Pro-actively continue my volunteering efforts for Masters.

(2.) With my 35+ years of swimming and organizing experience I know that I can be an asset to further promote state and national Masters swimming with insight, ideas and actions.

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?

My main observation is that LMSC's need to better identify and integrate with the National BOD directives and programs.

I would like to be directly involved with LMSC Development; I feel this Committee is a fountain of ideas and future innovations –as well as renovations- it's a real "Think Tank" Committee, thus if elected, I would request to actively participate to the utmost of my ability and experience.

Simplified approach, other than swimmers, what is it that makes one LMSC more successful than another...? Coaches and volunteers, and developing synergy with them, something USMS is already working on and I want to be part of it.

I would like to contribute with additional USMS growth by tapping into the vast number of swimmers working out who are not registered. Let's identify how to reach them.

I'll do my part to help identify weaknesses and help close the gaps in order to better align regional with national policies.

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:

Task Force: 2018 UANA Masters Pan American Championships. 2015, Sandi Rousseau Chair
Diversity Task Force since 2016, Sarah Welch Chair.

(UANA Masters Technical Committee, 2009 – 2015, Mel Goldstein Chair.)

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

Emulated USMS by founding and developing regional, national and international guidelines for Masters Championships in Latin America. Organized and directed 30+ national championships.

Organized and directed 8 international Masters Championships.

Operated family businesses in Venezuela and Mexico and presently own a small manufacturing company (Vz) and a Pre-School (USA).

Please list any other information you would like included.

As a volunteer:

Member of the BOD of the Venezuelan-American Friendship Association "AVAA" for 24 years.

Founder in 1987 of Masters swimming in Venezuela, "La Triple Corona de Natación Master Amistad".

Founder of the Latin American & Caribbean Masters Championships in 1991 which culminated in 2005 in Sao Paulo, Brazil. "LatyCar"

Member of the ISHOF Selection Committee.

Active nationally and regionally with the Boy Scouts of Venezuela for over 7 yrs.

Active assistant Scoutmaster in Troop 8 Boy Scouts of America (in Vz) for over 5 yrs.

Coordinated, assisted and published the Spanish translation (by Federico Diaz Legorburu) of Baden-Powell: Two Lives of a Hero authored by William Hillcourt (a combined effort by author "Green Bar Bill", AVAA and Scouts de Venezuela).

Presently active in Georgia LMSC.

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

I want to contribute to USMS's efforts to keep growing and offering its' premier swimming programs to adults. My background in national and international swimming, organization and entrepreneurship have prepared me well to add value at the highest level to the USMS Board of Directors.

Britta O'Leary

To: USMS Election Committee
Via Email

April 26, 2018

Nomination for At-Large Director – Dixie Zone, USMS

To the USMS Election Committee,

As chair of the Georgia LMSC, I nominate our officer David E. Morrill for USMS At-Large Director for Dixie Zone.

Sincerely,

A handwritten signature in black ink, appearing to read "B. O'Leary", with a long horizontal flourish extending to the right.

Britta O'Leary
Chair, Georgia LMSC

April 25, 2018

Rob Copeland

TO: USMS Elections Committee and USMS House of Delegates

Re: Letter of Recommendation David Morrill

It is my pleasure to recommend David Morrill as a candidate for the office of at-large director from the Dixie Zone.

I've had the opportunity to observe and work with David for more than a decade, first through his founding and leadership of LatyCar and most recently through his volunteerism within the Georgia LMSC.

As the founder and leader of LatyCar, David made a significant impact on Masters Swimming in the America's. David built relationships with aquatic leaders in North, Central and South America. And he continues to be an influential voice of Masters Swimming in the America's, as a member of the UANA Masters Committee between 2009 and 2015 as the Athletes Representative.

Within the Georgia LMSC David has been a passionate advocate of Masters Swimming and is currently serving as our LMSC Safety Chair.

David will bring his experience and passion to the U.S. Masters Swimming board of directors. I wholeheartedly support his nomination to serve as the at-large director from the Dixie Zone.

Sincerely,

Robert Copeland

Rob Copeland
USMS Member from the Georgia LMSC
USMS Past President

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

Letter of Reference: David E. Morrill

Position: At Large BOD Member from Dixie Zone

I am delighted to have the opportunity to present to you a Letter for Reference for David Morrill who is seeking the position of At Large Delegate from the Dixie Zone to the USMS Board of Directors.

David has unique qualifications which fits him well to step up to the Board level. As his resume displays he has vast international experience within the UANA family of nations. He successfully founded an organization that brought together the South American Latin and Caribbean for 14 years under the competitive organization known as LatyCar before UANA developed its Masters component. Within that framework he organized/oversaw multiple international championships for LatyCar.

Four years prior to that (1987) he founded Masters Swimming in Venezuela. During all this time he was attentive to the development of USMS and emulated many of our programs in his international and Venezuela ventures.

His international family business ventures kept him in touch with USMS and now that he is residing in Georgia he has become active within that LMSC. His leadership and dedication have now shown within USMS, as they did abroad. His convention experience of 6 USAS Conventions including the last 4 speaks to his experience within our governance system. He has served on innovative USMS Task Forces to include the Diversity Task Force since 2016 as well as the Task Force that worked toward a successful bid for USMS hosting the UANA Masters Pan American Championship in Orlando summer 2018. He has been the athlete representative to the UANA Masters Technical Committee from 2009 to 2015.

So, to summarize we are lucky to have David's candidacy to consider for the position as the Dixie Zone At Large Delegate to the Board of Directors. His candidacy brings to us a remarkable skill set that is proven and includes:

- Founding a national Masters organization outside the US using USMS as his model
- Creating an international organization that lasted for 14 years until UANA met the needs of Masters
- Organizing and directing > 30 national championships in Latin America
- Organizing and directing 8 international Masters Championships under LatyCar
- Representing USMS on the UANA Masters Technical Committee for 6 years
- Active contributor in his LMSC + participating actively in the LMSC Leadership Summit
- Currently serving on a USMS Task Force, representing our Hispanic membership
- Actively using his multilingual skills to develop UANA Masters correspondence/entry forms for Masters

David Morrill is a remarkable candidate for you to consider. He will bring to the USMS Board of Directors a perspective that has never been represented. I would encourage you to support his candidacy.

Best regards,



Jim Miller, MD FAAFP/Sports Medicine
Past President USMS
Current Member of UANA Masters Technical Committee
National Team Physician USA Swimming
FINA Sports Medicine Committee Member

Maddie Sabilia - Dixie Zone Candidate for the At-Large Director



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

The candidate was nominated by *Megan Copeland* and received letters of recommendation from *Tom Boak* and *Rob Copeland* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

2016 Convention in Atlanta, GA (Sept 16th)

2017 Convention in Dallas, TX (Sept 14th – 17th)

Section Three: Questions

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

My interest and involvement with US Masters Swimming began two years ago, at the time College Club Swimming was deep in development. When I was brought on to the CCS Advisory Board, some of the first people I met were past presidents of USMS and members of the National Office staff. I've always known, as have those around me, that swimming is a passion of mine, but something about those first meetings and interactions with our parent

organization lit a fire within me. After being invited to attend the 2016 Convention briefly, later attending the 2017 Convention for the full duration, practicing regularly with a local Masters team, and even competing in my first Masters meet, I have become increasingly invested in and passionate about the development and maintenance of this community.

The past two years on the College Club Level, I have served as the meet director for the Collegiate Club Swimming & Diving National Championship, boasting over 2000 athletes in 2017 and nearly 2200 in 2018. Holding this role and getting a glimpse of the values of the larger College Club community outside of my team, along with serving on the CCS Advisory Board, showed me the immense similarities between College Club swimmers and US Masters swimmers. These roles also taught me that serving others through the sport of swimming is something I want to continue to do for many years to come. This sport and its people have poured so much into me, especially through my involvement with the development of College Club Swimming, and I'd love nothing more than to be able to continue paving new ground for future members of both organizations.

Since I am still a college student, and have only been a registered USMS member for less than a year now, some may wonder why this is the next step I want to take, or how I am qualified to take on the role, knowing much less about the inner workings of USMS than most running for election. While this lack of experience within USMS could be seen as a disadvantage, I see it as just the opposite; I believe that I could bring a completely fresh perspective to a table that has seen the same thing for so many years now. Additionally, College Club Swimming, in some ways, has been modeled off of the structure of USMS, so I've seen a similar structure and division of roles on a smaller scale. When I took over as the meet director for College Club Nationals, I had never held anything close to that kind of a role before, but I completely transformed the meet and set an expectation and a standard for future years. I strongly believe my ability to do this stemmed from my perspective, my experience just as a swimmer, and from the time and dedication I willingly put in to serve the College Club community.

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 couple issues I see USMS facing now and in the years to come are 1) relevance to younger members and 2) communication and cohesiveness.

In regard to relevance to younger members, I am referring to the lack of membership and retention that is typically seen in the 18-24 age range when compared to older age groups. A large chunk of this age group overlaps with the primary age range seen in College Club swimmers. Now that USMS is a parent organization to CCS, I believe there is a significantly larger opportunity to market to, invest in, and learn about the unique needs of this age group, and how they can be more effectively welcomed into and hooked on the USMS community. Already, CCS has begun to gather input and interest about the possibility of a discounted USMS membership for registered CCS swimmers; this is just the start of what could be a much more involved and impactful partnership. As a current College Club swimmer, likely an up-and-coming alumna advisor to the newly-elected CCS student advisory board, and a hopeful future lifelong Masters swimmer, I am already heavily invested in this transitional age group. Members of these two groups, CCS and USMS, already have abundant qualities in common, so now is the time to begin bridging the gap and helping the younger age group recognize that their swimming experience can continue with USMS. My perspective and knowledge about the College Club community and its members could greatly aid future partnership opportunities between the two organizations.

The second issue I identified is communication and cohesiveness. With this, I am referring to communication and cohesiveness between the Board of Directors/House of Delegates,

National Office staff, local volunteers, and members. In my two years with College Club, I know the National Office staff has changed significantly, and as I've met more and more of the staff through Conventions, visits to the office, and College Club work, I continually see that this staff is invested in the community they serve. However, just by attending Convention, it was evident to me that there was disconnect between the National Office and House of Delegates/BOD just based on the way delegates talked about the National Office and the work they were doing. I know that the National Office staff and its roles has expanded significantly in the last two years, so there have likely been some growing pains and general confusion. This is a similar issue that we faced when College Club Swimming was getting off the ground this year; numerous new things were happening with the student advisory board, with the National Championship, on the professional side with our USMS aids, and with member clubs and swimmers. Change is hard, but often necessary, and if anything, I've learned that this sport is not one that wastes time or resources on unnecessary items of business. I think there is more that may need to be done to ensure that each part of USMS feels included in and is communicating with the others, and I would be interested to further investigate this.

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:

N/A

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

College Club Swimming - Co-Founder, Competition Committee member (2016-2018)
Collegiate Club Swimming & Diving National Championships- Meet Director (2017 & 2018)

Please list any other information you would like included.

In addition to my work with College Club Swimming, I also work part time as an ATO (Automatic Timing Official) and volunteer with my summer swim league at the league level. I've coached at club and summer league level, taught swim lessons, and of course, swam for nearly 15 years. Currently, I am going into my 5th year at Georgia Tech studying Aerospace Engineering with a minor in Technology & Management.

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

It has been a privilege learning about and beginning to invest in the USMS community by way of College Club Swimming over the past two years, and I see this time now as the start of lifelong involvement with USMS. I am committed to the mission of this organization, to fostering an inclusive community, to growing membership, and to striving to help our members thrive, which is the ultimate mark of success.



**U.S. MASTERS
SWIMMING**

Letter of Nomination

From: Megan Copeland

Date: April 30, 2018

To: USMS Elections Committee & USMS House of Delegates

It is my pleasure to nominate Maddie Sibia as a candidate for the office of at-large director from the Dixie Zone. The USMS Election Committee has my permission to reproduce and distribute this letter.

Sincerely,
Megan Copeland
Dixie Zone / Georgia LMSC



**U.S. MASTERS
SWIMMING**

Letter of Recommendation

From: Tom Boak

Date: April 29, 2018

To: The Elections Committee

At the 2016 USMS Convention in Atlanta, I was asked (along with Rob Copeland and Kyle Deery) to meet with several students from Georgia Tech to discuss the possibility of starting a new governing body called College Club Swimming. One of the students in that group was Maddie Sibia. Since that initial meeting, she has been a member of the CCS Advisory Board (essentially the Board of Directors), served as a member of the Competition Committee and was the Meet Director for the National Championships in both 2017 and 2018. There is little doubt that she has been a major influence in the formative years of this organization and has been engaged at every level. In addition, she has worked closely with USMS members and staff to develop the organization.

As an organization, we are continually looking for ways to engage younger athletes at every level. In addition to having the right skill sets to be elected to the USMS Board of Directors, she also represents this age group. I am excited that she has decided to run and strongly support her candidacy.

Tom Boak

Past President



**U.S. MASTERS
SWIMMING**

Letter of Recommendation

From: Rob Copeland

Date: April 30, 2018

To: USMS Elections Committee & USMS House of Delegates

I'm delighted to write this letter of recommendation for Maddie Sibilis as a candidate for at-large director from the Dixie Zone.

Over the past two years it's been my pleasure to work with Maddie as she served as meet director for the first two College Club Swimming national championships and as a founding member of the USMS College Club Swimming initiative. In this time I've been impressed with Maddie's leadership, maturity, organizational skills, passion, and dedication in running the nation's largest college club swimming meets. Maddie demonstrated these same skills in the planning, organization and introduction of USMS College Club Swimming, the highly successful program to encourage non-varsity college swimmers to share in camaraderie and competition through swimming.

While Maddie is new to Masters Swimming, she has been actively involved as a swimmer, coach, volunteer, and as USA Swimming automatic timing officer for most of her life. Maddie is looking forward to continuing her involvement in both the aquatic and volunteer side of swimming at the local and national levels.

Maddie hopes to continue on our College Club Swimming Advisory Board. I believe having a USMS board member also serving on the CCS Advisory Board will be a crucial bridge to deepen the relationship between College Club Swimming and U.S. Masters Swimming. Beyond strengthening the bond between CCS and USMS, Maddie will bring a unique perspective and voice to the board.

I've been impressed with what Maddie has done for College Club Swimming and college club nationals and I look forward to seeing what she will bring to U.S. Masters Swimming.

Sincerely,

Robert Copeland

Rob Copeland
USMS Member from the Georgia LMSC
USMS Past President

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

Dan Cox - Great Lakes Zone Candidate for the At-Large Director



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

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

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

2003 San Diego; 2004 Orlando; 2005 Greensboro; 2006 Dearborn; 2007 Anaheim; 2008 Atlanta; 2009 Chicago; 2010 Dallas; 2011 Jacksonville; 2012 Greensboro; 2014 Jacksonville; 2015 Kansas City, 2016 Atlanta Ga, Dallas TX 2017

Section Three: Questions

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

I'm interested in continuing on the board as Great Lakes Zone Director to see some of the initiatives I'm involved in continue to come into reality. My service started with USMS when I volunteered at the 2002 Long Course National Championship in Cleveland. From 2004 to the present, I have served in a number of positions from the local level to the national level, including President of Ohio Masters swim club, Lake Erie LMSC Chairman, Great Lake Zone Chair, Meet Director for the Gay Games in Cleveland, Ohio and my current position as Great Lakes Director. These positions gave me the opportunity to learn about USMS as well as help

to improve/enhance our originations at each level. To help enhance our programs on the local level, I established the coaches and college programs. These programs helped enhance the experience of our members through continuing education for our coaches to improve their skills. The college program helped support younger swimmers to join USMS; they are the future of our organization. In my position as Great Lakes Director, I have served on the task force to find our new CEO, am currently on the College Club task force, and am Chair of our Futures Task force. These task forces have played or will play a huge roll in the future of our organization as we move to attract younger members.

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

Membership: Our membership growth is flat with only a small increase. We need to focus on new ways to reach out to our current membership, potential membership and former members. We also need to stop giving away our services for free. We have started to address these issues by moving to a plan that will collect information on everyone who visits our website; this data will be used to reach out to people who have shown interest. Also, we need to focus on making USMS more streamline. In the next two years we will be looking at the rolls of the volunteers in our organization and the makeup of our convection going forward. Part of my contribution to these areas will be the roll-out of the Volunteer Star System, which the Futures Task Force has been focusing on this year. We should also look at the possibility of establishing a uniform fee for USMS. Having a uniform fee would simplify the enrollment process and allow USMS to have more flexibility in types of memberships and enrollment periods.

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 Compensation and Benefits Committee 2017- present Ed Coats Chair

USMS Board of Directors -2014- to present

College Club Initiative 2015- to present-Kyle Dreery Chair

CEO Search Task force- 2015-2016 Ed Tsuzuki Chair

Futures Task Force 2016 to present- Daniel Cox Chair

HQ Move Task Force –2015 Ed Tsuzuki Chair

Legislation Committee- 2004 -2015 – Rob Copland, Sean Fitzgerald Chair

Great Lakes Zone Chair 2009-2014

National Board of Review 2013-2015 –Barbara Delanois Chair

LMSC Development Committee –Vice Chair 2014-2015 Paige Buehler Chair

LMSC Development Committee- 2010-2013- Paige Buehler Chair

Election Committee 2012- Michael Moore Chair

Communications Committee 2004-2009 – Hug Moore Chair

Local:

Lake Erie LMSC Chair 2008-2012

President of Ohio Masters Swim club 2004-2008

Webmaster for both Lake Erie LSMC and Ohio Masters

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

Heights Driving School Inc. 1983- Present. CEO My duties include supervising 45 + employees, developing curriculums for teaching teens, adults, remedial and disabled drivers. Manage all financial obligations of the company.

Please list any other information you would like included.

2011 Dorothy Donnelly Service Award

2010 National Leadership award in Traffic Safety

Bachelor degree in Business/Education from The Ohio State University

Disabilities certification – Louisiana Sate University

Board Certified Driver Rehabilitation Specialist

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

I'm interested in continuing as Great Lakes at Large Director to see some of the initiatives I'm involved in move from drawing board into reality. My service started with USMS when I volunteered at the 2002 Long Course National Championship in Cleveland. From 2004 to the present, I have served in a number of positions from the local level to the national level, including President of Ohio Masters swim club, Lake Erie LMSC Chairman, Great Lake Zone Chair and my current position as Great Lakes Director. These positions gave me the opportunity to learn about USMS as well as help to improve/enhance our originations at each level. To help enhance our programs on the local level, I established the coaches and college programs. These programs helped enhance the experience of our members though continuing education for our coaches to improve their skills. The college program helped support younger swimmers to join USMS; they are the future of our organization. In my position as Great Lakes Director, I have served on the task force to find our new CEO, am currently on the College Club task force, Compensation and Benefits Committee and am Chair of our Futures Task force. These task forces and committee have all played a roll in shaping USMS for the future.

Hugh Moore - Northwest Zone Candidate for the At-Large Director



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

The candidate was nominated by *Jeanne Ensign* and received letters of recommendation from *Kathy Casey* and *Sandi Rousseau* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

All HOD Meetings 1985-2017

Section Three: Questions

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

I have been involved with Masters swimming administration for over 35 years and am continually looking for ways to serve USMS. I feel that my organizational and communication skills make me an excellent candidate. I also believe that my broad experience at team, LMSC, zone, and national levels enables me to appreciate the diversity of our LMSCs, clubs, and individual members.

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

Three major issues that come to mind are membership growth, convention planning, and volunteer engagement. USMS membership has decreased for two years in a row. This is the first time that I recall this happening in the thirty-three years that I have been going to convention. The national office has done a great job in recent years working on retention of members and attracting younger swimmers. I feel that we have great opportunities in reaching out to older swimmers as well. As we age there are countless diseases and injuries that plague many swimmers. Swimmers who were in the top ten a few years ago may find that it is no longer plausible to swim at that level. I would like to see USMS increase its efforts toward new incentive programs that are not top ten or record based. One example is percentile charts. Many novice swimmers will be more excited by obtaining a 50th percentile swim than most experienced swimmers who achieve a top ten time. I know that the BOD has been exploring the future of convention as well as our volunteers. I look forward to seeing reports from the Convention and Volunteer Task Forces. We need to make sure that we allocate time so that we get business done at convention while making it fun and educational for all delegates. We need to make sure that our volunteers are used efficiently and feel appreciated.

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:

- Member Governance Committee, 2010-present (Anthony Thompson, myself, Leianne Crittenden, Chairs)
- Member LMSC Development Committee, 2014-present (Paige Buehler, Michael Moore, Chairs)
- Member USMS Board of Directors, 2010-2014 (Jeff Moxie and Nadine Day, Presidents)
- Member Recognition and Awards Committee, 2009-2012 (Sally Dillon, Chair)
- Member LMSC Development Committee, 2009-2010 (Doug Adamavich, Chair)
- Chair Communications Committee, 2000-2009 (Lynn Hazlewood & Mark Gill EC liaison)
- Member Championship Committee, 2007-2009 (Mark Moore, Chair)
- Member Editorial Board, 2004-2005 (Lynn Hazlewood, Chair)
- Member ad hoc History and Archives Committee, 1999-2001 (Carl House Chair)
- Chair Zone Committee, 1997-2000 (Nancy Ridout, President)
- Member USMS Executive Committee, 1997-2000 (Nancy Ridout President)
- Chair ad hoc Professional Management Committee, 1998-2000 (Nancy Ridout EC liaison)
- Chair Officials Committee, 1993 – 1997 (Suzanne Rague EC Liaison)
- Chair Planning Committee, 1991 – 1992 (Dan Gruender, President)

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

My involvement at the team level as president of a 100+ member team, LMSC level as board member for over 35 years, Meet Director for four national championship swim meets, USMS delegate for 33 years, USMS Executive Committee for three years, and Board of Directors for four years, has provided me with a thorough understanding of issues that face USMS, LMSCs, clubs, and individual members.

Please list any other information you would like included.

Swimming has been a major part of my life for 55 years. I have continually served my team, LMSC, and USMS for over 35 years. In recognition of my efforts I have received the Pacific Northwest Distinguished Service Award (1998), National Championship Meet Award (2001), Dorothy Donnelly Service Award (2006), and Ransom Arthur Award (2002).

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

The USMS Vision Statement is "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." The future of USMS will be shaped by how the USMS BOD embraces this statement. I believe that the sky is the limit in reaching out to the millions of adults who swim in the U.S.



**U.S. MASTERS
SWIMMING**

From: Jeanne Ensign

Date: May 18, 2018

To: The Elections Committee

It is my honor and privilege to nominate Hugh Moore for the position of At Large Director from the Northwest Zone of U.S. Masters Swimming.

Respectfully Submitted,

Jeanne Ensign
USMS Finance Committee Chair
MT LMSC Chair



**U.S. MASTERS
SWIMMING**

Recommendation

From: Kathy Casey, USMS Rules Committee member and Pacific Northwest At-Large Director

Date: May 24, 2018

Subject Line: Hugh Moore, Candidate for At-Large Director, Northwest Zone

To: The Elections Committee

Hugh Moore has dedicated a significant portion of his life to Masters swimming. He helped organize a team and hosted meets in Kansas beginning in 1978. From there he moved to the Pacific Northwest and has been a strong force ever since as LMSC president, secretary, meets chair, registrar, webmaster, and board member. He has led our LMSC in hosting four national championship meets, and he has hosted multiple zone and LMSC championship meets.

Hugh has expertise in all areas of Masters swimming management from LMSC and national leadership to technology to hosting meets to understanding the finances of running the organization. He has served on many USMS committees and has chaired Communications, Planning, Zone, Officials, Governance, Registration Computerization, and ad hoc Professional Management.

Hugh does not “get his feathers ruffled” but rather remains calm in the face of conflict or crisis and works toward the best solution.

Hugh always has the best interests of Masters swimmers at heart. He has innovative ideas that improve the operation of the organization for Masters swimmers everywhere. He’s not just an idea man. He follows through on his ideas working with teams of people to see them through to implementation. He recently demonstrated leadership in this area when PNA reorganized its board, thereby simplifying the board and separating the LMSC and the Regional club.

We in the Northwest would be lost without Hugh, and USMS should also benefit from his leadership. I recommend Hugh Moore for At-Large Director from the Northwest Zone.

Sincerely,

Kathy Casey, USMS Rules Committee member and Pacific Northwest At-Large Director



**U.S. MASTERS
SWIMMING**

From: Sandi Rousseau, Oregon LMSC

Date: May 22, 2018

Subject Line: Recommendation of Hugh Moore for At Large Director, Northwest Zone position

To: The Elections Committee

I am writing to recommend Hugh Moore for the At Large Director position from the Northwest Zone.

A candidate for this position could not be more qualified than Hugh with his many years of involvement with USMS and his experiences on the committees on which he has served. His involvement with the Governance Committee of the organization, LMSC Development, and the USMS Board of Directors uniquely qualifies Hugh with perspective on the origins of the organization and what its vision should be in the future.

On the local level, Hugh has been a continuous member on the Pacific Northwest Board for over 35 years and has served in several capacities including President and Secretary. He led the reorganization of the LMSC with bylaws revisions, which resulted in a more efficient Board, and Hugh continues to maintain both LMSC bylaws and policies as Bylaws Chair. He is also active in his local club and has served in its leadership roles.

Hugh has been a delegate to convention for 33 years and extremely active during most of those years on numerous committees, the Executive Committee, and Board of Directors. Hugh has demonstrated his leadership potential and has the ability to provide insight to others in a discussion. He is participatory, not reticent to express his opinion, and can do so in a constructive manner.

It is a pleasure to work with Hugh as he is encouraging, open to new ideas, and articulate. He follows through with obligations and is a good contributor to discussions. He is a good listener and team player and always has the benefit of the organization as a top priority.

Hugh is passionate about Masters Swimming and will be a wonderful representative from the Northwest Zone on the USMS Board of Directors.

Sincerely,
Sandi Rousseau
USMS Representative, Oregon LMSC
Northwest Zone

Matt Miller - Northwest Zone Candidate for the At-Large Director



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

The candidate was nominated by *Sarah Welch* and received letters of recommendation from *Ali Hall and Tim Waud* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

- I am a member in good standing of USMS in this election year:* X Yes ___ No
- I am planning to attend the HOD Meeting for this election year:* X Yes ___ No
- I am planning to attend all HOD Meetings during my tenure in office:* X Yes ___ No
- I have attended 1 or more HOD Meeting in the past five years?* X Yes ___ No

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

September 12-17, 2017 in Dallas, Texas.

Section Three: Questions

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

Since I started swimming and joined USMS in 2011, USMS has become an integral and inextricable part of my life. The USMS mission and values resonate strongly with me and, in the years since I started swimming, I have done my very best in my roles as a USMS member, coach, team founder and president, race director, LMSC volunteer, and Long Distance Committee volunteer to do my part to promote the USMS mission, donating thousands of hours in the process.

In my professional life, I have been a self-employed successful business owner for the last 14 years. My formal education is in mathematics (BS) and applied mathematics (MS). With that knowledge, I branched out to learn web programming which led to the founding and acquisition of several online businesses. I founded our primary business, FlytrapStore.com, in the fall of 2009 and have grown it to the most visited carnivorous plant website online. The skill sets, organizational skills, resource and finance management, and work ethic required to be self-employed, along with the flexible schedule, provide an excellent foundation for capacities, and thoroughly enjoy the time I spend doing so.

I believe that my enthusiasm, professional knowledge, inquisitive nature, useful skill sets, and true love of swimming and USMS will enable me to be an especially constructive and helpful member of the 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?

The issue that is likely forefront in most everyone's minds is the recent two-year decline in membership for the first time since USMS was founded. USMS would be well-served to take further action to not only secure new members but also retain current members.

The decision that USMS made to partner with College Club Swimming was an ingenious step toward increasing awareness about USMS with younger swimmers, who are currently a relatively small portion of the USMS membership. This partnership should help USMS membership growth by providing familiarity with USMS and its post-college swimming opportunities. I believe further exploring the possibilities of this relationship and continuing to put more energy and resources into the USMS/College Club Swimming partnership would be a wise investment in the future of USMS.

Better search engine presence could also provide a new flow of members. Given that nearly 80% of all Americans go online daily and more than half of those say they go online several times a day, improved search engine presence could be an excellent way to reach potential new members. A prospective plan for membership growth through increased website traffic could include an online ad campaign at various search engines and websites, and better search engine optimization (SEO) of usms.org to reach targeted groups.

Member retention is another key factor in growing USMS membership. I have learned firsthand the amount of energy and work it takes to not only recruit new members but to keep current members active and engaged, having established a new workout group in sparsely populated southern Oregon, and grown it to over 40 members. Naturally, there is no one-size-fits-all solution to member retention, as what keeps an individual motivated to swim with a Masters group can vary from person to person. However, an active, enthusiastic, caring, and knowledgeable leader and/or coach who can provide individual attention seems to be universally beneficial to keep people engaged and coming back. The many courses USMS offers for coaches are great for preparing coaches and leaders. I would suggest also offering additional USMS courses (or an expansion of the current coaching courses) geared specifically toward training individuals to engage people in order to encourage USMS membership and keep them coming back day after day, year after year.

An additional issue that I believe would be useful to address is the perceived differences between the national office and volunteers. Some of the changes in the national office in the last few years seem to have resulted in a lack of unity within the organization between national office employees and volunteers. Change and transition are challenging, and I believe that if USMS is going to best serve its membership and continue to grow, this strained relationship should be worked through. We all have the common mission of promoting health, wellness, fitness, and competition for adults through swimming. USMS is brimming with extremely intelligent and capable individuals, both in the national office and within the large body of volunteers. With this common ground and clear and open communication, I believe progress can be made in building bridges between all involved so that we may move forward together in a positive direction for our wonderful organization.

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

Long Distance Committee, 2017-present, under chair Ali Hall.

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

- Elected official for the city of Ashland, Oregon - Ashland Parks & Recreation Commissioner 2014- present
- Founder and President of Southern Oregon Masters Aquatics (SOMA), a workout group in the Oregon LMSC, which has doubled the number of Masters teams and registered USMS members in Southern Oregon and introduced dozens of people to USMS for the first time
- Oregon Webmaster from February 2014 to present
- Oregon Coaches Co-Chair from October 2016 to present
- Oregon National Team Coach at 2015 USMS Spring Nationals in San Antonio, TX; 2016 USMS Summer Nationals in Gresham, OR; 2017 USMS Summer Nationals in Minneapolis, MN; 2018 USMS Spring Nationals in Indianapolis, IN
- Designer and assembler for a RFID chip timing system for Oregon Masters Swimming open water series
- Race Director for the 2014 USMS 5K/10K ePostal National Championships
- Race Director for the 2017 Applegate Lake Swim and 2018 USMS Marathon Distance Open Water National Championship at Applegate Lake
- Race Director for 2018 Southern Oregon Coast Swims at Eel Lake
- Race Director for 2018 Southern Oregon Mountain Swims at Lake of the Woods
- Long Distance Committee working groups I have served on include: Documents (lead), 2018 Rules & Legislation, 2020 National Championship Bid Recruitment & Selection, Communications, National Championship oversight, and Long Distance Committee Goals
- High school swim coach from 2012 to present; Currently head swim coach of St. Mary's school in Medford, Oregon

Please list any other information you would like included.

Over the last four years, I have taken a leadership role in my local community through my service as an elected Parks Commissioner for the city of Ashland, Oregon. I chose to run for election to the five-person Ashland Parks & Recreation Commission in 2014 to provide a strong voice for aquatics in a community within a region that is dramatically underserved in terms of aquatic opportunity. During my term as a commissioner, we have made good progress toward planning a rebuild of the aging seasonal, city-owned pool (open to the public only May through August) into a year-round aquatic facility to provide far more aquatic opportunity for members of our community. My 4-year term is ending in December 2018 and I have decided that rather than running for re-election I would like to spend even more time volunteering within USMS in various roles, one of those hopefully being the Board of Director member from the Northwest Zone. I sincerely hope that I am able to serve USMS in this capacity.

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

I am a firm believer in the USMS mission and have spent thousands of hours volunteering within USMS, both locally and nationally, to help our organization grow and serve its members as best as possible. Swimming and USMS are integral to my life, and I am very grateful for the kind, welcoming, accepting, and supportive USMS members and swimmers who I continue to build relationships with and meet. I look forward to the opportunity to serve USMS and its members even further, encouraging and embodying the values of fitness, fun, learning, excellence, and respect. I am very excited by the opportunity to serve USMS and its members as the Northwest Zone At-Large Director.



**U.S. MASTERS
SWIMMING**

To: USMS Elections Committee

From: Sarah Welch

Date: August 26, 2018

Subject: Nomination-Matt Miller for At Large Director-Pacific Northwest

It is my honor and privilege to nominate Matt Miller for the At-Large member of the USMS Board of Directors from the Northwest Zone.

Sincerely,

Sarah Welch

At Large Director from the Pacific Northwest (2014-2018)

PNA-LMSC Board Member

From: Ali Hall, Chair, USMS Long Distance Committee

Date: September 5, 2018

Subject Line: Letter of Recommendation for Matt Miller, NW Zone at Large Director

To: The Elections Committee

I am writing this letter of recommendation to support Matt Miller for the position of NW Zone at Large Director for U.S. Masters Swimming (USMS). I have known Matt since he joined the Long Distance Committee (LDC) for the 2017-2018 season. Matt was immediately eager to step forward and take responsibility for significant leadership roles on the LDC, work collaboratively with other volunteers, learn everything he could about what the LDC does, and tirelessly follow through with LDC work to serve USMS membership well.

Matt has led our LDC Documents workgroup since he joined us, and provided effective collaboration with the National Office and the Long Distance National Championship event liaisons. Matt co-led our successful 2020 Long Distance National Championship Bid Recruitment and Selection workgroup and created responses to FAQs for our potential bidders. Matt created all of our bid letters and response spreadsheets.

Matt cheerfully takes on whatever is asked of him and mentors other members effectively on the LDC. He always responds quickly and positively, he always follows through skillfully with his responsibilities. This past year, he also fully supported all three Open Water National Championship events in Oregon (our 2018 OWNC Oregon "Swimcation"), by serving as race director for one, and providing timing and IT support for the other two.

Matt is an outstanding leader in many capacities. He clearly has the knowledge and the ambition to be a successful candidate for the NW Zone at Large Director. His passion for Masters swimming is evident. It is a delight to serve USMS alongside him. He has been willing and fully capable to volunteer his time and resources to benefit USMS. This energy is clearly a strength for serving our membership and (I hope) his future colleagues at key leadership levels.

Please do consider Matt Miller when you want a go-to person who is always available, eager to help, and utterly dependable with cheerful and capable follow-through. He's a real asset for USMS.

I would be happy to provide any additional information for your consideration.

Very truly yours,



Ali Hall

Chair, Long Distance Committee

From: Tim Waud, Chair/President Oregon Masters Swimming LMSC

Date: August 27, 2018

Subject Line: Letter of Recommendation for Matt Miller, NW Zone at Large Director

To: The Elections Committee

I am writing this letter of recommendation to support Matt Miller for the position of NW Zone at Large Director for U.S. Masters Swimming. I have known Matt since we first met at the 2012 U.S. Masters Swimming Summer National Championship in Omaha, Nebraska. My first impression of Matt was that of pure passion for the sport of Masters swimming. Matt was very friendly, easy to talk to, and we quickly developed a friendship that has lasted over six years.

On the local level, Matt has worked tirelessly as a swim coach in many capacities. Not only has he worked hard developing his workout group the Southern Oregon Masters Aquatics, Matt has experience coaching at the high school level. This is an asset to Matt as USMS is looking to reach this demographic and increase our younger generation membership. Matt has also served his community serving on the City of Ashland's park and recreation board of directors.

Matt has an outstanding record of leadership at the LMSC level. He has served as Oregon Masters Swimming (OMS) Webmaster since 2014 and as Coaches Co-chair since 2015. Matt has served as the Oregon Club head coach for several USMS National Championships, working tirelessly to coach, video tape, and provide critical race feedback to all swimmers. Matt was also very instrumental in the planning of the 2016 Summer National Championship held in Gresham, Oregon. He has served as a race director for several Open Water events in the past few years. This past year, OMS held three Open Water National Championship events where Matt served as a race director and assisted the other race directors on race day.

On the USMS national level, Matt will be attending his second USAS convention and is currently serving on the Long-Distance National Committee where he is a member of the Rules and Legislation Subcommittee, and the 2020 National Championship Recruitment and Selection Subcommittee.

Matt is an outstanding leader in many capacities. He has the knowledge and the ambition to be a successful candidate for the NW Zone at Large Director. His passion for Masters swimming is infectious, and I always enjoy working with Matt as an OMS Board member and an Open Water race director. He is always willing and able to volunteer his time and resources to help better the Oregon LMSC. This in turn, is an asset to our membership, a representative who is always there to listen and voice the concerns of those he represents. Please consider Matt Miller when you want a representative who is always available, eager to help, and punctual when it comes to getting things done.

Sincerely yours,



Tim Waud
Chair/President Oregon Masters Swimming LMSC

Chris Campbell - Oceana Zone Candidate for the At-Large Director



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

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

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

I have attended all USMS National Conventions and HOD Meetings from 2008 through 2017-Atlanta, Chicago, Dallas, Jacksonville, Greensboro, Anaheim, Jacksonville, Kansas City, Atlanta and Dallas.

Section Three: Questions

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

As an active Masters Swimmer since 1988, I believe that my experience working with Mountain View Masters (since 1990 and as a Coach since 1998), the Pacific LMSC (since 2006) and USMS (since 2008) at various levels have given me the insight and expertise necessary to advocate effectively for my Team, LMSC, Zone and USMS.

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 primary issues currently facing USMS concerns the dis-empowerment of the membership and the LMSCs, and the over-consolidation of direction, authority and oversight in hands of the National Office Staff. I firmly believe that the power and authority to determine and direct USMS policies and governance rests with the membership and is manifested through the LMSCs and the Board of Directors. While Staff may perform trade studies and analyses, making recommendations based upon the findings, Staff does not set policy. Rather, Staff implements policy at the direction of the Board of Directors and the Executive Committee, both of which answer to the membership. I will actively seek to restore that balance and that accountability to the membership through transparency of processes and decisions, as well as enhanced two way communication and accessibility.

Another issue of concern is the forced and overly-rapid implementation of new technologies and methodologies for conducting USMS business. While the march of technology is inexorable, USMS, despite having a professional staff, is still a volunteer -driven organization at its very core. The expertise and commitment of our membership is a force to be reckoned with. It is both foolish and inefficient to dismiss it lightly, as I (and many of my fellows) see happening now. I favor a more evolutionary approach to updating our USMS methodologies and policies, determining "best practices" from our LMSCs and membership prior to implementing new procedures. While there are many areas of work that can be handled more efficiently by paid staff, it is not in the best interests of USMS to ignore existing expertise, much of which is very high level and available to USMS free of cost.

The disengagement of our membership, the stripping of their power and authority over the governance of USMS, is akin to poking a bear in a cage without realizing that the door to the cage is wide open. A disenfranchised membership is an angry and unsatisfied membership, and that serves no one's best interests. The best solution to this is a policy of openness and membership engagement. So long as our membership are stakeholders and feel empowered in the governing and decision-making processes, the growth and evolutionary potential of USMS is unlimited.

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

USMS Recognition and Awards Committee (2017-present). Committee Chair: Ray Novitske

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

I have been a Masters Coach with Mountain View Masters since 1998, attaining USMS Level 4 Coaching Certification in 2015. I have served as MVM Head Coach from 2006-2009, as Co-Head Coach in 2012, and as Interim Head Coach in 2016. I was Pacific Masters Swimming Coaches Chair from 2006 through 2009. A USMS Member since 1988, I was the Pacific Masters Coach of the Year in 2010, recipient of a Kerry O'Brien Coaching Award in 2011, recipient of a Dorothy Donnelly Service Award in 2012, and recipient of a Pacific Masters Appreciation Award in 2017. In 2017, I became certified as a USMS Stroke and Turn Judge and Starter. I have participated in 28 USMS Nationals and FINA World Championships as a swimmer, coach and official.

Please list any other information you would like included.

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

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

A long-time member of USMS as swimmer, coach and official, I believe in the passion, creativity and expertise of our USMS membership. I firmly believe that the power and authority to administer and govern USMS derives from its volunteer base, flowing up through the LMSCs and Committees to the USMS Board of Directors.

To: USMS Election Committee

From: John King, Pacific Masters Swimming Chair

Date: April 25, 2018

Subject: Nomination for Christopher Campbell as At-Large Oceana Zone Director

It is with great pleasure that I nominate Christopher Campbell for the position of At-Large Oceana Zone Director.

John King



From:
Scott Bay

14 April, 2018

Recommendation of Chris Campbell for At Large Director, Oceana Zone

To: The Elections Committee

The purpose of this letter is to recommend Chris Campbell for the position of At Large Director for the Oceana Zone. I have known and worked with Coach Campbell for close to ten years and in that time, he has shown that he possesses a number of attributes that are essential in a leadership role with an organization such as USMS.

His analytical skill places him in the upper tier of leaders in the field of not just coaching but the sport of Masters Swimming as well. His understanding of the dynamics of the sport, its organization and its operation are second to none. His ability to assess a situation and ask essential questions have allowed him to carefully craft responses as well as direct and implement policies to move USMS forward.

Coach Campbell is also a tireless worker having logged many hours not only on the pool deck as a coach but also as a member of multiple committees and subcommittees at both the LMSC and National level. While his contributions are far too numerous to list, suffice it to say he has made significant impacts on his team, his LMSC and the direction of USMS in general.

The most important aspect that Coach Campbell brings to the table is his commitment to the sport. Over the years I have been associated with Coach Campbell we have seen many volunteer leaders contribute for a short time and then move on. Coach Campbell, due in large part to his passion for Masters Swimming, has remained not just a reliable volunteer in the organization but a constant contributor and leader in developing ways to move the organization forward so as to better serve its members.

Coach Campbell's skills, work ethic and passion for the sport make him uniquely qualified for the role of At Large Director and I am honored to give my highest recommendation to Coach Campbell for this position.

Kind Regards,

Scott Bay
USMS Coaches Committee Member, Past Chair
Florida LMSC Coaches Chair, Past LMSC Chair
2016 USMS Coach of the Year
Head Coach YCF Masters
USMS/ASCA Level 5

I am writing this letter to recommend Chris Campbell for the Oceana At Large Director of US Masters Swimming.

I have known Chris for over 20 years. Chris Campbell has a passion for Masters Swimming. He has been involved in many of the facets of the organization, from swimmer to club to LMSC to the National organization.

As a swimmer, he competes in many of the events that USMS has to offer, whether it be, short course, long course, open water, in short distances, long distances and if he does not swim enough in US Masters events, as he has aged up, he now competes in the Senior Games. He is very familiar with competitive swimming issues.

At the local level, Chris has been a coach for the Mountain View Masters for twenty years, He is a USMS Level 4 Coach. He is a Kerry O'Brien Coaching Away winner (2011). Chris is familiar with the issues that face coaches and clubs.

He has also been the meet director of the Mountain View Masters Alan Liu meet for the past 15 years. He recently became an US Masters Swimming deck official

At the LMSC level Chris has been involved with Pacific Masters for many years.

At the national level Chris has served on the Recognition and Awards committee, the Coaches committee and has attended convention for the past ten years.

Chris is enthusiastic, articulate, and a good listener. When you sum up his background, familiar with the competitive side of swimming (swimmer, meet director, meet official), and the organizational side (local club, LMSC and National) Chris will bring a very well rounded background to the US Masters Swimming Board of Directors, and I proudly support and recommend him to serve on our Board of Directors as the At-Large Director from the Oceana Zone.



Michael W Moore

You have my permission to publish this letter.

Ed Coates - South Central Zone Candidate for the At-Large Director



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

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

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

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

Section Three: Questions

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

I have been active in both local LMSC as Chair and USMS national operations as the Chair of the Compensation and Benefits Committee. I believe these experiences make me well qualified to serve as an at- large director on the Board. My professional work experience with Boards also give me a good frame work for participating in Board activity.

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

The biggest issue for USMS is to determine what services to provide its diverse membership. We have competitive swimmers, fitness swimmers and triathletes. We also need to offer a standardized set of services to our members that is consistent throughout the country.

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

I have served on the Compensation and Benefits committee since 2011. Sarah Welch was the committee chair when I joined the Committee. I have served as the Compensation and Benefits Chair since 2013.

I was appointed to the Governance Committee for 2018. I have served on the convention task force in 2018.

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

I have also worked with other volunteer run organizations like the Boy Scouts of America and served on the Board of local professional organizations.

Please list any other information you would like included.

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

My goal as a Board member is to help USMS achieve its strategic goals. I will work the Board members to help improve delivery of services to our membership.

Teddy Decker - Southwest Zone Candidate for the At-Large Director



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

The candidate was nominated by *Laura Winslow* and received letters of recommendation from *Jeanne Ensign* and *Robert Wilson* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

2013, Sept 11-15 Anaheim, CA

2014 Sept 17-21 Jacksonville, FL

2015 Sept 30-Oct 4 Kansas City, MO

2016 Sept 21-25 Atlanta, GA

2017 Sept 13-17 Dallas, TX

Section Three: Questions

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

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

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

I believe I would be a good candidate partly because of my passion for swimming, but also because I have an extensive background in business and in professional situations. I have been a CPA for 20 years and have had my own business for 8 years. During my tenure as a CPA I have been a business consultant for small businesses as well as auditing and consulting for many not-for-profit organizations. I believe this group of skills and experience will be a benefit to USMS as well as helping me to continue to grow and learn.

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

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

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

- 2015 - Audit Committee Member; Elyce Dilworth, Chair
- 2016 - Audit Committee Member; Elyce Dilworth, Chair
- 2017 - Audit Committee Vice Chair; Elyce Dilworth, Chair
- 2018 - Audit Committee Vice Chair; Elyce Dilworth, Chair
- 2018 - Finance Committee Member; Jeanne Ensign, Chair.
- 2017 - Planning Committee Member for the 2nd Leadership Conference

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

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

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

I have been a CPA for 20 years. My early experience in public accounting was almost entirely in auditing not-for-profit organizations. I currently have several not-for-profit clients and thoroughly enjoy supporting this sector of the business world.

Please list any other information you would like included.

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

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

It would be my honor to be chosen as the SW Zone At-Large Director and to take my involvement with USMS to the next level by serving on the board. I am excited to be involved in such a wonderful organization and to have the opportunity to continue to give back in every way I can



**U.S. MASTERS
SWIMMING**

From: Laura Winslow, AZ LMSC

Date: April 29, 2018

Subject Line: Nomination of At-large Director Candidate from the Southwest Zone

To: The Elections Committee

I am the current At-large Director from the Southwest Zone. I would like to nominate Teddy Decker for the position of At-large Director from the Southwest Zone.

Sincerely,

Laura Winslow
AZ LMSC
At-large Director from the Southwest Zone



**U.S. MASTERS
SWIMMING**

Date: April 29, 2018

To: The Elections Committee

Subject: Letter of Recommendation

It is my honor and privilege to recommend Teddy Decker as At-Large Delegate for the Southwest Zone. Teddy will bring to the Board her knowledge of USMS at the LMSC, Zone and national levels.

I have served with Teddy, a CPA in public accounting, on both Audit and Finance Committees. She is inquisitive, thoughtful and enthusiastic.

Teddy's experience and skills coupled with her passion for swimming and her dedication to our organization make her an ideal candidate for this position.

It is my pleasure to recommend Teddy as the next At-Large Delegate for the Southwest Zone.

Respectfully Submitted,

Jeanne Ensign CPA
USMS Finance Committee Chair
MT LMSC Chair

From: Robert Wilson MD, Chairman NM LMSC

March 9, 2018

Letter of Recommendation for **Teddy Decker** as Southwest Zone At-Large Director

To: The Elections Committee

It is my pleasure and honor to provide my highest possible recommendation for Teddy Decker as a candidate for this position. First and foremost, Teddy loves swimming and everything USMS stands for and provides to its members. Teddy provided strong leadership for Masters' Swimming in New Mexico as our Chairman of the NM LMSC and New Mexico Masters Swimming. I have followed her in that role, and I see first-hand just how effective she was in increasing our enrollment and making USMS into a member responsive advocate in our state.

Teddy maintains a large accounting practice in Albuquerque, and her management skills will be as valuable to her job as SW Zone At-Large Director as they were to her NMMS Chairmanship. Teddy maintains a good-natured and effective engagement in her professional and USMS Administrative activities, and I can think of no one I would recommend higher for this position.

Sincerely,

Robert Wilson,

Chairman, NM LMSC (NMMS)

Michael Heather - Southwest Zone Candidate for the At-Large Director



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

The candidate was nominated and recommended by *Robin Smith* and received a letter of recommendation from *Frank Thompson* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

All since 1986

Section Three: Questions

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

Have been a board member for 23 years prior, an officer for 8 years, desire to serve again.

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 major issue, membership. The board needs to take the lead on a strategy to gain membership and stop raising dues. National office needs to double down on sponsors, but cannot attract really bid one until USMS has over 100k members. This has been known for more than 10 years.

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:

Too many to list here. Rules, Legislation, Long Distance, Planning, I was the Convention committee chair or co-chair for 16 years. Also Marketing, and ad hoc member in several others including Coaches, Fitness, Sports science and Medicine, Championship, Finance and Registration.

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

I have served on several task forces and Ad Hoc committees, including the TF that created our current governance system. I was chair of the dues TF in 2011.

Please list any other information you would like included.

Serving on the BoD is not a stepping stone for me, it is a job to be taken seriously and with gravity.

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

This guy wants to stop raising dues and raise membership to 100,000.



**U.S. MASTERS
SWIMMING**

From: Robin Smith, Southern Pacific LMSC Open Water Chair

Date: April 28, 2018

Subject Line: Nomination and Recommendation for Southwest Zone Director

To: The Elections Committee

I hereby nominate and endorse Michael Heather for the position of Southwest Zone Director.

I have known Michael as a teammate, swimmer, and fellow Southern Pacific LMSC Committee member for the past 10 years.

Michael has contributed to the growth of Masters Swimming in Southern California through his participation and leadership with Southern Pacific Masters Swimming and US Masters Swimming for over 30 years. He has contributed at most all leadership areas of US Masters Swimming and works diligently to create a positive result for all involved. He truly shows a lifelong passion for swimming by going above and beyond in his commitment to USMS.

In conclusion, Michael's strengths and enthusiasm combined with his tireless efforts working at both the local and national levels make him a great candidate for Southwest Zone Director.

Should you require any additional information, please do not hesitate to call me.

Respectfully submitted,

Robin Smith
Southern Pacific LMSC Open Water Chair
OpenWater@SPMasterSwim.org

Letter of Recommendation

From: Frank Thompson, VP community Services, USMS

29 April 2018

To: The elections committees

I am happy and honored to recommend and endorse the nomination of Michael Heather for the position of at large Director form the Southwest Zone. I have known Michael since 1988 and have found his service to USMS to be without equal and without blemish. Over the years he has proven to be a loyal and determined board member, officer, national committee chair (and member) and task force chair (and member). He is always working and striving to improve USMS within its boundaries and policies. I believe he will be an excellent director and will add a great deal of institutional knowledge as well as perspective to the growth process.

Sincerely, 

Frank Thompson, USMS VP for Community Services

USMS Executive Committee Reports

President

Patty Miller

The theme of this year's Annual Meeting is "Building Bridges to Our Future". In the past year, volunteers and staff have been examining long-held processes and paradigms and planning for U.S. Masters Swimming's future. Here are some of the highlights.

Convention Task Force

After last year's Convention, and faced with decisions about signing contracts for conventions up to five years in the future, I appointed a task force, led by Ed Tsuzuki. Despite change in technology, how our committees conduct business, increased size of the House of Delegates based on membership growth, and increasing expense, the structure of our annual meeting and convention has remained relatively static over the years. The mission of the Convention Task Force is to "examine the current and future value of USMS's House of Delegates (annual) meeting and participation in the USAS Convention, and make recommendations for the future."

The task force explored many aspects of the annual meeting and convention, including length of the event, the size of the House of Delegates, the process for proposing rules and legislation, the budget process, the convention content, and the timing of committee selection. Some of the task force's recommendations resulted in legislation proposals or administrative changes this year and some will be saved for evolution in the future. We'll hear more about the task force recommendations at convention.

Volunteers Task Force

Similar to the impact of change on how we conduct the USMS annual meeting, changes to USMS now and in the future call for examination of the optimal roles for volunteers. In light of transition in communication technology, the advent of on-line membership and event registration, the development of professional staff, and the prospect of a generationally different volunteer base, I appointed a task force, led by Laura Winslow, to tackle issues related to our volunteers. The mission of the Volunteers Task Force is to "investigate and make recommendations regarding how to optimize USMS's volunteers as resources now and in the future."

The task force worked tirelessly over the past year to learn more about our volunteers and examine volunteer roles and engagement. Although the task force continues its efforts and its recommendations will not be ready for action at this year's convention, we will hear about their work in a general presentation and a workshop. In addition, we plan to discuss their proposals at the 2019 Leadership Summit for LMSC leaders.

College Club Swimming

I mention College Club Swimming here because it's an example of the success we can have when we hold back from imposing our usual structure and processes to allow something new to develop. CCS is truly an example of building a bridge to our future.

As background, college club swimming (different from varsity athletic programs) has existed for years. There was no formal structure to connect the many college clubs other than a championship of sorts held at Georgia Tech each year. In the past couple of years, USMS supported the development of an organization – College Club Swimming (CCS) – as collective organization that

USMS Executive Committee Reports

unifies college club swim programs across the country. With USMS's backing, CCS provides the rules, calendar of events, results database, and communications across all registered CCS clubs. The relationship between CCS and USMS, where students join clubs and those clubs in turn pay a fee to USMS, which in turn provides infrastructure such as a website (<https://www.collegeclubswimming.com/>), has been wildly successful, resulting in 4,538 CCS members from 125 colleges in 2018. These students now know about USMS as a social and fitness option for their post-college lives and as the organization that helped enhance their swimming experience in college

At convention this year, we'll be presented with a package of legislative proposals to provide just enough touch to allow for a "bridge" between CCS membership and USMS participation. We'll also hear more about the success of CCS.

Diversity Task Force

The future – and present – of the United States and therefore the population from which USMS draws its membership is more diverse than in the past. For the past few years, USMS has had a Diversity Task Force, most recently led quite well by Sarah Welch. The task force has examined where our diversity needs are and has recommended education and opportunities to expand USMS diversity so we can share our mission with more people. At this year's convention we'll vote on a proposal to make this task force a standing committee, demonstrating our commitment to finding ways to make USMS welcoming to a broader group of swimmers.

Digital Transformation (USMS.3.0)

During 2017, the Board of Directors approved a new approach to USMS's technical infrastructure and at last year's convention plans were outlined and budgeted for a 4 to 5 year digital transformation. The concept behind the approach was that, rather than continuing to build customized software internally, USMS would utilize off-the-shelf software and external expertise when possible. The goal was to have outside vendors and partners handle software maintenance, perform upgrades and manage security while providing greater flexibility for the staff to improve and add to our digital marketing capabilities and membership benefits.

This first phase of the digital transformation included a new website platform that provides a modern experience on mobile devices, personalization capabilities to provide visitors and members with content specific to their interests, greatly improved analytics and database marketing functionality, a simplified registration process, and improved security of membership data with an e-mail login and password.

Many of us have years of experience with the prior version of usms.org and may have experienced some glitches since the launch of the new platform, and I regret that inconvenience. But the new platform has already resulted in benefits in visibility and access to information for visitors and prospective members. We'll see more information on the digital transformation, including capabilities and plans for future development, in CEO Dawson Hughes' convention report in this packet and in a workshop conducted by the National Office at the annual meeting.

Changing for the future can be challenging – but it can also be exciting and energizing. I look forward to working with you to optimize USMS's present and plan for its future when we gather in Jacksonville.

USMS Executive Committee Reports

Vice President of Administration

Peter Guadagni

As I finish my first year as your Vice President of Administration and a new member of the Executive Committee and Board of Directors, I would like to thank everyone who has supported me in my new roles. Patty Miller's leadership as our President is an inspiration. She conducts meetings with grace, wisdom, and efficiency. She generously makes time when I need to collaborate on a challenge facing one of my committees. At my first board meeting, past-President Nadine Day offered to be my mentor as a new member of the USMS leadership team. Her friendship and guidance have been invaluable as I have coped with new responsibilities. CEO Dawson Hughes has been responsive to my questions and deserves commendation for leading the organization through the difficult (and necessary!) process of IT change and modernization.

I am particularly indebted to the Committees I oversee and the leadership of their Chairs and Vice Chairs. The Championship Committee, led by Chair Jeff Roddin and Vice Chair Jim Clemmons, oversaw the largest national championship event in USMS history. The Committee worked with the host and National Office to make the many adjustments necessary to provide a great experience for all participants. The Championship Committee also implemented several administrative changes, some big (standardized host contract) and some not so big (responsibility for relay cards). Finally, the Committee selected the host for the 2020 USMS Spring National Championships, an event that will mark the 50th anniversary of the first National Masters Swimming Championships. After a period of inactivity, the Registration Committee began meeting again under the direction of Chair Susan Ehringer and Vice Chair Marcia Anziano. The Committee recognizes online registration has changed the role of registrars and surveyed its members on committee functions and registrar duties. The Registration Committee worked with the National Office on a few registration related initiatives.

The Rules Committee, led by Chair Charlie Cockrell and co-Vice Chairs Mollie Grover and Claire Letendre, and the Legislation Committee, led by Chair Richard Garza and Vice Chair Meg Smath, worked with the Long Distance Committee to implement a number of enhancements aimed at improving the efficiency of our annual convention. These three committees, who have primary responsibility to review and recommend USMS rules and legislative changes, embraced ideas from the Convention Task Force to standardize proposals and attempt to provide recommendations on them to the House of Delegates in the pre-convention packet. While delegates can still speak on recommended and non-recommended proposals at committee meetings, changes are expected to be minimal. This means delegates will have more time to study proposals prior to voting on them. This commitment to provide early guidance on proposals meant the Legislation and Rules Committees had to compress the work typically done during July, August, September and convention into the month of July. Committee members devoted 5 or 6 early summer evenings to support this effort. As Vice President of Administration, I participated in every conference call and in person meeting for the Board of Directors, Executive Committee and committees I oversee that did not conflict with another committee meeting. I also continued to serve on the Finance Committee. As part of my election communications I shared my belief that the primary value of USMS is delivered on the pool deck and committed to be an advocate for local clubs and work out groups. As part of my effort to honor that commitment, I led an Executive Committee task force to support the CEO and National Office in the development of a local USMS marketing program.

Finally, I would like to thank my lane mates who swim with me every day and remind me of the mission of USMS.

USMS Executive Committee Reports

Vice President of Local Operations

Chris Colburn

The Local Operations division consists of four committees (History and Archives; LMSC Development; Recognition and Awards; and Records and Tabulation). The Vice President of Local Operations (VPLO) is an *ex-officio* member of these four committees, and also works with LMSC and Zone chairs on any local issues that might require the attention or advice of a Board member. The past year has been a busy one for the division's committees. The activities the committees (and the VPLO) are summarized below. You can find more details in the annual reports and meeting minutes for each committee.

History and Archives (chaired by Barbara Dunbar) continues to perform detailed work on the tasks of collecting and preserving the history of the USMS organization and its membership. Many of their recent projects include locating, digitizing and consolidating paper documents, such as older registration files, USMS publications, and Top Ten and Records reports; identifying swimmers with missing, legacy, or duplicate registration IDs; and reviewing, fact-checking, and submitting for publication biographical and other historical information on the USMS web site.

The **LMSC Development Committee** (chaired by Michael Moore) has had a busy year. The committee conducted its follow-up survey of LMSCs for compliance with current standards. Advice and remediation for LMSCs needing help meeting the established standards were conducted under the supervision of the zone chairs and the VPLO. The committee has continued its excellent series of peer-to-peer teleconferences for different LMSC volunteer offices and roles, giving volunteers across the country an opportunity to share ideas and best practices. Notes from these sessions have been posted in the Meeting Minutes section of the USMS website. The committee is also in charge of organizing the series of workshops scheduled for Convention. Many members of the committee are involved in putting together the LMSC Leadership Summit that will take place in March 2019.

Recognition and Awards (chaired by Ray Novitske) oversees the national service awards that underscore the outstanding efforts of our volunteers. The committee continued their work to increase submissions for national awards. They coordinated the selection of the Ransom J. Arthur Award recipient Ed Tsuzuki, who was honored just before Spring Nationals. The committee successfully recommended Walt Reid for induction to the International Masters Swimming Hall of Fame (IMSHOF) as an Honor Contributor. Walt's induction will take place on Friday even at the IMSHOF Induction Ceremony, and all delegates are encouraged to attend. The committee works with the National Office to write and submit press releases to recognize award recipients. They also continue to work to improve volunteer recognition at the local (LMSC) level.

Records and Tabulation (chaired by Jeanne Seidler) continued its curation of Top Ten lists and USMS Records, as well as the list of measured/certified competition courses. The committee includes the National Swims Administrator (Mary Beth Windrath) among its members. Mary Beth works with the committee to coordinate the validation and entry of USMS Records and swims entered in the National Swims database. The committee continues to formulate, refine, implement, and publish policies related to these lists and records. They have continued to contribute to the

USMS Executive Committee Reports

process of meet sanctions and recognitions this year. This year, the committee is hosting an excellent workshop to help meet hosts ensure that times swum at meets will count for Records and Top Ten submission.

In addition to acting as a liaison to the Executive Committee for the Local Operations committees, I worked to implement LMSC remediation plans in conjunction with the Zone chairs and the LMSC Development Committee. I also served this year as a member of the **IT Liaisons Group**, a task force consisting of two Vice Presidents, the Secretary, the Treasurer, and two former Board members. This group worked with the CEO to advise the National Office on the ongoing Digital Transformation and USMS 3.0 strategies. For more information on the work impacted by this group, check out the Digital Transformation workshop.

USMS Executive Committee Reports

Vice President of Programs

Donn Livoni

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

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

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

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

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

USMS Executive Committee Reports

Vice President of Community Services

Frank “Skip” Thompson

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

Committee Members – New members for 2018 are: Patrick Brennan, Lisa Dahl, Doug Fetchen, Terry Heggy, and Christine Maki.

Returning members: Scott Bay, Kenny Brisbin Chris Campbell, David Clark, Dean Hawks, Bob Jennings, Jennifer Masquelier, Erin Mathews, Crystie McGrail, Chris McPherson, Helen Naylor, Kerry O’Brien, Tim Waud, Steve Weatherman, and Laureen Welting. Ex Officio: Bill Brenner.

Meetings held: 12/11, 2/12, 3/12, 4/9, 5/14, 6/13 and 7/9. Meetings planned: 8/13

2018 Goals and Subcommittee Assignments:

1. National Coaching Clinic - Dates and Venues have been secured. The College Park Marriott Hotel and the Eppley Rec. Center at the University of Maryland (site of the 2014 Summer Nationals) from Friday, October 19 to Sunday, October 21, 2018. The Coach presenters have been selected and the information is on the USMS website and two USMS e-mail notices have gone out to the USMS membership about the clinic. Bruce Gemmell, Bo Hickey, Joel Stager, and Jack McAfee have been selected as presenters. Helen Naylor leads the sub-committee for the NCC.
2. Coach Certification – 11 Education Weekends were scheduled for 2018 year and 6 have been completed with 5 more left in the year starting 8-25-18 in Chicago. Along with Coaches Certification classes there will be ALTS certification classes and stroke clinics for both swimmers and coaches as part of these weekend packages. A coach’s clinic will be held at the conclusion of the classes and the next day a stroke clinic will be held. Blended learning has been incorporated into the Level 1 classes.
3. USMS High Performance Camp – This camp is a joint venture from the Triangle Sports Commission, the Greensboro Aquatic Center, and USMS. The dates for the camp are 8-25-18 to 8-30-18 at the Greensboro Aquatic Center. Bill Meier was selected as Head Coach and Trey Taylor, Mike Hamm, and Lisa Brown were selected as Assistant Coaches. New for the 2018 camp is the Mentee Coach program. A Mentee Coach will be selected to further develop the coaching and communication skills of the Mentee Program participant and to provide additional coaching assistance at the HPC.
4. Level 4 Certification – The Level 4 subcommittee reviewed the Level 4 Application process and changes were made and approved by the Coaches Committee. Two submissions have been received so far and one preliminary one has been received for the 2019 year. The recipients will be announced at the 2018 USAS convention in Jacksonville at the end of September 2018.
5. LMSC Communications – Kenny Brisbin is the lead on this topic and he and Bob Jennings will be surveying the needs of LMSC Coaches Chairs and sending out minutes of the monthly USMS Coaches Committee meetings. A survey was sent out to all USMS Certified coaches, receiving over 200 responses and now are in the process of extracting data using custom algorithms. Findings will be submitted to USMS Coaches committee and USMS so see how we may help the local coaches.

USMS Executive Committee Reports

6. Fitness – David Clark has volunteered to take over the Fitness subcommittee. The subcommittee is going to come up with strategies to help motivate coaches so their swimmers will participate in the three fitness series of events throughout the year. (Winter 30 Minute Swim, Summer 2K Swim, and the Fall 1 Mile Swim.
7. On Deck Coaching – Erin Mathews along with Crystie McGrail will continue to lead this project and will be responsible for setting everything up and coordinating this through Sign Up Genius at USMS National Championship meet in Indianapolis, UANA Championships in Orlando and the USAS Convention in Jacksonville in September 2018. USMS just completed a successful meet of on deck coaching at both the spring nationals in Indianapolis and the UANA Championships in Orlando and looks forward to the convention in Jacksonville.
8. Awards – Chris Campbell continues to lead this subcommittee and is a member of the USMS Recognition and Awards Committee. The Coaches Committee is responsible to select the USMS Coach of the Year and the Kerry O’Brien Grassroots Coaching Award. As of July 1, 2018 which is the deadline, the Awards Committee has 5 nominations for the USMS Coach of the Year and 7 nominations for the Kerry O’Brien Grassroots Coaching Award.
9. Publications – Terry Heggy leads this subcommittee. An average of 2 articles to 3 articles have appeared since the start of 2018 in both the Streamlines for Coaches and Streamlines for Members issues. Coaches still submit favorite workouts, drills, and ideas that are successful in the USMS Coaching community for future publications. The 2019 Publications Plan is being developed and a move toward providing more technique videos with USMS branding is planned for the 2019 year.
10. Web Workouts – Erin Mathews leads this subcommittee with assistance from Crystie McGrail. The workouts have up and running on the USMS site since the beginning of January 2018. There are seven different categories (5 workouts a week) which try to cover all demographics of USMS swimmers. Coaches are paid a stipend and can write workouts in one category for two years. There were 15 applicants applying to write the web workouts and seven were chosen. The 7 are: Elizabeth Miller – Basic Training, Dean Hawks – Stroke and IM workouts, Mark Stori – Open Water, Trey Taylor - High Intensity Training, Emily Von Jentzen – High Volume workouts, Shauna Payne Gold - Triathlon Training, and Michael McKinley – Limited Mobility
11. International Coaching – No FINA Masters World Championships are scheduled for 2018, so no subcommittee was formed to select coaches for these events. Bob Jennings, Dean Hawks, Doug Fetchen, and Tim Waud will work together planning for the 2019 FINA Masters World Championships that will be held in South Korea. The subcommittee has decided on 2 coaches to be chosen in the next 6 months. A budget has been created and submitted to the Finance Committee with assistance from the CFO (Susan Kuhlman). The subcommittee will utilize their experiences in past FINA World Championships to plan for the event in South Korea. They will also use Richard Garza, as a resource from his experiences as Head Coach in Hungary.
12. Coaches Mentor Program - Chris McPherson is the chair of this subcommittee. The subcommittee is made up of coaches from different USMS Zones. The subcommittee will be asked to: 1. Find and vet regional certified coaches to act as mentors. 2. Create a phone list of regional mentors that can answer questions over the phone. 3. Create a plan for coaches to watch a mentor coach conduct practice or for the mentor to go to watch a coach at his/her pool. 4. Create a budget for the mentor coaches to be presented to the Finance Committee. A complete document of expectations has been completed and it’s currently being reviewed by the Coaches Committee. A budget has been created for the 2019 year and will be reviewed

USMS Executive Committee Reports

by the Finance Committee before the convention.

13. ASCA World Clinic – Dates are September 4 – September 9, 2018 in Anaheim, CA. USMS is scheduled to have a booth for the 2018 World Clinic Trade Show. The dedicated Masters Track at ASCA is not scheduled for 2018.

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

Committee Members – New members for 2018 are: Arlette Godges, Melodee Nugent and Carlos Rodriguez.

Returning members: Megan Carlson, Sally Guthrie, Jim Izzi, Clare Rudd Kubiak, Dr. Jim Miller MD, Jane Moore, Jessica Seaton, Eduard Tiozzo, and Robin Tracy. Ex Officio: Daniel Paulling.

Meetings held: 12/17, 1/21, 2/18, 3/12, 4/16, and 6/24. Meeting Planned: TBD before Convention.

2018 Goals and Subcommittee Assignments:

1. USAS Convention Presentation – Due to the success of the 2016 Sports Medicine Presentation with Dr. Tanaka, plans were made to have him accept an invitation to speak at the convention in Jacksonville. He agreed and Meg Carlson and Clare Rudd Kubiak are handling all of the details and will follow up with progress to the committee. A topic of interest is a Sports Injury project with new research findings utilizing the “Go the Distance” program metrics to gather sports injury data.
2. Sports Medicine Blog – In the past year, a non-interactive Sports Medicine Committee directed Blog to dispense sports medicine related articles and studies have proven successful. Jessica Seaton is highly involved with the blog, posting a variety of topics related to swimming, health and nutrition. The blog is updated regularly with a focus on current topics in research and the media. Jim Izzi will assist with this when the new website is launched.
3. Exercise & Pregnancy Project – Ben Kogutt MD, a maternal fetal medicine specialist and 1st year fellow at John Hopkins University is doing a survey and getting opinions of swimmers given birth/training while pregnant & postpartum. Selection of swimmers would be within the more recent time frame. Work in conjunction with the Coaches Committee. The goal is for this to get started soon and a report of progress will be made before convention.
4. Nationals Booth – Carlos Rodriguez leads this project. Carlos and Meg Carlson set up space at the IUPUI Natatorium during the 2018 Spring Nationals between the warm up pool and the competition pool for great exposure to all participants. Dryland stations were set up for swimmers to use and they got instruction and feedback to help aid in their swimming. Injury prevention specializing in strength and stretch workouts was the theme.
5. The SMC is looking at ideas for the launch of a comprehensive report on the health benefits of swimming that Swim England commissioned. Swim England is the NGB for swimming in England and is separate from British Swimming, which has more of a competitive elite focus. The NGB goal is providing and publicizing the benefits of swimming to further its mission focusing on learn to swim, enjoying water safety, and competing in aquatic sports. Create programs that enable everyone to be active, have fun, and stay healthy.

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

Committee Members – New members for 2018 are: Stephanie Gauzens and Andy Seibt.

USMS Executive Committee Reports

Returning members: Stacy Broncucia, Brigit Bunch, Anita Cole, Kelly Davis, Karen Gernert, Fares Ksebaty, Ann Marshfield Lisa Ward, Lisa Watson, Karin Wegner and Ken Winterberger. Ex Officio: Kyle Deery.

Meetings held: 5/29

Several USMS National Office initiatives for the 2018 year have been started for which Fitness Committee input would be helpful and items already in progress from 2017 have already been incorporated in 2018 to help with this strategy. An overview of a strategy for a fitness initiative has been defined and Fitness Committee members have chosen to participate in 4 sub-groups and these will be used as resources as research and development starts and proceeds for the program throughout the 2018/2019 year. The 4 sub-groups are defined below:

1. Fitness Initiative - A group to serve as a sounding board on the research and development that we are undertaking over the next 6-8 months.
2. (Fitness) Events - A group to look at our electronic Postals and GTD events and determine which should be looked at as 'fitness' vs. 'long distance'. For fitness events that are underperforming from a participation standpoint, and whether we should continue them as programs with adjustments to improve participation. With the knowledge gained this could be a group that researches and recommends new fitness oriented programs (i.e. 30 minute swim that is being implemented in 2018).
3. Fitness Swimming Technology - (e.g. FLOGS, Virtual Swims, mobile applications, etc.) - What do our members want? What is attractive to a prospective member that doesn't plan on competing?
4. Fitness Research/Education/Marketing- Research and provide recommendation fitness related content and marketing. How can we condense the benefits of swimming exclusively for fitness (i.e. not competitive) in simple messaging? Possibly include a sports medicine committee liaison with this group to provide technical/medical input. Example: Orange Theory<<https://www.orangetheoryfitness.com/>> is franchise interval fitness training program that is expanding rapidly. From their website: ' Backed by Science: Our heart-rate monitored, high-intensity workout is scientifically designed to keep heart rates in a target zone that spikes metabolism and increases energy. We call it the after burn'. In conjunction with Sports Medicine expertise, can we develop this type of messaging to support the benefits of swimming in USMS programs.

2018 Ongoing Projects and Assignments:

1. The Fitness Committee approved to create and start a Winter, Summer, and Fall Fitness Challenge swims to encourage participation from fitness swimmers. The 30 minute swim was completed from 2-15 to 2-28-18 and had 1273 participants. The Summer Fitness 2K Swim challenge was completed from July 15 to July 31 and had 848 participants. The 1 mile swim is scheduled for the fall from November 15 thru 30th. These events will be pre-registered before the swim and the participation window to enter and complete the event is 14 days and the events have been run by the USMS National Office. These events have a fundraising component, with the majority of the registration fees going to the Swimming Saves Lives foundation or a local charity for the summer and fall fitness series.
2. Go The Distance Program – There are 2,304 swimmers registered in the program for 2018.
3. LMSC Communication with LMSC Fitness Chairs on ideas that are being done with success at LMSC level. Two successful LMSC Development Per to Per Conference Calls have been completed on the interest and promotion of the 3 USMS Fitness Series.

USMS Executive Committee Reports

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

USMS Executive Committee Reports

Secretary

Greg Danner

This was my first year serving on the Board of Directors and it was a tremendous experience. I am inspired by the dedication of our volunteers and the tireless efforts of our National Office. I want to thank the Executive Committee, Board of Directors, and the National Office staff for their support and guidance during my tenure. I believe that USMS is improving every year and will continue along a positive path. Thank you to all the delegates, coaches, volunteers, and contributors at the local and national level for making this organization successful.

My activities for the past year included taking the minutes for all the Executive Committee and Board of Directors conference calls, as well as in person meetings: one BOD meeting after the convention, as well as the Winter and Summer BOD meetings. After the distribution of minutes and their subsequent approval, I posted them to the website. I want to thank my predecessor, Chris Colburn, for spearheading the movement of online recording of our conference calls; it is a valuable resource that often improves the accuracy of the minutes. Additionally, I worked with committee and task force chairs to post their meeting minutes to the website.

I am excited for the Convention and the second year of my term. I will continue to serve to the best of my ability. Together, we will help USMS reach new heights!

USMS Executive Committee Reports

Treasurer

Ralph Davis

Financial condition: Our financial condition as of June 30, 2017 is very healthy with reserves in excess of \$4.2M.

There are three major reasons for this unprecedented health:

- USMS is well managed in a fiscally conservative manner.
- Investment portfolio (as of 7/31/18) has grown \$50,108 for 2018 and \$1,127,825 since its inception in February, 2011.
- We are in the fourth year of our dues increase program that was adopted to invest in programs and services under a secure financial foundation.

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

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

The 2017 Financial Statements are complete and the certified audited financial report will be available on our website by the end of August. The USMS tax return for 2017 is completed and approved by the Board and will be filed with the IRS by August 15th.

USMS Executive Committee Reports

Immediate Past President

Nadine Day

I am honored to be able to continue to serve the USMS membership. I have always made it my priority to keep the members first. **#MembersFirst**

As one of my roles as immediate past president, I serve on the Diversity and Inclusion task force as the president's liaison. Under the leadership of Sarah Welch, I am proud that the Diversity and Inclusion might become a new standing committee. This direction will help ensure that we continue to make strides in providing opportunities for all.

As a USMS member, I was appointed to serve on the SSL and the Recognition and Awards committee. Both of these committees help promote swimming and reward adults for their dedication from learning to swim and serving the masters community. **#USMSVolunteers**

I am excited about the Convention Task Force, we are focusing on streamlining convention and providing more meaningful opportunities for attendees. We all know volunteering requires sacrifices and our time is a precious commodity. We have to decide what it is WORTH. It is not about money, records and medals. It is about giving more, sharing our gifts and giving to the aquatic sports. It is about making opportunities for others. We have to make sure members have a voice and have adequate resources to be successful. **#ForwardProgress #ChangeisGood**

I also serve the Masters community as the athlete representative on the UANA Masters Technical Committee. We hosted the UANA Masters America's Cup OW Championships and the most recent UANA Pan American Masters Championships. The UANA Masters Technical committee's goal is to increase masters participation across the Americas (Canada, US, Caribbean/Central America and South America) in ALL disciplines: Swimming, Diving, Artistic/Synchro, Water Polo and Open Water. **#2020Medellin PanAm Masters Championships**

Besides serving the Masters community, I was appointed as the USAS Athlete Mentor by USAS President Steve McFarland. This year, we are proposing legislation to have athletes serve on the USAS Board. We are also encouraging athlete representation at all levels of the aquatic community from club, local, regional, national and worldwide. We want to make it a priority for athletes to have a voice and representation. We hosted an athletes' meeting with USA Synchro, USA Diving, USA Water Polo and USA Swimming in conjunction with the USAS Mid year meeting and USA Swimming AEC. These athletes are the future of our organizations.

In 2019, I will have a new role with USAS and will be helping with the USAS Convention for 2019, 2020 and 2021. For the past 20 years, we have had a dedicated group of VOLUNTEERS: Ellaine Cox, Deb Turner, Margaret Donofrio, Bob & Helen Brown, Paul & Mary Beth Windrath, and Gay Wright. They will be retiring and this will be their last convention with exception of Gay. When you see them please thank them. They have done an amazing job. MAHALO USAS Convention Committee! USAS Convention is Celebrating 40 years!!

USMS Executive Committee Reports

Legal Counsel

Maria Elias-Williams

In my third year as USMS' Legal Counsel, I continue to be most impressed by the dedication of staff and volunteers who explore all aspects of issues within their given task.

We pro-actively address and try to balance the rights and needs of all members, seeking input from our entire swim community. We also continue to build upon the guidelines to minimize any potential threats to our tax-exempt status. I have frequent telephone conferences with staff, Board members and other volunteers, as well as occasional outside counsel, to keep issues that arise at low risk. I have also reviewed numerous contracts during this past year. USMS has not been named in any lawsuit during my tenure, although we maintain continual contact with our liability provider for advice and direction to deter such.

Championship

Committee Members

Jeff Roddin, Chair; Jim Clemmons, Vice Chair

Nicole Christensen-Rembach, Barry Fasbender, Ken Halbrecht, Robert Heath, Linda Irish Bostic, Cheryl Kupan, Krisie Melsen, Mark Moore, Erin Moro, Sandi Rousseau, Ed Saltzman, Jeff Strahota, Pete Tarnapoll, Natalie Taylor, Charlie Tupitza.

Ex-Officio: Jay Eckert, Casey Keiber, Ali Hall, Peter Guadagni.

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 2018 USMS clubs
2. Produced NQT Standards file for meet operations use at 2018 Nationals and made available to local meet directors
3. Updated NQT Altitude Adjustments per 104.5.3C (1) for Appendix B in the 2018 USMS Rulebook
4. Transitioned content from the Meet Director's Guide and Bid Packet to the USMS Dropbox folders
5. Transitioned relay card stock inventory to the National Office to manage
6. Raised individual entry fees at Nationals to \$6 (these fees go to the meet host)
7. Shifted \$5 of the meet surcharge from the host to USMS
8. Updated the meet contract. Major changes include Officials and Meet Merchandise sections and moving many minor items from the contract to the Meet Director's Guide (e.g. water temperature, shade, smoking, locker rooms, etc.)
9. Submitted eleven proposed Rules changes to Article 104
10. Endorsed Meet Ref assignments for 2019 Spring and Summer Nationals
11. Discussed changes to the Logo development process and Meet Merchandise options
12. Updated the Nationals' liability waiver to include statement about banning non-approved commercial entities from using Nationals to promote their product(s)

Action Items

1. 2019 & 2020 Nationals: NQTs, assign Order of Events, approve awards, update Meet Director's Guide, assign liaisons
2. 2020 Spring Nationals contract
3. Update Championship Committee Policy documents
4. Review how NQTs impact sprint vs distance events

Championship Committee Agendas

Thursday (3:15-4:15pm)

1. Approve Minutes from last meeting(s) as required.
2. Recap/debrief 2018 Spring Nationals (Indy)
3. Review/discuss 2019/2020 Nationals
 - A. 2019 Spring Nationals (Mesa, April 25-28)
 - a. Logo/Awards
 - b. Order of Events
 - B. 2019 Summer Nationals (Mission Viejo, August 7-11)
 - a. Logo/Awards
 - b. Order of Events
 - C. 2020 Summer Nationals (Richmond, VA, August 13-16)
4. Review/discuss any proposed Legislation/Rules changes that affect Championship Committee (Articles 103/104)
5. NQT's
 - A. Enforcement
 - B. 80-84 age group
 - C. Distance vs Sprint

Friday (8:00-9:30am)

1. 2020 Spring National Championship Bids
2. Nationals procedures/activities:
 - A. Deck Seeding
 - a. Online check-in system (scratches, confirmation)
 - b. Time savings
 - B. Sixth Event refunds
 - C. Award Presentations at Nationals
 - D. Meet Programs
 - E. Relays
 - a. Administrative DQs
 - b. Online entries
 - F. Warm-up periods
 - a. "Salmon run" sprint lanes - need plan in advance
 - b. Final 30 minute session
3. Goals/Tasks for 2019
 - A. Potential Rules Proposals to remove items from 104 and shift to policy
 - B. USMS 50th Anniversary/2020 Nationals
 - C. NQT policy

Coaches

Committee Members

Bob Jennings, Chair; Kenny Brisbin, Vice Chair

Scott Bay, Patrick Brenan, Chris Campbell, David Clark, Doug Fetchen, Dean Hawks, Terry Heggy, Christine Maki, Jennifer Masqueliert, Erin Matthews, Crystie McGrail, Chris McPherson, Helen Naylor, Kerry O'Brien, Tim Waud, Steve Weatherman

Ex-Officio: Bill Brenner, Marianne Groening, Skip Thompson

Introduction

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

Discussions and Projects Since Last Convention

1. 2019 FINA World Masters Championships in Gwangju, South Korea (August 5 to 18, 2019). The subcommittee has created a list of Coaching/Team Managers Responsibilities for prior to, during, and following the event. An application for coaches to apply for the games has been created. There have been discussions with past coaches of World Championships, an individual that lived in South Korea, and a delegation from the South Korea meet committee
2. High Performance Camp – Greensboro, North Carolina, August 25 to 30, 2018
3. National Coaching Clinic – College Park, Maryland, October 18 to 21, 2018. The selection of coaches/instructors, programs, venue section, and meals was a joint effort with the National office and the coaches committee.
4. Certification/Coaches Education – Coaches Certification for Levels 1, 2, and 3 as well as the Coaching Clinics were very successful this year.
5. Awards – A subcommittee reviewed and selected the winners from the nominations for the Kerry O'Brien Award and Coach of the Year.
6. LMSC Communication – Committee meeting minutes have been sent out to LMSC Coaches Chairs.
7. Coaching Mentor - A subcommittee was created to begin the process of creating a Mentor program for USMS coaches.
8. Online Coaching – The selection of Online Coaches was completed on time and the workouts continue to be available on the USMS website.
9. On Deck Coaching – Sign up Genius was used again as our method for coaches to sign up to supervise warm up sessions at Spring Nationals and the Pan American Games. Sign Up Genius was also used for coaches to sign up for morning workouts at convention.
10. Level 4 Coaching Certification – A subcommittee worked with the applicants and selected the 2018 Level 4 coaches

USMS Committee Reports and Agendas

Action Items

1. Conduct the 2018 National Coaching Clinic in October.
2. Continue to plan for the 2019 FINA World Masters Championship in South Korea
3. Continue to provide Web Workouts and On Deck Coaching for warm ups at Spring and Summer nationals

Agenda

4. Welcome
5. Introduce committee
6. Review of 2017/2018
7. Subcommittee Summaries (Awards, Certification, Level 4 Coaching, High Performance Camp, LMSC Communications, 2018 National Coaching Clinic, 2019 FINA world Masters Championship, On Deck Coaching, and Web Workouts.

History and Archives

Committee Members

Barbara Dunbar, Chair; Meegan Wilson, Vice Chair

Maryanne Barkley, John Bauman, Marcia Benjamin, Kirk Clear, Betsy Durrant, Kathy Gallagher, Anna Lea Matysek, Gail Roper, Jayne Saint-Amour, Rick Schumacher, Sandy Thatcher

Ex-Officio: Christopher Colburn (EC), Jessica Porter, Onshalee Promchitmart

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 the efforts and accomplishments since last convention and for working many, many volunteer hours.

History and Archives Active Projects and Progress

1. The Top 10 Publication project (locate, scan, OCR convert, and post all Masters Top 10 lists, booklets, publications, and errata) is nearly completed. More legible copies of Top 10 publications will be posted at <http://www.usms.org/content/top10print>.
2. H&A is locating, scanning, and converting Open Water and Long Distance National Championship 1974-1997 results for posting onto the USMS website as was done for pool National Championship results. Long Distance and Open Water National Championship results from 1998 onward are posted on the USMS website and are being reviewed. Link problems have been reported and missing results are being located, scanned, and posted. Donn Livoni, Long Distance Committee, sent LD and OW documents to H&A. These are being examined, indexed, scanned, and archived.
3. In April, H&A Vice Chair Meegan Wilson created “History and Archiving 101, A Guide to Preserving USMS History” which lists basic guidelines; archiving problems (mold, insects, rodents, temperature, humidity, and light) and solutions; procedures for handling, preserving, and archiving documents; and more.
4. USMS current and former members with multiple permanent Swimmer IDs have been located and reported to the National Office so that the IDs can be merged into a single ID for the swimmer. Issues with the format of newly assigned permanent IDs and confusion resulting from the use of previously prohibited letters are being discussed amongst the National Swims coordinator, Records and Tabulations, History and Archives, Registration, and the National Office.
5. In February 2018, H&A reported navigation problems on the Swimmer Stories page in which titles for some stories were not viewable and did not appear until the columns on the page were sorted. The problems remain to be corrected.
6. Posted Swimmer Stories were proofed but need to be re-checked due to link problems following the USMS website update. Some swimmer stories have been updated.

USMS Committee Reports and Agendas

7. Relay Top 10s are being converted for upload to the USMS Top 10 Relay database by Mary Beth Windrath and Walt Reid. Mary Beth and Walt finished converting the 1993 and 1994 LCM Top 10 Relays, and Mary Beth added them to the USMS Top 10 Relay database. Remaining to be done are the 1971-1987 SCY Relays, 1972-1992 LCM Relays, and 1986-1997 SCM Relays. For Relay Top 10s prior to 1988, a digital file in the proper format needs to be created from paper copies.
8. Following the April 2 USMS website update, problems were noted with missing documents, bad links, and other issues and are being reported. In some cases, replacement documents have been located and provided for upload.
9. Committee members have made more progress on the project to locate missing National Record chronology dates. Committee members and USMS members are now able to search the posted *Swim-Masters* for some missing National Record dates.
10. Convention documents (minutes, agendas, etc.) continue to be located and are being scanned and posted onto the USMS website (at <https://www.usms.org/admin/conv/>).
11. The final phase of the project to scan, OCR convert, and post all 181 *Swim-Masters* includes locating more legible copies of some *Swim-Masters* posted on the USMS website at <http://www.usms.org/content/swimmaster>. A complete index of *Swim-Master* content was created, posted, and is in the process of being re-checked.
12. Following research and verification, additional Olympians and/or Olympic event information have been added to the “Olympians who are USMS members” list at <http://www.usms.org/hist/oly/>.
13. The USMS registration database is updated as deceased members and dates of death are identified or as Top 10 swimmers are identified and assigned a permanent ID.
14. Copies of missing USAS convention booklet covers were located and scanned.
15. A correction to information listed in the *Swimmer Magazine* article about John Spannuth was sent to the editor.
16. Some old ASCA Newsletters and other historical documents that were sent to the History and Archives committee were forwarded to John Leonard at the American Swimming Coaches Association in November 2017.
17. Fact-checking, old registration file conversion, identifying swimmers on the 1970-1992 USMS Top 10 lists without assigned IDs, and other H&A projects continue.
18. Continuing H&A projects include fact-checking, conversion of old registration files, and identification of 1970-1992 USMS Top 10 list swimmers without assigned IDs.

Action Items

1. Reevaluate and prioritize various History and Archives committee projects

Agenda - Thursday, September 27, 2018, 2:00 – 3:00 pm

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

Fitness Education

Committee Members

Mary Jurey, Chair; Brian Cummings, Vice Chair

Stacy Broncucia, Brigid Bunch, Anita Cole, Kelly Davis, Stephanie Gauzens, Karen Gernert, Fares Ksebati, Ann Marshfield, Andy Seibt, Frank “Skip Thompson (EC), Lisa Ward, Lisa Watson, Karin Wegner, Ken Winterberger

Ex-Officio: Bill Brenner, Kyle Deery, Casey Keiber

Introduction

This year’s Fitness Education’s primary focus was on the roll out, implementation and promotion of the new Fitness Challenge Series. Since these were new events, most of our discussion was based on how to encourage participation and then reviewing results to see how we could improve.

Discussions and Projects Since Last Convention

1. Winter Fitness Challenge (Half Hour Swim)
2. Summer Fitness Challenge (2K Swim)
3. Fall Fitness Challenge (One Mile Swim)

Action Items

1. Effectiveness and ease of sign-up for Series
2. Social Media promotion for each series
3. Fund raising component
4. Measuring success
5. Learning from the first time
6. Fun component and how to encourage

Agenda

1. Intro – outline rollout of Fitness Series
2. Details of participation, fundraising results
3. How to better market the Summer and Fall Challenges
4. What made the Winter Challenge/Half Hour Swim successful
5. Brief outline of other Fitness Initiatives
6. Wrap-up, What the future brings!

Legislation

Committee Members

Richard Garza, Chair; Meg Smath, Vice Chair

Brian Albright, Chris Barta, Joan Campbell, Rob Copeland, Heather Hagadorn, Bruce Hopson, Michelle Jacobs-Brown, Leo Letendre, Jane Moore, Steve Peterson, Erin Sullivan, Dan Wegner, Patrick Weiss, and Kris Wingenroth.

Ex-Officio: Bill Brenner, Charles Cockrell, Jessica Porter, and Maria Elias-Williams

Introduction

The Legislation Committee is responsible for proposed changes to the Organizing Principles, Glossary, Part 2, Part 4, Part 5, and Part 6 of the USMS Code and Regulations (601.1.1). It's our job to report on such proposals and provide a recommendation to the House of Delegates. Since the 2017 Convention, the committee chair position was filled by Richard Garza, and the committee was left with two objectives for 2018: take a close look at Part 2 and Article 508.2.

Discussions and Projects Since Convention

1. The committee was asked to provide its recommendations for proposals prior to the HOD packet distribution. The committee agreed to do its best.
2. The committee provided two interpretations relating to convention organization and sanction requirements.
3. A sub-committee was formed to go through Part 2 with a fine-toothed comb and present proposals to the rest of the committee.
4. A total of 66 proposals were submitted.
5. A sense of the committee on each proposal was gathered after the June 10th deadline using Google Forms. This was used to determine the best course for discussion.
6. In July, the committee had a conference call on 5 different occasions to discuss and vote on the proposals.

Action Items

Consider and recommend proposed changes to the Glossary, Part 2, Part 4, Part 5, and Part 6 of the USMS Rule Book to the House of Delegates.

Agenda- Legislation Committee Meeting #1 – Thursday, September 27

1. Approval of minutes from the previous legislation committee conference call.
2. Consider comments and motions from delegates.
If you have questions or concerns and would like to discuss them with the committee, this is the time and place to do so.

Agenda- House of Delegates Forum – Thursday, September 27

1. Open forum to hear comments from convention delegates on rules, legislation, and long distance proposals before the House of Delegates.

Agenda- Legislation Committee Meeting #2 – Friday, September 28

1. Consider comments from delegates and motions for reconsideration as needed.
2. Consideration of new business.

LMSC Development

Committee Members

Michael Moore, Chair; Tim Lecrone, Vice Chair

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

Ex-Officio: Chris Colburn, VPLO

Introduction

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

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

Discussions and Projects Since Last Convention

1. LMSC Standards– Surveyed 52 LMSC Chairs and 52 LMSC Treasurers. Some of the results were from the national office. The full results will be discussed at the LMSC Standards:
 - a. The results were given to the Vice President of Local Operations Chris Colburn. There were twenty-three LMSCs that achieved full compliance with all mandatory Standards. There were ten LMSCs that met all LMSC standards. Overall, LMSCs did better in 2018 than in 2017. Chris partnered with the zone chairs to work through the remediation process with the LMSCs that did not achieve compliance with all mandatory standards.
2. Webinars – There was one webinar this year. Glenn Gruber gave a presentation on Ultra Short Race Pace Training. His presentation is linked on the US Masters Swimming website.
3. Peer to Peer Teleconferences. Many thanks to Jerry Clark who has kept up the momentum on holding monthly LMSC Peer-to-Peer teleconferences. The committee decided to move to the second Tuesday of the month as a standard date for the teleconference. The mentoring subcommittee provides opportunities each year for various LMSC volunteers to chat in a facilitated call about hot topics, areas of concern or best-known methods for getting LMSC work done. Since last convention we have held P2Ps for the following roles: Annual Meetings, Officials, Treasurers, Fitness, Top Ten and Recorders, Open Water Referee, Awards and Treasures and planned over the summer are Coaches, and Communications. The sub-committee will be creating a document for p2p

leaders to help guide them in their Peer to Peer Presentation.

4. Workshops: The LMSC Development Committee works with the Executive Committee in planning workshops for convention. This year there are seven workshops that will be presented at convention.
5. Boundaries: Under USMS Rule Book 507.1.6 “The committee may initiate and shall receive, consider, and report proposed amendments to Appendix D: Zone and LMSC Boundaries, . . .” This year there were no requests for boundary changes.

Action Items

1. Reevaluate and prioritize various LMSC Development committee projects.

LMSC Development Committee Meeting Agenda

1. Introductions
2. Approve July meeting minutes and/or review offline decisions
3. LMSC Standards survey and results
4. Define scope of LMSC Standards Performance Evaluation for 2019
5. Discuss recurring date/day for Peer to Peer Teleconferences
6. 2018 goals/objectives review & scoring
7. 2019 priorities
8. Review action items
9. Adjourn

Long Distance

Committee Members

Ali Hall, Chair; Phyllis Quinn, Vice Chair

Lorena Sims, Catherine Rust, Robin Smith, David Brancamp, Jim Davison, Matt Miller, Stephen Rouch, Sarah King; Laurie Hug, Alana Aubin, Bob Singer, Josie Palmerin and Jill Wright

Ex-Officio: Bob Bruce, Casey Keiber, Jay Eckert, David Miner

Introduction

The Long Distance Committee has had a productive 2018 working year and is in the process of bringing the OWNC season's events to a successful conclusion. Our membership and leadership are almost entirely new, and we have prioritized sharing accumulated wisdom to bring new members and working group leads rapidly up to proficiency, developing strong back-ups for each important task. We have worked well together as a Committee and collaborated effectively with the National Office toward our shared mission.

Discussions and Projects Since Last Convention

1. We set and achieved goals of creating a strong bid process and posted bid FAQs for our 2020 Long Distance National Championship events; as of July 1, we have received qualifying bids for all but one event (2-mile Cable) and are currently cultivating potential hosts.
2. We collaborated with the National Office to create shared document folders, for all information and timelines related to the LDNC events.
3. The 2018 One Hour ePostal event, hosted by Indy Aquatics, had 1363 entrants.
4. The Middle Distance Open Water National Championship (OWNC), hosted by Reston Masters Swim Club, had 197 entrants.
5. The Sprint Distance OWNC, hosted by Saluki Masters, had 63 entrants.
6. The Long Distance OWNC, in Fire Island, hosted by Open Water Swim LLC, had 80 entrants.
7. The Oregon SWIMcation, a modified festival format, included 3 events over a 6-day period across Oregon.
8. The Ultra-Marathon OWNC, in Portland, Oregon, hosted by Portland Bridges, LLC, had 85 entrants.
9. The 2 Mile Cable OWNC, in Foster Lake, Oregon, hosted by Central Oregon Masters Aquatics, had 121 entrants.
10. The Marathon OWNC, at Applegate Lake, Oregon, hosted by Rogue Valley Masters, had 131 entrants.
11. With the Open Water Committee, and our ex-officio representative, Bob Bruce, the LDC considered and voted on 48 rules and legislation items. Those items have been forwarded to the National Office for HOD consideration
12. Preparations for the 2019 One Hour ePostal Swim (hosted by Central Illinois Masters) are begun. The liaison and back up are already working with the host and National Office for a successful event.
13. Other 2019 ePostal events are as follows:
 - 5k/10k (MEMO, Oakland CA)
 - 3000/6000 (Sawtooth Masters, Idaho)

USMS Committee Reports and Agendas

14. 2019 OWNC events are as follows:

- 6/1 Davis Aquatic Masters Middle Distance 2 mile Body of Water (BOW) Lake
- 6/15-16 Indy Aquatic Masters 2 mile Cable OWNC (and 1 mile non-champ sprint) BOW Lake
- 7/14 Oregon Masters, Portland Bridges Ultra Marathon Distance >9 mile BOW River
- 8/15-16 Kingdom Games/NEKOWSA , VT Willoughby Lake OWNC Festival, Sprint Distance and Long Distance, 1 mile and 5k (*) BOW Lake
- 9/22 KOWS/TNAQ Knoxville TN, Marathon Distance, 10k OWNC (and 1 mile non-champ fun swim) BOW River

15. The 2020 Bid Selection Working Group successfully attracted multiple timely, qualified bidders for available events, proposed and received unanimous approval for a slate of hosts to the LDC; the Working Group Lead has reached out to the awarded hosts to confirm their commitment.

The 2020 LD NC Events and Hosts are proposed as follows:

EVENT	HOST or EVENT NAME	LOCATION	DATE(S)
OHePostal	Tamalpais Masters	Virtual	1/1-2/28
5/10K Postal	Southern Oregon Masters	Virtual	5/15-9/15
3/6000 yd Postal	Palm Beach Masters	Virtual	9/15-11/15
Long Distance (5K)	Del Valle	Livermore CA	13-Jun
Sprint Distance 1 mile	Semana Nautica Ocean Swims	Santa Barbara, CA	27-Jun
Middle Distance 2 miles	Brogan OW Classic	Lake Erie, OH	18-Jul
Ultra Marathon 10 mile	Kingdom Swim	Newport, VT	25-Jul
2 mile cable swim	Betsy/Terry Memorial Swims	Lake Placid, NY	8-Aug
Marathon 10K	Lake George OWS	Hague, NY	15-Aug

(All OWNC course bodies of water aside from the Sprint Distance (ocean) are lakes.)

Agenda for Convention

1. Welcome and roll call; recognition of committee members
2. Approval of 7/29/18 meeting minutes
3. Reports from the chair (Ali), vice chair (Phyllis) and vice president (Donn); including recap of LDC accomplishments in 2018
4. Working groups – reports as needed
 - a. 2018 Rules/Legislation Updates – Bob B.
 - b. 2020 LD NC Hosts Announcement: Jill
 - c. NC Oversight Updates - Ali
 - d. 2019 OHeP: Central Illinois Masters
 - o Liaison: Lorena
 - o Back Up: Sarah

USMS Committee Reports and Agendas

5. Presentation and Discussion: Rules for All American and All Star Status; Jim, Laurie and Matt will lead
6. Presentation and Discussion: LD NC Bid Process; Jill, Matt and Ali will lead
7. Discussion: increasing participation and improving LD NC events; Ali and Phyllis will lead
8. Other business for the good of the order

Officials

Committee Members

Teri White, Chair; Herb Schwab, Vice Chair

Mike Abegg, Pat Baker, Virgil Chancy, Dave Coddington, Omar de Armas, Alina de Armas, Judy Gillies, Steven Goldman, Chris Lysinger

Ex-Officio: Donn Livoni-EC, Jim Holcomb-USA Swimming, Casey Keiber, Onshalee Promchitmart-USMS Staff

Introduction

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

Discussions and Projects Since Last Convention

1. Officials certification program – Referee certification finalized. Implementation 1/1/19. Continued to certify USMS Stroke & Turn and Starter officials. 113 total as of Aug 1.
2. National Championship meet support:
 - A. Helped Host recruit officials attending the SC National meet in Indianapolis (May). Thirty officials total worked the meet. Twelve traveling officials qualified for USMS Travel funds.
 - B. 2018 UANA Pan American Masters Championship meet in Orlando (August). An Over-Budget request successfully submitted to fund traveling Officials working majority of the meet (resulting in 12 of 14 total). Host provided hotel rooms, Committee to help with Travel costs for qualifying officials.
3. Submitted one Rules proposal, one modification to Appendix B for officials.
4. USMS Service Award for Officials implemented, first award recipient in 2018.
5. Continued review of USMS website content for officials.
6. Working with Open Water Committee on combining certifications onto one USMS Officials Certification card.

Action Items

1. Rules proposals approved by the committee and sent to the Rules Committee.
2. Referee certification program approved by Committee, implementation 1/1/2019.
3. Over-Budget request submitted to the Finance Chair.

Agenda

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

Open Water

Committee Members

Bob Bruce, Chair; James Kennedy, Vice Chair

Denise Brown, Mia Erickson Stevens, Lynn Hazlewood, Jenny Hodges, Mark Johnston, Bob Kolonkowski, Peter Lee, Karen LeFebre, Sue Nutty, Will Reeves, Ally Segal, Marie Vellucci, Joanne Wainwright (scribe), & Allison Ware.

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

Overview:

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

Discussion and Projects since the 2017 Convention:

- Open Water Development & Promotion: The OWC has a large committee working on this primary function. They have compiled a list of development & promotional topics and is now working on strategies to implement them. Work in this group has been slowed by the resignations of two key leaders of this project due to family emergencies.
- Rules & Legislation (jointly with the Long Distance Committee):
 - Although the Long Distance Committee (LDC) has the task of considering rules proposals to part 3 of the rule book and preparing proposals to the House of Delegates under 507.1.7, the OWC with the consent of the LDC reviews all rules proposals relating to open water swimming before the LDC formally considers them. This partnership assures that both committees fully discuss pertinent issues and craft strong proposals before Convention.
 - At this point, The OWC has considered 44 rules proposals with much discussion, particularly on issues concerning safety. It has recommended 43 of those proposals to the LDC as written and/or amended. Although this seems like a lot of action, most proposals involve small adjustments or housekeeping matters.
- Open Water Guide to Operations:
 - The OWC continually updates the OWGTO (as charged under 301.2) on the USMS website as needed.
 - To make the OWGTO a more streamlined and user-friendly construct, the OWC Subcommittee overhauling the structure of the OWGTO. This is a major project, and it is progressing at a modest pace.
- Safety Education:
 - This subcommittee constantly reviews all matters involving safety at USMS open water events.
 - They continue to compile safety information from other agencies and groups involved with open water with an eye to insuring that the OWC & USMS maintain the overall standard of care for safety.
- Officials:

- Safety Director: In 2016 & 2017, the OWC developed and implemented a PowerPoint training program and subsequent test, required for prospective event safety directors; successful completion of both items results in certification to perform the role of Safety Director at USMS-sanctioned swims. This training and testing program continues, run by USMS Safety Compliance officer David Miner as a part of the sanction process. It has proven to be quite successful in raising awareness of USMS rules & safety standards and in better safety director performance at race venues.
- Referee: In 2017 & this year, the OWC has developed and implemented a PowerPoint training program and subsequent test, required for prospective event referees; successful completion of both items results in certification to perform the role of Safety Director at USMS-sanctioned swims. This is a major step in standardizing best referee practices across the country and providing safer & fairer swims for our membership. It is too soon for effective evaluation.
- Event Director: The OWC continues to develop this comprehensive training, a portion of which was piloted at the 2015 Convention. To reach more event directors across the nation, we have decided to use the PowerPoint training model rather than a meeting mode for this training; this will save USMS substantially when we implement this training.
- Other officials: The OWC is developing descriptions for officials other than the “big three” listed above. This document is in first draft phase.
- Event management: This year, the OWC is preparing material for seamless presentation of events and to develop the training a course on event development & management for Event Hosts/Event Directors (see above). This is another large project, and the primary document is in first draft phase.
- Awards: The OWC has advertised for nominees for the Open Water Service Award, its annual major award, has received several nominations so far, and is now in the selection process.
- Open Water Swim Training: This subcommittee is developing guidelines and materials for coaches to prepare swimmers for open water swims. There has been good discussion and an outline for materials, but no draft yet.
- Budget: Other than the expense of committee calls, the OWC has not incurred any expenses.

Succession: Last fall, I announced my intention to retire from the position of OWC Chair, effective after Convention this year. Personally, I prefer to devote my time to working on projects rather than serving as ringmaster. The committee faces the question of planned succession.

Agenda for the OWC Meeting at the USAS Convention

1. Opening: Attendance, review of previous minutes
2. Standard business:
 - a) Rules & legislation review, as needed
 - b) OW Guide to Operations update
 - c) Education & officials program update
 - d) Awards update

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- e) Safety & sanction update
- 3. Open discussion: Development & promotion of open water events for 2019.
- 4. Other/New Business
- 5. Closing

Recognition and Awards

Committee Members

Ray Novitske, Chair; Megan Lassen, Vice Chair

Charis Anderson-McCarthy, Marcia Benjamin, Carolyn Boak, Rich Burns, Chris Campbell, Nadine Day, Sally Dillon, Barry Fasbender, Cathy Hallman-Kenner, Linda Irish Bostic, Lori Payne, Ginger Pierson, Nancy Ridout, Laura Val,

Ex-Officio: Jessica Porter, Onshalee Promchitmart, Chris Colburn (EC)

Introduction

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

Discussions and Projects Since Last Convention

1. The committee held conference calls in December, May and plans for one in August/September prior to the annual convention. These minutes are posted on the USMS website.
2. The 2018 Captain Ransom J. Arthur MD Award was presented to Ed Tsuzuki of New Jersey LMSC. Ed was presented with the award by some of his fellow New Jersey LMSC volunteers. Past USMS President Nadine Day skyped in to the gathering to offer congratulations. A new voting system was successfully used this year that required the voters to rank the nominees, eliminating the need for a second ballot. The presentation at the Spring National Meet took place on deck before relay races.
3. Committee Service Awards
 - a. The committee received 22 nominations for up to 15 recognized awards for, representing an increase over last year.
 - b. The committee received five nominations for the two Club of the Year Awards.
 - c. The committee received two nominations for the June Krauser Communications Award, a decrease from last year.
4. The committee continued its promotion of local service recognition.
 - a. A subcommittee prepared press releases/announcements for 2017 recipients of the Dorothy Donnelly Service, Club of the Year, and June Krauser Communications awards and sent them out to the recipients' LMSC webmasters and newsletter editors.
 - b. Two contacts to all LMSC leaders were performed during the year to remind them of local merchandise available in the USMS Volunteer Recognition Store online, and to offer assistance in setting up local service awards if none existed.
 - c. A Peer to Peer Teleconference on Recognition and Awards at the Local Level was held on July 10 by the LMSC Development Committee with participation from our

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committee. The Volunteer Recognition Store, methods for recognizing local volunteer, and types of volunteers were discussed during the call.

5. Due to the increasing number of nominations for service awards over the past few years, the committee did not spend as much energy on promoting the national services awards this year.
 - a. A reminder of deadlines was placed in SWIMMER magazine as well as Streamlines.
 - d. Reminders of service award nomination deadlines were sent to all LMSC chairs.
 - e. Plans are underway to again prepare press releases for 2018 recipients after the convention presentation and to send them out to their local LMSC and media outlets.
6. The committee resubmitted a nomination of Walt Reid to the International Masters Swimming Hall of Fame as Honor Contributor. This year we are happy to report the Walt was selected and will be inducted into the Hall during the induction ceremony at the annual USMS Convention.
7. The new Officials Excellence Award was promoted and nomination materials uploaded to the awards page.
8. IMSHOF contacted the USMS National Office for reviewing induction requirements and service recognition The NO in turn passed along the information to our committee. A subcommittee was formed of interested individuals to work with IMSHOF outside of our committee.

Action Items

None

Agenda

1. Chair's Report
2. Budget review for past year and for 2019
3. Reports on annual projects
 - a. Capt. Ransom J Arthur MD Award
 - b. Dorothy Donnelly Service Award
 - c. June Krauser Communications Award
 - d. Club of the Year Award
4. Reports of 2018 projects
 - a. Recognition at the local level
 - b. International Masters Swimming Hall of Fame
 - c. USMS website awards pages
 - d. Peer to Peer Teleconference
5. New Business
 - a. Review of service award nomination forms and materials

Records and Tabulation

Committee Members

Jeanne Seidler, Chair; MJ Caswell, Vice Chair

Kathrine Casey, Stacey Eicks, Cheryl Gettelfinger, Erin Moro, Walt Reid, Mary Sweat, Kim Thornton

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

EC: Chris Colburn (VP of Local Operations)

Introduction

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

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

Discussions and Projects Since Last Convention

1. For the past year, the National Swims Administrator continued the customary roles of verifying, compiling and publishing USMS Records and Top 10 Swims along with maintaining the USMS List of Measured Pools. The committee chair uploaded the list of Top 10 swims and All-Americans on the USMS website. Mary Sweat provided volunteer assistance for the Top 10 processing as she has done in the past.
2. Committee business was taken up during three conference calls and electronically through email and the secure Records and Tabulation USMS Administrative Forum defined for this business purpose.
3. The following documents were updated for clarity and accuracy: The Application for USMS and/or World Record, the Pool Length Certification form and the Split Notification Form. The two forms used most often by the LMSC volunteers (pool measurement and record application) will be tested with a fill-in Adobe form option in 2019.
4. The USMS List of Measured Pools has been kept up to date with pool measurement documents provided by LMSC Top Ten Recorders. The USMS List is a comprehensive reference of all pools which have been measured for USMS competition. This effort continues as an on-going process. There has been a project on the projects list to provide a database for pool measurements to replace the Excel spreadsheet version, but the project has no priority.

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5. In 2019, a request will be made to prioritize projects including a USMS record identification process in the Top 10 tools. This will be a discussion topic at the meeting at Convention.
6. 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 goes on behind the scenes without a lot of committee interaction. Swimmers in the LMSCs are helpful in reporting potential errors in the meet results uploaded to the ERDB. With the rollout of the new website, the “Contact Us” webpage changed such that the RT Chair and also the Top 10/Records e-mails are no longer listed. That really cut down the volume of inquiries made to this committee by USMS members.
7. On April 11th, a Peer-to-Peer session for Top 10 Recorders was facilitated by the RT Committee. Feedback from the participants was very positive. We would consider the possibility of facilitating a session in 2019 and will discuss further during the RT meeting at Convention.
8. With the rollout of the new USMS website, several issues occurred in the Top 10 Tools and the Records display sections. The RT Knowledge Center access was removed. Items have been fixed. On the USMS calendar, there is a discussion topic noted on the 2018 Convention Agenda for this concern for the RT Committee. Shortly after the rollout, we issued an e-mail to all the Top 10 Recorders advising them of the problems and recommended alternatives until the problems were corrected.
9. One Proposal has been submitted to the BOD to add a form to Appendix B of the Rule Book. The form supports the requirement in 202.2 of the Rule Book pertaining to the USMS observer at recognized meets. The observer must verify “... in writing that the conduct of the competition conforms to the relevant USMS swimming rules and administrative regulations.” This form provides the checklist and a signature space for the USMS observer.
10. In the May conference call, Kyle Deery presented the essential elements of the new College Club swimming initiative. The committee gave feedback and pointed out areas for concern. On the same topic, Jeanne met with Dawson at the USMS Spring Nationals to discuss College Club swimming prior to the RT Committee meeting.

Action Items

None

Agenda

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. Briefly discuss remaining projects in E2EEM.
4. Summarize Appendix B form proposed for the 2019 Rule Book.
5. Open Discussion on RT projects for 2018-2019, potential rules, legislation or policy changes for 2019 Convention. A new request will be made to prioritize any proposals including a USMS record identification process in the Top 10 tools. Emphasis will also

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be on the priority for the pool measurement database to replace the spreadsheet currently maintained and published once per month.

6. Open Feedback Session ... members and audience are invited to discuss the topic of supporting needs of Top Ten Recorders on the LMSC level. (e.g., items like access to sanction system information and access to historical calendar entries) Items/topics may be brought up from the floor.

Registration

Committee Members

Susan Ehringer, Chair; Marcia Anziano, Vice Chair

Diann Bauer, Douglas Handler, Tim Lecrone, Christine Ottati, Chris Powers, George Simon, Kim Thornton, Diana Triana, Jill Wright

Introduction

The most important business that the Registration Committee did in 2018 was to determine the necessity of the committee. A survey was completed by the committee members and the results were discussed. The committee determined the need for the committee to continue to exist.

Discussions and Projects Since Last Convention

1. The committee participated in a survey. Highlights of results:
 - a. The committee should be responsible for developing procedures for registering members
 - b. The committee should be responsible for advising the Board of Directors on registration policies
 - c. The committee should be responsible for assisting LMSC registrars
 - d. The committee should be responsible for communicating current policies and procedures to LMSC registrars
 - e. Identified other duties and tasks the committee can be responsible for adding value to U.S. Masters Swimming
 - f. The committee agreed that the Membership Value is the most important U.S. Masters Strategy to support
 - g. The most performed duties performed as a Registrar are:
 - i. Answering various questions
 - ii. Printing cards
 - iii. Registering and transferring members and clubs
 - h. Identified the most important duties performed as a Registrar are:
 - i. Answering questions
 - ii. Mailing cards
 - iii. Transferring members
 - i. Identified as Registrars or Member Services Coordinators
2. Recommend support to give and receive from National Office by continued discussion of printing cards and launch of the new website by providing feedback about registration site issues.
3. Recommended the proposal by National Office of Printing of Cards

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4. Recommended the proposal by National office of the new College Club/USMS Bridge Membership

Action Items

1. Revise description in Rule Book
2. Submit necessary Legislation/Rules
3. Review LMSC Standards concerning Registrars
4. Provide education/support with a group of mentor registrars and support with Peer to Peer calls for Registrars.

Convention Committee Meeting Agenda

1. Chair Report
2. Future ideas
3. Discussion of Registrar issues
4. New Business

Rules

Committee Members

Charles Cockrell, Chair; Mollie Grover and Claire Letendre, Vice Chairs; Christina Fox, Secretary Carolyn Boak, Kathy Casey, Julie Dussliere, Marilyn Fink, Judy Gillies, Laura Groselle, Karen Harris, Matt Hooper, Barbara Protzman, Bob Seagraves, Jessica Seaton, Steve Unruh, Rand Vaillancourt.

Ex-Officio: Bill Brenner, Richard Garza, Peter Guadagni, Jessica Porter, Jay Thomas, and Teri White

Introduction

Since the 2017 Convention, the rules committee has been reviewing specific sections of the part one rules based on issues identified from proofreading the 2018 rule book, questions received from USMS members, situations arising at USMS sanctioned meets, and rules changes from USA Swimming. Throughout the year, the chair routinely answers questions received from USMS members and provides rulings on interpretations of part one rules.

Discussions and Projects Since Last Convention

1. The committee updated guidelines for officials to cover interpretations of Article 107, Guidelines for Officiating Swimmers with Disabilities. The updated guidelines are available on the USMS website under the rules committee policies.
2. The chair issued an interpretation regarding the use of prohibited devices in competition that impact speed, space, buoyancy, or endurance. As a local option, meet referees may permit swimmers to use such devices if this is the only way to facilitate participation in competition with the swimmer being disqualified.
3. The chair considered a protest of interpretation of part one rules dealing with acceptance of a USMS record application using watch times from a tertiary backup system due to failures of the primary automatic and secondary semiautomatic system.
4. The chair assisted the Officials Committee Chair with an update to the list of briefing points for officials for use at national championship and other sanctioned USMS meets.
5. The chair considered and issued rulings for swimwear medical exemptions per USMS rule 102.12.1C.
6. The chair attended the USA Swimming Rules and Regulations Committee Meeting in June 2018.
7. The committee reviewed article 104, National Championship Rules, for potential amendments and reviewed the requirements for meet announcements to check for consistency between part one and part two requirements.
8. The committee reviewed and considered additional proposed changes to the USMS rules of competition proposed by the rules committee and other standing committees per USMS article 601.
9. The committee reviewed the sections of appendix B that deal with rules differences between USMS and other organizations (USA Swimming, NCAA, and High Schools) and submitted a proposed extensive format change for enhanced readability and clarity.
10. The chair answered numerous questions received from USMS members throughout the year and continued to maintain a USMS Rules Committee blog on the USMS website to address rules questions and provide a resource for USMS coaches, swimmers, and officials.

Action Items

1. Consider and recommend proposed changes to USMS part one (swimming rules and glossary) to the USMS House of Delegates, including proposed amendments to USA Swimming rules that affect USMS rules.
2. Ongoing project to compile and review previous situations and resolutions.

Agenda – Rules Committee Meeting #1 – Thursday, September 27

1. Approval of minutes from rules committee conference calls.
2. Consideration of a motion to authorize the chair to interpret part one rules in between meetings of the rules committee.
3. Consider comments from delegates and motions for reconsideration as needed on the following proposals: R-4 (Relay Age Groups); R-6 (Transgender Athlete Eligibility); R-8 (Use of Cameras and Video Equipment)

Agenda – House of Delegates Forum – Thursday, September 27

Open forum to hear comments from convention delegates on rules, legislation, and long distance proposals before the House of Delegates. While comments are invited on any proposals, comments will be solicited on proposals discussed at rules meeting #1 as well as R-11 (timing system requirements for USMS records).

Agenda – Rules Committee Meeting #2 – Friday, September 28

1. Consider comments from delegates and motions for reconsideration as needed on the following proposal: R-11 (timing system requirements for USMS records).
2. Discussion of Appendix B updates, Rules Committee Blog, National Championship Liaisons, and other current projects.
3. Discussion of additional projects for 2019.

Agenda – Rules Committee Meeting #3 – Friday, September 29

1. Consider comments from delegates and motions for reconsideration as needed on any additional proposals, including article 104 proposals.
2. Discussion on approach to article 104 with Championship Committee.
3. Consideration of new business.

Agenda – Rules Committee Meeting #4 – Saturday, September 30

1. Consider any additional actions needed for the USA Swimming amendments that affect USMS rules.

Sports Medicine and Science

Committee Members

Meg Carlson, Chair; Clare Kubiack, Vice Chair

Jim Miller, Jane Moore, Jim Izzi, Sally Guthrie, Jessica Seaton, Arlette Godges, Melodee Nugent, Carlos Rodriguez, Eddie Tiozzo, Robin Tracy

Ex-Officio: Daniel Pauling

Introduction

Sports Medicine and Science Committee met 5 times this year.

Discussions and Projects Since Last Convention

1. Sports Medicine Blog – Jessica Seaton is the major poster to the SMS blog. We are continually looking for new topics that may be of interest to USMS members.
2. Spring Nationals Sports Medicine Booth – Due to Pan Ams we only did a booth for Spring Nationals. SMS Committee member Carlos Rodriguez created a video demonstrating “animal locomotion” a form of dry land requiring no equipment and only a small space. Carlos was also on hand in person to answer questions and given insight on the video. The video was played on a loop most of the weekend and USMS participants were able to leave their email address if they wanted a copy of the video sent to them.
3. Pregnancy elite athlete research proposal – We were approached by Dr. Ben Kogutt, from John Hopkins asking for feedback on a research survey being created titled:

“Survey of Current Experience regarding Elite and Vigorous Recreational Exercise in Pregnant Athletes”

Our committee was given the opportunity to review the survey and provide feedback. Dr. Kogutt was waiting on IRB approval before proceeding with dispersing the survey to USMS athletes. We have followed up with Dr. Kogutt but have not received a response to date.

4. USAS presentation preparation – Dr. Tanaka will be returning
 - Description: presenting his research on a variety of topics surrounding Masters swimming, including swim performance, aging, training preparations, and health benefits.

Action Items

1. None

Agenda

1. Review of previous year projects listed above.
2. Discussion for future projects, vision for 2019

Audit

Committee Members

Elyce Dilworth, Chair; Teddy Decker, Vice Chair

Phil Dodson, Jeanne Ensign, Jill Gellatly, Laura Winslow

Ex-Officio: Ralph Davis, 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 2017 audit, USMS received an "unmodified" opinion from Kerkerling, 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 2017 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, 2017.
3. Executive Summary report provided to BOD for July mid-year meeting. The report included the results of the 2017 audit process and findings.

Action Items

1. Review/recommend approval of K&B engagement letter.
2. Recommend to Finance Committee changes to FOG, if necessary.

Agenda

3. Review K&B engagement letter.
4. Discuss changes to financial statements and notes for 2018.
5. Review changes to FOG, if any.

Audit Committee Meeting Agenda Meeting #1 – Friday 8:00am-9:15am, Boardroom 2

Compensation and Benefits

Committee Members

Ed Coates, Chair; Sarah Welch, Vice Chair

Hill Carrow, Erika Braun, Dan Cox

Ex-Officio: Patty Miller

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

1. Review and recommend CEO bonus goals to Board
2. Review and recommend CEO compensation adjustment
3. Evaluated CEO performance against Bonus goals and recommended payout
4. Review and Recommend compensation and benefits budget to Finance Committee for inclusion in the budget
5. Provided advice and counsel to CEO on personnel matters

Action Items

1. Committee recommended approval of CEO goals to the Board of Directors.
2. Committee recommended approval of CEO compensation adjustment to the Board of Directors
3. Committee recommended approval of CEO bonus payout to the Board of Directors.
4. All items recommended to the board were approved

Agenda

1. Open discussion
2. Preliminary review of goals results
3. Review CEO Board Relations Survey results
4. Discuss CEO annual compensation review
5. Discussion of bonus goals

Elections

Committee Members

Cheryl Gettelfinger, Chair; Erin Sullivan, Vice-Chair

David Diehl, Susan Ehringer, Leianne Crittenden, Nancy Ridout, Dan Wegner

Ex-Officio: Jessica Porter, Onshalee Promchitmart

Introduction

The Election Committee is responsible for holding annual elections for officers (odd years) and at-large directors (even years). The Election Operating Guidelines or EOG are the basis for the operations of the elections. The Committee is responsible from announcement until the conclusion of the election with the goal of making the election accessible and fair while providing informative responses from candidates seeking election.

Discussions and Projects Since Last Convention

1. Reviewed and recommended a rule change to make chairs of all committees of the BOD automatic delegates. This was submitted by the Nebraska LMSC.
2. Reviewed and recommended some changes to the EOG which were approved with some changes at the 07/14/18 BOD meeting. The EOG may need to address EOG Part One, IV.B in the event of the use of electronic voting only due to the different requirements for paper ballots.
3. Responded to a request from the Convention Task Force to address the topic of zone endorsements. The Committee voted to retain endorsement at this time.
4. Following up on electronic voting tests that had been done in 2017 by committee member, Susan Ehringer, the chair did more testing before the vendor Election Runner was chosen. Currently, the request to allow electronic voting will be decided at the August BOD meeting. In addition, the Committee wishes to have at least one test vote before the election.
5. Reviewed Meet-the-Candidate scenarios from speed dating and other choices. The outline will be approved before convention but tweaks will be allowed up until its conclusion.
6. The Committee suggested to the BOD to publish results if electronic voting is used following standard practice due to transparency. The BOD has agreed on this matter.
7. The Committee is preparing documents from educational (how to use electronic voting), paper ballots (if electronic only not used or there is a failure), those without electronic devices and a contingency plan in the event of electronic failure.

Action Items

1. Final approval of Meet-the-Candidate outline.
2. Final approval of Electronic voting and contingency plan.
3. Education announcements as well as one test vote using Election Runner.

Agenda

1. Review any floor nomination packets.
2. Discuss Meet-the-Candidate session.
3. Discuss the contingency plan for electronic voting, providing substitute devices, length of time voting, etc.

Finance

Committee Members

Jeanne Ensign, Chair; Laura Winslow, Vice Chair

Tom Boak, Guy Davis, Teddy Decker, Elyce Dilworth, Phil Dodson, Harry Greenfield, Peter Guadagni, Homer Lane, Laura Shope, Susie Young

Ex-Officio: Ralph Davis, Treasurer; Susan Kuhlman, CFO; Dawson Hughes, CEO

Introduction

Finance Committee is a permanent committee of the Board of Directors (“Board”). Its responsibility is to propose policies pertaining to the financial affairs of USMS for approval by the Board, to receive and review the reports of the Treasurer and National Office and to review and recommend to the Board the annual operating and capital budgets prepared by the National Office.

Discussions and Projects Since Last Convention

The committee met during the year by conference call, and will meet to discuss the 2019 budget in the weeks leading up to convention. During the year committee members:

1. Reviewed and discussed monthly financial reports, final 2017 operating results and 2018 quarterly forecasts prepared by the CFO.
2. Considered a proposal for changing the timing of preparing the annual budget and the responsibility for approving it in part and in total. Unanimously recommended proposal to the Board
3. Approved an over budget request of \$2,650 from the Officials Committee to support the UANA Pan American Masters Championships in Orlando.
4. Expressed their concern about the continuing shortfall in membership.
5. Ralph Davis, as an appointee of the committee, reviewed the Azure Direct contract for USMS cloud services. (FOG XII.D requires proposed contracts greater than \$30,000 to be reviewed by a representative of Finance Committee).

Action Items

1. Approve minutes of meetings since prior convention
2. Review of over budget requests since prior convention
3. Approval of 2019 budget

Finance Committee Meeting Agenda

Meeting #1 – Wednesday, 4:00pm – 5:30pm, Conference Center A

Meeting #2 – Thursday, 2:00pm – 3:00pm, City Terrace 6

Meeting #3 – Friday, 9:30am – 10:30am City Terrace 7

4. Welcome and Introductions
5. Approve meeting minutes since prior convention
6. Review over budget requests since prior convention
7. Chief Financial Officer’s report – Susan Kuhlman
8. Treasurer’s report – Ralph Davis

9. Audit Committee report – Elyce Dilworth
10. Budget Q&A (Wednesday and Thursday sessions)
11. Review all elements of 2019 budget, recommend amendments and present to BOD (by end of Thursday 2-3pm session)
12. Upcoming projects

Investment

Committee Members:

Stan Benson Chair; Guy Davis, Vice-Chair,

Phil Dodson, Bill Sherman, Homer Lane, Jay Definis.

Ex- officio: Susan Kuhlman, Ralph Davis.

Introduction:

This Committee is responsible for overseeing USMS's Investment Philosophy of investing the financial assets of USMS and the Swimming Saves Lives Fund (SSL) 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. It should be noted that the committee members are all investment and accounting professionals considered outstanding in their fields with multiple designations and decades of fiduciary experience.

Discussions and Projects Since Last Convention:

1. Assumed responsibility for review and monitoring of the SSL portfolio after the Board approved establishing a \$175,000 SSL investment portfolio. Initial investments were made in Sept 2015 with the fund fully invested by December 2015 and managed under the NT model portfolio for growth and income investment objectives. These are the same investment objectives as the USMS investment portfolio. The only difference in management between the two portfolios is: SSL is passively managed to follow the NT model portfolio whereas the USMS investment fund is managed within the NT model portfolio guidelines with tactical variations selected in consultation between the committee and our NT advisor.
2. Comprehensively reviewed the Northern Trust Performance-Benchmark Report, evaluating each Mutual Fund in the USMS and SSL Portfolios on a quarterly basis as a committee.
3. 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.
4. Continued to prepare quarterly Investment Committee Reports for the Board of Directors.
5. Review Investment Policy for accuracy and update. None was needed this year

Action Items:

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

Report on USMS Investments of June 30, 2018:

The Market Value of our USMS Portfolio ending 6/30/2018 was \$3,221,8962 up 6.47% since July 1, 2017, down .52% since the beginning of 2018. USMS added \$500,000 to the portfolio in the past 12 months. We have adequate assets in short term investments available for future cash flow challenges, should the need arrive. Our original cash investment was \$1,699,976 in 2011, and the SSL Portfolio was \$182,536. **The SSL portfolio ended 6/30/2018 at \$214,304, down .58% for the first six months. For the trailing one year, the portfolio was up 7.03%.**

Our target asset allocation for the USMS portfolio remains at 60% stock/40% fixed income/real estate/cash. As of June 30, 2018 our Equity Securities totaled 60.8%, Fixed Income Securities totaled 34.4%, 3.6% in Real Estate and 1.2% in Cash/Short Term Securities. The Investment Committee, along with our Portfolio Manager, still believe that our current Portfolio asset allocation remains appropriate for USMS.

Looking forward to 2018-19, our main objectives are to work with our advisor (Northern Trust): 1) maintain sufficient cash balance to transfer to operations 2) be prepared for continued volatility 3) remain vigilant on the global economic and market outlooks and 4) rebalance or shift asset allocations if conditions warrant. The Northern Trust outlook for 2018 remains the same as previous years; a 4-6% return and to remain overweigh equities and US equities.

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

Respectfully submitted,

Stan Benson, Chair, USMS Investment Committee

USMS BOD Committee Reports and Agendas:

Investment Committee Meeting Agenda

Meeting #1 - Wednesday 2:30 PM – 4:30 PM, Main Street 3

Meeting #2 - Thursday 11:30 AM – 12:30 PM, Boardroom 2

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 2018-2019.
5. Other items requiring Investment Committee attention.

Governance

Committee Members

Leianne Crittenden, Chair; Jim Miller, Vice Chair

Paige Buehler, Ed Coates, Rob Copeland, Dave Diehl, Michael Heather, Matt Hooper, Hugh Moore, Tom Moore

Ex officio: Bill Brenner, Dawson Hughes, Patty Miller

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

The Governance Committee was asked by the BOD to discuss questions posed for us by USMS Task Forces:

1. Ed Tsuzuki, Chair of the Convention Task Force, asked the Committee to discuss (a) the roles of automatic delegates to the House of Delegates and what the criteria were for status as an automatic delegate, and (b) Should USMS consider a single presentation of proposed changes to the Rule Book, and a single Rules Committee (with access to subject matter experts) operate more effectively than four separate committees.
2. Laura Winslow, Chair of the Volunteer Task Force, asked the Committee to discuss operational and procedural functions that could or should be more effectively performed by the National Office and not by volunteers. This could be tasks where National Office has more expertise or technology that could be more effectively used. In addition, she asked the Committee to discuss the structure of USMS Committees.

The Governance Committee was also asked by the BOD to discuss whether the BOD should appoint a Nominating Committee of the Board to assure that qualified BOD candidates were identified and encouraged to run for at large Director positions.

Board Education: The Governance Committee Education Subcommittee provided a seminar on how to improve Board communications and discussions at the Spring BOD Meeting.

Governance Committee at Convention

We will continue our discussions concerning Nominating Committee.

Thursday, from 3:15 to 4:15 pm, Boardroom 2

Swimming Saves Lives Foundation

Committee Members (Board of Trustees or BoT)

Jay DeFinis, Chair; Brandon Franklin, Vice Chair

Debbie Malafsky, Nadine Day, Maria Elias-Williams, Ted Haartz, Michael Hamm, Bill Meier, Patty Miller, Nancy Ridout, Kristina Henry, Susan Ehringer, Homer Lane, Lisa Ward

Ex-Officio: Dawson Hughes, Holly Neumann

Mission

The USMS Swimming Saves Lives Foundation works to reduce adult drowning risk through education, resources, and community outreach.

Swimming Saves Lives supports adult learn-to-swim programs with grant funding and education so that quality swim lessons for adults can be offered at reduced or no cost. Grant funds come from donations made largely by USMS members, crowdfunding events, peer-to-peer fundraising efforts and, to a much smaller extent, the general public.

Discussions and Projects Since Last Convention

A key initiative in the current year was to create a mission statement for Swimming Saves Lives.

Also this year, SSL Board of Trustees began the process of updating the Swimming Saves Lives strategic plan to align with the updated USMS strategic plan. The current year has been about streamlining the SSL messaging to be more in line with the overall USMS mission and strategy.

Further, four key areas of concentration were prioritized to further advance SSL's mission:

1. Development
 - a. Create a donor recognition program for all levels of giving
 - b. Review and implement planned giving options
 - c. Cultivate a member donor base
 - d. Strategy for USMS 50th anniversary special recognition and campaign

2. Grassroots fundraising:
 - a. Workshop on how to generate a successful fundraiser
 - b. Created subcommittee to advise and prioritize local initiatives
 - c. Fitness series participants donated to SSLF, and proceeds benefitted SSLF

3. April is Adult Learn-to-Swim Month programs and education
 - a. Shifted the focus of April is Adult Learn-to-Swim Month from an external large national campaign toward the support and promotion of local USMS programs occurring within the LMSC's
 - b. Volunteer participation
 - c. Community outreach

4. Marketing and Data Metrics
 - a. Develop a process that measures our success
 - b. Promoting SSL nationally
 - c. Involvement in the drowning prevention community
 - d. Alignment with the USMS Fitness Series initiatives

2018 SSLF highlights

A total of 54 programs were funded in the 2017/18 grant cycle (from a total of 88 applications) for a total of \$126,433. For the upcoming grant cycle (2018/19), the SSL BoT are recommending to provide 63 programs (out of 82 applications) with \$132,500 in grant funding. The quality of the grant applicants has continued to improve as the applications process continues to be refined and communicated.

Through July 2018, 817 adults have taken lessons in SSL funded grant programs. In 2017, the full-year participation was 1050 people. In April 2018 there were 1,089 adults in lessons (not all of which were grant programs).

SSL donations also have been rising. Total donations received in 2016 were \$137,578, while in 2017, donations were \$149,705. Amendments to the donate feature on the membership renewal has been a large part of the increase in donations. To date through July, donations are ahead of 2017, driven partly by the Fitness Series events.

As of this report, there are 274 people who have "liked" Swimming Saves Lives on Facebook. Please like and share the page. Take a look at the adult learn-to-swim success stories.

Action Items at Convention

1. USMS Board of Directors to review and vote on the BoT's recommendation of funds to be made available for grants in the 2018/19 grant cycle.
2. Approval by the appropriate authority of the 2019 SSL departmental budget.
3. Announce the 2018/19 grant programs and the related amount of funds to be awarded to each (subject to USMS Board approval of the bullets above).

Swimming Saves Lives Meeting Agenda

1. Overview of SSLF
2. Discuss current year initiatives/priorities highlighted above
3. Overview of the grant review process and recipients (subject to bullet 3 above)
4. Strategic plan discussion
5. SSLF marketing priorities
6. Old business
7. New business

SSLF Committee Meeting Agenda

Meeting #1 – Friday 8:00am-1:15pm- 2:15pm, City Terrace 9

Breadbasket Zone

Marcia Anziano, Chair

Introduction

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

Discussions and Projects Since Last Convention

At the 2017 convention, the zone meet was discussed. In the past, and still today, we rotate the zone meet around each LMSC, and they host it in combination with their local LMSC Championship or similar meet. An idea was presented to host a virtual zone meet. The idea behind it was that each LMSC would choose one meet to run in the given order that all others would use and that the results would all then be combined into one meet using Meet Manager. It was an interesting idea, but no follow up occurred. This year it will again be discussed, should we decide to try it, then more organization will need to be put into actually bringing it to fruition.

Around the zone:

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

In October, Ozark LMSC Board elected the following officers for two-year terms commencing November 1, 2017: Maryanne Barkley - Chair, Bruce Hopson - Vice-Chair, John Pohlmann - Secretary, Katrina Pon - Treasurer & also added a new Multisport Chair, Ed Matecki.

In November, a Sanctioned, Short Course Meters Meet in Edwardsville IL held by St Louis Area Masters with 7 teams and 36 swimmers.

In February, two teams offered locations for the SPV Winter Fitness Challenge 30-minute swim.

In March, a Recognized, Short Course Yards Meet was held at the Four Rivers Area YMCA in Washington, MO with 4 teams and 23 swimmers

In April, a Sanctioned, Ozark LMSC Short Course Yards Championships was hosted by St Louis Area Masters at Marquette HS, MO with 11 teams and 60 swimmers.

Teresa McDowell received the 2018 Ozark LMSC Service Award (just retired from board after volunteering for more than a decade),

In May, at the Nationwide USMS Spring Nationals in INDY: 40 Ozark LMSC swimmers - 34 from St Louis Area Masters, 5 from Clayton Shaw Park Tideriders and 1 Ozark Unattached.

In June, a Sanctioned: USMS 1-mile Sprint Open Water National Championships hosted by Saluki Masters Swim Club at Little Grassy Lake in Carbondale, IL with 65 swimmers (56 in the OW National Championship and 9 additional swimmers in the two other non-championship events.

In July, a Sanctioned: Long Course Meters Meet - Shea Challenge Classic hosted by Saluki Masters Swim Club at SIUC Shea Pool in Carbondale, IL

In August, the LMSC will be supporting Swim Across America St Louis at Innsbrook.

USMS Zone Reports and Agendas

The LMSC gained a new club this year: Fort Leonard Wood Frogs (FLWF) in Fort Leonard Wood, MO.

Missouri Valley: The LMSC hosted their version of the virtual Breadbasket zone meet. They had a good showing at Spring Nationals. The LSMC had some turnover on the Board, long time registrar Heidi Loecke was replaced by Paige Miller: long time Treasurer, Bob Welchlin was replaced by Jeff Leonard, a new Webmaster was added in Brent Magnusson. Susan Blattner was added as a new board member with the role yet to be defined.

Minnesota: The LMSC continues to host several Open Water events each year.

Nebraska: On January 1, the Omaha Masters hosted the annual New Year's Day Challenge. Thirty swimmers took the challenge and logged a total of 232,500 yards. The challenge was 100 X 100 or 100 X 75 or 100 X 50. It's a great way to start the New Year!

In February, the Common Ground Masters hosted their annual Keep It Short Swim Meet. The sprinters love this meet. No distance events.

In March, the Omaha Masters held a swim clinic each Saturday after practice. One Saturday for each stroke and one for flip turns. The swimmers really enjoy the clinics. They are held twice a year.

In April, the Omaha Masters help their annual spring swim meet. It was the most well attended meet they have had. There were several first-timers.

In May, 3 of our swimmers participated in Spring Nationals and brought home some hardware.

We will have at least 3 more meets this coming fall.

Colorado: New Board members were elected, Chair Christopher Nolte, Vice Chair Terry Heggy. Due to issues with getting general attendance at their annual meeting, they chose to use an online voting system so that they could reach out to every registered member. If anyone has questions about this, it can be discussed during the meeting. They continue to struggle with their Open Water training venue, and this year due to all the private permits that have been issued, chose not to run the event as an LMSC. Ideas for future years are being discussed.

Iowa: The LMSC hosted the actual Breadbasket Zone Meet.

North Dakota: nothing reported

South Dakota: Their state meet happened in Pierre in April. They had 64 swimmers a **new record**. There was a USMS recognized swim at Pactola Reservoir with 88 swimmers. Our sanctioned open water swim across the Oahe Dam coming up on August 11.

Agenda

1. Discussion of a virtual zone meet – continues – however, if this is to happen this year then more structure must be put into place.
 - 1.1.Meet coordinator
 - 1.2.Rep from each LMSC
 - 1.3.Defined process

USMS Zone Reports and Agendas

1.4. Defined meet order

1.5. Deadlines/specific tasks assigned

2. Use of USMS Breadbasket Zone Facebook page – encourage others to post things here and continued discussion of communication
3. Discussion of the LMSC Standards – thoughts, ideas, opinions after the second iteration.
4. Zone Meet rotation.
5. 2019 – Nebraska
6. 2020 – Minnesota
7. 2021 Colorado

2018 Breadbasket Zone Meeting

Thursday, September 27th, 9:45AM – 11:15AM, City Terrace 12

Colonies Zone

Mollie Grover, Chair; Rand Vaillancourt, Vice Chair

Members: Everyone who attend convention and is registered within the Colonies Zone

Ex-Officio: n/a

Introduction

It has been a pleasure to serve as the Colonies Zone Chair for the last year. We have a high performing zone with members from 10 LMSCs: Virginia, Potomac Valley, Maryland, Delaware Valley, New Jersey, Metropolitan, Adirondack, Niagara, Connecticut, and New England, all with members who are heavily involved in USMS.

Discussions and Projects Since Last Convention

1. LMSC Standards Survey and Results
 - a. All LMSC Chairs and Treasurers were surveyed on the LMSC standards. Standards that were not met were promptly corrected by impacted LMSCs where possible. Those LMSCs that have missed the same mandatory standard(s) two years in a row will be put on a remediation plan.
2. Zone Championships held:
 - a. 2017 SCM (WPI)
 - b. 2018 SCY (GMU-Fairfax)
3. Solicitation for nominations for the Colonies Zone Dorothy “Dot” Donnelly Award
4. LMSC Development Committee projects

Action Items

1. Award 2018 Colonies Zone Dorothy “Dot” Donnelly Award
2. Award 2018 – 2019 Zone Championships
3. Solicit bids for any available 2018 – 2019 Zone Championships
4. Encourage more communication between LMSC Chairs in the Zone

Agenda

1. Call to Order and Introductions
2. Presentation of the 2018 Colonies Zone Dorothy “Dot” Donnelly Award
3. LMSC Standards Survey Results
4. LMSC Development Committee Updates
5. Zone Championship Recap
 - a. 2017 SCM
 - b. 2018 SCY

6. New Business
7. Events

2018 Colonies Zone Meeting
Thursday, September 27th, 9:45AM – 11:15AM, City Terrace 6

Dixie Zone

Ed Saltzman, Zone Chair

Committee Members

The committee is comprised of representatives from each of the seven LMSC's within the Zone: Florida, Florida Gold Coast, Georgia, North Carolina, South Carolina, Southeastern, Southern.

Introduction

The Dixie Zone Committee meets, in person, annually at the USMS Convention to conduct business and discuss issues relevant to the zone. The zone operates between conventions via email amongst the Zone chair and the LMSC chairs.

Discussions and Projects Since Last Convention

1. All LMSC's within the zone completed their LMSC Standards survey and received their feedback. Six out of seven LMSC's scored 89% or better on the Mandatory Standards and 87% or better on the Target Standards. Four LMSC's scored 100% on their Mandatory Standards and Two scored 100% on their Target Standards.
2. Zone Championships were held for the following courses:
 - a. SCY – Feb. 9-11, Valentine's Meet, Clearwater, FL – (33) Teams, (192) Swimmers, (827) Individual Splashes, (51) Relays
 - b. SCM – Scheduled to be held – Dec. 1-2, Coral Springs, FL
 - c. LCM – Not held this year, to show support for the Pan Am Masters Championships
 - d. OW – June 1-2, Chattanooga Swim Fest, Chattanooga, TN Distance = 4.5M (78 swimmers)
3. The Dixie Zone was also host to the:
 - a. YMCA Masters Nationals. Ft. Lauderdale FL. (Apr. 19-22)
 - b. Pan Am Masters Championships. Orlando FL (July 28-Aug. 3)
4. Dixie Zone teams did very well at the USMS Spring Nationals in Indy.
 - a. **Regional Club Division** – NCMS (4th), GAJA (13th) and Southern Masters (16th)
 - b. **Local Club Division** – PBM (2nd), SFTL (4th), PALM (7th)

Action Items

1. Elect Zone Championship hosts for 2019 (SCY, LCM, SCM, OW).
2. Discuss Dixie Zone endorsement for the Zone At-Large Director position.

Agenda

1. Roll Call / attendance.
2. Zone Reports (Chair, Webmaster, Top Ten, Records).
3. LMSC Reports (LMSC Chairs – FG, FL, GA, SC, NC, SE, SO)
 - a. How is your LMSC running?
 - b. Any major problems or issues you would like to discuss, or get feedback on how other LMSC's are addressing?
4. Dixie Zone At-Large Director candidates- 5 minutes each
 - a. Jack Groselle
 - b. Matt Hooper
 - c. David Morrill

USMS Zone Reports and Agendas

- d. Maddie Sibia
5. Discussion/Vote on Dixie Zone At-Large Director endorsement.
6. Solicit and vote on Dixie Zone Championship hosts for 2019
7. Q&A/ Open discussion on LMSC Standards Survey Results
8. Old Business
9. New Business
10. Adjourn

2018 Dixie Zone Meeting
Thursday, September 27th, 9:45AM – 11:15AM, City Terrace 5

Great Lakes Zone

CJ Rushman, Zone Chair

The Great Lakes Committee meets annually at USMS Convention and operates between Conventions via email and phone calls amongst the Zone's LMSC chairs. The committee is comprised of representatives from each of the eight LMSC within the Zone.

The LMSCs in the zone are as follows: Allegheny, Illinois, Indiana, Kentucky, Lake Erie Michigan, Ohio, and Wisconsin.

The Great Lakes Zone has a plethora of swim meets with open water events as well. The Great Lakes Zone membership has remained stable. As of June 15th, the Great Lakes membership is 7066, with a retention rate of 89%. Our zone has hosted Spring Nationals at I.U.P.U.I., which was the largest USMS event ever on record. The Illinois LMSC hosted the 1 mile National Championship Open Water Swim at Little Grassy Lake, in Makanda, Illinois June 9th and the ever popular Big Shoulders 2.5K & 5K Open Water in Chicago, Illinois in September.

Zone Issue(s)

1. Promoting Zone Competition.

Discussion Items

1. Develop and Promote a Zone Meet (summer and winter)
2. Discuss LMSC standards and how to help our LMSC's.

Great Lakes Meeting Zone Agenda

1. Roll call and introduction of New Delegates
2. Approve 2017 minutes
3. LMSC Reports – summary of LMSC's accomplishments during the past year.
 - a. Allegheny
 - b. Illinois
 - c. Indiana
 - d. Kentucky
 - e. Lake Erie
 - f. Michigan
 - g. Ohio
 - h. Wisconsin
4. Convention “hot topics” and any impacts to our Zone.
5. Old business
 - Zone website
 - Social media/Facebook page
6. New business
7. Adjourn

2018 Great Lakes Zone Meeting
Thursday, September 27th, 9:45AM – 11:15AM, Orlando

Northwest Zone

Sally Dillon, Chair

Committee Members

Ken Winterberger (AK, also zone Treasurer), Matthew Bronson (IW), Jeanne Ensign (MT), Tim Waud (OR), Sally Dillon (PN), Jim Clemmons (SR), and Aaron Norton (UT).

Ex-Officio: At-Large Director Sarah Welch (PN), Webmaster Hugh Moore (PN), Zone Record Keeper Steve Darnell (OR).

Introduction

The Northwest Zone covers an area of 1,044,936 square miles, which includes all of Alaska, Idaho, Montana, Oregon, Utah, and Washington. There are seven LMSCs as Idaho, Oregon, and Washington combine to form four of them: IW, OR, PN, and SR. With such a broad area to reach out to, the zone continues to make good use of the Zone Jet, which was donated to us in 2016 by the Breadbasket Zone.

The NW Zone roster currently lists 102 USMS members who are volunteering at the board level of their LMSC (5 more than last year). The Zone conducts conference calls in March, June, and December and an in-person meeting at the USMS convention in September. While all leaders within the zone are invited, conference calls typically have 12-15 attending. Meeting minutes are posted on the USMS website. At “press time”, the zone has 4086 members and 52 clubs. Snake River is the smallest LMSC with 137 members and 4 clubs and Pacific NW is the largest with 1624 members and 7 clubs. Oregon and Pacific NW have registered workout groups (32 and 29 respectively). The Zone distributes a newsletter 4-times a year, which is posted to the Zone website at www.northwestzone.org/.

Discussions and Projects Since Last Convention (meeting highlights)

1. In December, bids were accepted for the following 2018 NW Zone Championship events: SCY – Big Sky Montana Swim Club, April 6-8 at the University of Montana in Missoula; OW – Sawtooth Masters, 1-mile OW on June 2 at Broadside Harbor in Caldwell, ID; LCM – Oregon Reign, July 20-22 at Mt Hood Aquatic Center in Gresham, OR (event was originally scheduled for a weekend in August but changed due to an anticipated pool closure); and SCM – Puget Sound Masters, November 17/18 at King County Aquatic Center in Federal Way, WA
2. In March, significant discussion was had regarding the College Club Swimming program and the effects it has had on membership – particularly in the Inland NW and Utah LMSCs. USMS board members Donn Livoni and Sarah Welch offered information and the noted that a proposal will likely be considered at convention that provides a “bridge membership”.
3. In June it was announced that compared to last year, 6 of the zone’s 7 LMSCs had improved scores in the LMSC Standards assessment that took place in February. Hugh Moore has submitted the necessary paperwork to run for the At Large Director – NW Zone position. The chair is in the process of surveying the LMSCs to determine the level of involvement of newer members on the boards and as convention delegates.

Action Items

1. Meeting minutes, treasurer reports, and bids for zone championship events were approved at various meetings.

USMS Zone Reports and Agendas

Agenda

1. Call to order and introductions
2. Actions taken between meetings: Approval of the June 10, 2018 meeting minutes
3. Reports:
 - a. Chair – Sally Dillon
 - b. Treasurer – Ken Winterberger (via correspondence)
 - c. Webmaster – Hugh Moore
 - d. Zone record keeper – Steve Darnell (via correspondence)
4. Old Business
 - a. Zone Championship meets update
 - b. *The Chatter* – zone newsletter
 - c. Other
5. New Business
 - a. Prospective bids for 2019 events
 - b. Other
6. LMSC reports – brief summary of accomplishments during the past year
 - a. Alaska
 - b. Inland NW
 - c. Montana
 - d. Oregon
 - e. Pacific NW
 - f. Snake River
 - g. Utah
7. Convention “hot topics”
8. Other business, as time allows
9. Adjourn

2018 Northwest Zone Meeting
Thursday, September 27th, 9:45AM – 11:15AM, City Terrace 11

Oceana Zone

Sally Guthrie, Chair

Introduction

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

Discussions and Projects Since Last Convention

The two LMSCs are joined only by our shared Pacific Ocean. Both are well run LMSCs and both have demonstrated compliance with all mandatory LMSC standards in the 2017 LMSC Standards survey compiled by the USMS LMSC Development Committee. As of 7/11/18 there are 11,065 USMS members in the Oceana Zone. Along with the trend in the rest of USMS this number is a 3.95% decrease in members in the zone. However, although Pacific membership is down (4.38%), Hawaii has bucked the trend and their membership is up (3.83%) as of 7/11/2018.

Oceana Zone Meeting Agenda

1. Introductions
2. Approval of Last Year's minutes
3. Reports of the LMSCs
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

2018 Oceana Zone Meeting
Thursday, September 27th, 9:45AM – 11:15AM, City Terrace 8

South Central Zone

Bruce Rollins, Chair; Nicole Rembach, Vice Chair

Chairs: Kathryn Mendez, **Oklahoma Chair**; Ed Coates, **South Texas Chair**; Carrie O'Banion, **Arkansas Chair**; Richard Garza, **North Texas Chair**; Bruce Rollins, **Gulf Chair**; Chris Lysinger, **West Texas Chair**

Ex-Officio: All remaining attendees who have USMS Convention voting rights.

Introduction

Our purpose at our annual Convention Zone meeting is to discuss, organize and direct South Central Zone Meets, opportunities and policies for the upcoming year(s). This document is a **recap** of this year's activities and projects after last year's Convention. Next, this document will list some of the **items to be discussed at the upcoming Convention** to be held in **Jacksonville, Florida on September 27-29, 2018**. Make sure your folks are registered and have their rooms...soon.

Discussions and Projects Since Last Convention

1. The Short Course Meters All-Time Records have been up-dates as of 4/18/18. They are attached.
2. A planned telephone call to finalize the location of the 2019 Short Course Yards Zone Championship was eliminated as TAMU pulled out of consideration. **The 2019 SCY Zone Championships will be held at The Woodlands**. Details to come at Convention.
3. Our goal is still to try and get our Zone Championship booked out for at least two years...if possible. **I am looking for all bids for 2019 LCM Zones and 2020 SCY and LCM meets be submitted to me before 8/15/18**.
4. **LMSC Standards survey happened in the spring of 2018**. Results were published, and your Zone Chair was asked to help the LMSCs comply with them. Long-term, our approach should be more "Carrot" and less "Stick."
5. Our **South Central Zone recognized Baker Shannon with our Jesse Coon Memorial Volunteer Award** at the LCN Zone Championship Meet. The presentation is attached.
6. **Leadership changes are noted in the Oklahoma LMSC with the election of Kathryn Mendez as their new Chair**.

Action Items in Advance of the Convention

1. **We need to elect a NEW South Central Zone Chair in 2019**. This new person will automatically be made a member of the LMSC Development Committee. The job description link is: https://www.usms.org/admin/lmschb/gto_role_zonechair.pdf . **I am willing to discuss the job requirements with anyone interested in running**.
2. Please come to the meeting prepared to present at least one or more names for the upcoming Jesse Coon awards for 2019 and maybe 2020. South Texas gave me one...but I feel we should have a pool of qualified folks to choose from...which we do have, in my opinion.
3. Please be looking into pools for Zone Championship meets for LCM 2019 and SCY and LCM for 2020.

Agenda –

Welcome and Roundtable of introductions-

1. Conflict of interest disclosure request concerning agenda items.
2. Designate a “**minute taker**” for SC Zone Meeting.
3. **LMSC Chairs** - address a few sentences about your LMSC:
Size, meets, accomplishments, and anything else we might enjoy.

Old Business Review-

1. SCY Zone Championship Meet – UT Austin – Ed Coates
2. LCM Zone Championship Meet - Texas A&M University – Nicole Rembach Review
Cost of Awards - Zone Medals/High Point
Future of Socials/Volunteers
3. Zone Records – SCY & LCM -Susan Ingraham and Nicole Rembach
4. LMSC Standards – Future Actions
5. Jesse Coon Memorial Service Award Discussion
 - a. Recognize Susan Ingraham - 2017 Honoree
 - b. Nominations from each LMS by 1/1/19

New Business –

1. SC Zone Championship Meet Bids
 - a. SCY Meets Bid(s) – 2019 & 2020 Presentations
 - b. LCM Meet Bid(s) – 2019 & 2020 Presentations
 - c. Vote/Affirm each choice as a motion
2. Emmet Hine Zone Award – Volunteer Recognition
 - a. Nominations from each LMSC
 - b. Due by 1/1/19
3. Fitness Events – Review USMS National Challenges (2 of 3)
 - a. Anything New
 - b. Ideas?
4. Open Water in the Zone –
 - a. Swim Across America in Houston Area – March
 - b. Dallas?
5. USMS College Club Team Formations & Policy
6. Formalize Zone policies and procedures

Address Parking Lot Thoughts and Adjourn

USMS Zone Reports and Agendas

Jesse Coon Memorial Award 2018

Welcome to the 2018 South Central Long Course Zone Championships.

Also, **Welcome to Aggieland!**

Plus, **Thank you to Nicole Rembach** for directing this terrific meet again at this terrific pool!

Let me tell you a story...

In 2006, the South Central Zone **created a Volunteer Spirit Award** in honor of one of the great ambassadors of Masters Swimming in the world, in the US, in Texas, and importantly in Aggieland! His name was Jesse Coon, and he was the pride of Bryan/College Station.

Jesse was a great swimmer and a pioneer setting **national and world records** as the first person in the **90 year old age group by swimming the 200 IM, 200 Butterfly and 400 IM**. Some of these are South Central Zone records that stand, even today.

But more importantly, **he loved our sport**, and he loved encouraging others with his swimming and **kind words**. **He worked tirelessly to promote Masters Swimming and to help it grow.**

Over the years, we have chosen to honor many swimmers who live those values that Jesse Coon embraced as a swimmer and an ambassador for Masters Swimming in Texas. Swimmers all of us are proud to have known and watched over the past 12 years. Of course, we have honored Graham Johnston, Dirk Marshall, Renee Protopapas, Sandy Cattarin, Bud Jackson, Tom and Carolyn Boak, Judy Wagner, Dave Young, Susan Ingraham and others. Today **we welcome and recognize a new member who represented all those values Jesse Coon demonstrated through his swimming achievements and contributions...to others and to USMS.**

This year's recipient is an accomplished swimmer **who is definitely in it for the long haul**. To-date, this swimmer has amassed **over 130 Top 10 Nationally Ranked individual event swims**, plus **over 12 Top 10 Relay Nationally ranked finishes**. This recipient's coaches can always count on this swimmer **to generate many points in any meet for their team**.

More importantly, this swimmer learned several years ago that there was a YMCA group in Houston that needed medals **to give to first and second graders from several title one elementary schools who were teaching their students how to swim**. This kind and very generous swimmer called this group and asked their leader how many medals they needed. **Bottom line is that he donated over 300 medals** (5 bags full). Imagine the look on these children's faces when they earned a medal by swimming across the pool or learning how to float. Especially, when it might be one from either a World FINA Championship or a USMS National Meet or even a Canadian National Championship Meet. These are medals from a very special and very generous swimmer.

In summary, if you have not yet guessed who this very decorated swimmer might be, if you have ever met him, you know what an inspiration he is. We should all strive to be like him...I know I do...as **he is the oldest swimmer at today's meet. He is 93 years young**. He swims for **The**

Woodlands Master Swim Team. He is none other than Baker Shannon. I said his name correctly...Baker Shannon.

Congratulations on being this year's Jesse Coon Memorial Award recipient. **Thank you for being you!**



**2018 South Central Zone Meeting
Thursday, September 27th, 9:45AM – 11:15AM, City Terrace 4**

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.

1. Introductions
2. LMSC Reports: Arizona, New Mexico, San Diego-Imperial, Southern Pacific
3. Zone Meets for 2019: SCY---Arizona, SCM---Southern Pacific
(Note that this year AZ will be hosting SCY Spring Nationals and Mission Viejo will be hosting LCM Nationals. A discussion on possibly not having one or more of the zone meets this year will be needed)
4. Old Business
5. New Business

2018 Southwest Zone Meeting
Thursday, September 27th, 9:45AM – 11:15AM, City Terrace 10

Convention Task Force

Ed Tsuzuki

Committee Members

Ed Coates, Rob Copeland, Leianne Crittenden, Nadine Day, Mike Heather, Crystie McGrail, Jessica Porter, and Heather Stevenson.

Introduction

The Convention Task Force is tasked with exploring the current and future value of USMS's annual meeting and participation in the USAS Convention and make recommendations for the future. As the task force reviewed current convention agendas and activities, recommendations were evaluated and proposed that would maintain the "required" responsibilities of the House of Delegates (elections, rules/legislation, financial, as identified in 504.2.2), while seeking ways to improve the value of the time required by USMS convention attendees. The primary themes included clarifying the roles and responsibilities of a delegate vs. a convention attendee, improved up-front preparation in advance of convention, enhanced value-added in-person interactions, and increased standardization and utilization of technology to gain process efficiencies.

Discussions and Projects

- 1) De-couple national level volunteer service from House of Delegate membership.
 - a) Select committee members at a time and from a population that is not necessarily tied to the HOD or annual meeting. Consider a broader solicitation to LMSC leaders and general membership and have committees serve based on calendar year. Consider inviting new members to attend committee meetings before official appointment.
 - b) Don't tie committee member selection to rulebook publication schedule. Include committee member list in a directory but not in hardcopy Appendix E.
 - c) Don't mandate HOD membership for members of designated committees (Finance, Long Distance, Legislation, Rules), but also assign automatic delegation to the chairs of all standing and BOD committees)
- 2) Clearer delineation of HOD activities from annual meeting activities
 - a) Change mindset that the annual meeting is only for HOD members. There are many activities at convention beyond the specific responsibilities of the HOD that can provide tremendous value for all attendees, whether they are delegates or not.
 - b) Focus HOD on required tasks: elections, budgets, and amendments. Size the HOD to be more effective at these, while increasing the participation and value of other annual meeting activities (committees, educational workshops and training, networking, etc.)
 - c) Reorganize the convention schedule to make better use of attendee time, aligned by interest and responsibility. The attendance time required by many could be reduced by a day.
- 3) Present convention materials in a more logical and easily consumed manner
 - a) Reorganize website and pre-convention packet
 - b) Consolidate and simplify materials
 - c) In addition to PDF documents, provide links to relevant and updated content on the website

Liaison, Special Appointments, and Task Force Reports

- d) Present timely information (e.g. committee reports as of 30 days before annual meeting instead of 60-90 days)
 - e) Standardize process and reporting for proposed amendments (Legislation, Long Distance, LMSC Development, and Rules committees)
- 4) Elections
- a) Improve the interaction between candidates and HOD in order to meet and learn more about the candidates
 - b) Automate the election process
 - c) Eliminate requirement for Zones to meet to endorse candidates before elections (this was not supported by the Election Committee), provide consistency across all BOD candidate processes and more flexibility to the agenda structure.
- 5) Financial
- a) Approve budget after annual meeting. To 1) allow members to more completely digest numbers presented, 2) allow for a more accurate budget, 3) free up HOD time at annual meeting. This would require a telephonic or electronic meeting of the HOD or changes of authorities.

Several recommendations were presented to the BOD for consideration, some of which have been implemented, while others have resulted in proposed legislation – some of which are recommended by the legislation committee and some are not. Since the work of the task force is ongoing, a report of our progress will be provided at convention.

Diversity Task Force

Sarah Welch

Committee Members: Jeff Commings, Virgil Chancy, Nadine Day, : Dr. Jane Katz, David Morrill, Diana Triana, Benicia Rivera. Ex-Officio: Jessica Porter, National Office Staff; Patty Miller, President-USMS BOD

Introduction

Diversity Task Force Mission

Create a culture of inclusion and opportunity for people of diverse backgrounds in support of the USMS mission: To promote health, wellness, fitness, and competition for adults through swimming.

Vision Statement

Dedicated to creating an inclusive culture, which is diverse of all the differences of USMS athletes, coaches, volunteers, clubs and LMSCs. The task force will identify ways to support the vision of USMS to include diversity and inclusiveness while being the premier resource for adult aquatic fitness in the United States and will make fitness through swimming available for as many adults of diverse backgrounds as possible.

Strategic Plan

The Task Force identified 7 areas of focus with goals and strategic recommendations that support the Diversity Task Force mission statement.

1. **Collect Data:** learn who are members and determine where we have gaps in representation by racial and ethnic populations.
2. **Develop Resources:** The Diversity Task Force recommends that USMS collect and compile local best practices and strategies that work to promote diversity of membership and an inclusive swimmer community and offer those resources to coaches and LMSC's, the BOD and National Office staff.
3. **Engage Coaches:** The Diversity Task Force recognizes that are a key to increasing diversity in our membership and promoting an inclusive setting for our members.
4. **Engage LMSC's and Local Volunteers:** The Diversity Task Force believes that LMSC leadership and volunteers a significant key to increasing diversity in our membership and promoting an inclusive swimming environment. Engaging LMSC's and developing local volunteers is a critical part of the USMS Strategic Plan.
5. **Profile Successes/Recognize:** The Diversity Task Force recognizes communication, education, publications and recognition as powerful tools to create awareness, excitement and change around new ideas. such as promoting diversity and inclusion.

6. Cultivate New Partners: Consistent with its strategic plan, USMS will cultivate and expand our community partnerships.

7. Extend Diversity Leadership into Future: The Diversity Task Force sees that other NGB's such as USA-S and USA Waterpolo have created ongoing governance structures to promote diversity and inclusion and further the organizations' goals.

Each strategy is identified with a projected target date by year.

Discussion and Projects Since 2017 Convention

The Diversity Task Force strategic plan targets for 2017 included:

Collecting Data: surveying the demographics of the BOD and the USMS staff to look at the diversity profile of each.

Developing Resources: Develop a compendium of resources for coaches and volunteers by sharing the strategies of USMS programs that are making a difference for diversity.

Engaging Coaches: Add diversity resources to the coach certification curriculum

Extending Diversity Leadership by proposing legislation to create an ongoing structure for Diversity and Inclusion for USMS.

The Task Force conducted a survey of USMS coaches that prompted nearly 400 responses. A summary report is available. From the responses, the TF members interviewed several coaches with diversity in their programs. These interviews will be shared along with coach resource names for interested coaches and volunteers to cultivate discussions about what works to attract and retain persons of color in masters swimming programs.

The Task Force recommended legislation creating a standing committee for Diversity and Inclusion which was recommended to the Legislation Committee by the BOD.

The Task Force held 9 meetings since convention. Minutes are posted.

Action Items:

1. Review and Update status of strategic plan
2. Update current projects
3. Update: any business related to proposed legislation for Diversity and Inclusion Committee

Agenda:

1. Call to Order
2. Approve minutes for September meeting
3. Review and Update status of strategic plan
4. Review coach interview status

Liaison, Special Appointments, and Task Force Reports

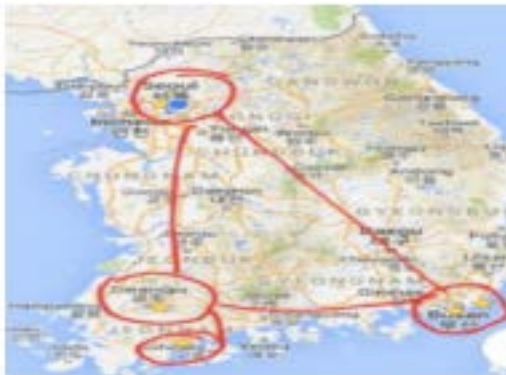
5. Update input to coach curriculum sub group
6. Update: any business related to proposed legislation for Diversity and Inclusion Committee
7. Adjourn

FINA Representative

Mel Goldstein

The new FINA Masters Technical Committee has not been able to meet since their appointment at the last FINA Congress in Budapest, Hungary. The committee is scheduled to meet in Gwangju, Korea in late October. However, the FINA Masters Committee Commission has had an initial site visit to Gwangju, Korea. The site visit was to see the facilities and begin discussions on scheduling and logistics. The Gwangju Organizing Committee led by Dr Chou Youngdeok came to the UANA Pan American Masters Championships in Orlando, Florida to promote the FINA World Masters Championships in Gwangju. They were able to meet with several Continental Federations while they were in Orlando.

The 2019 FINA Masters World Championships in Gwangju, Korea will be an outstanding event with great facilities. Gwangju is a modern city steeped in Southeast Asia culture. The open water event will be Yeosu about 30 minutes from Gwangju. This is a beautiful city on the East coast of the China Sea. If you bring your family this will be a fun place to visit.



International Gay and Lesbian Aquatics Liaison

Sean Fitzgerald

This year's IGLA Championships were held in conjunction with Paris 2018 Gay Games 10. Over 10,000 participants converged on the French capital for the 10th edition of the Gay Games. Aquatics was well represented with over 1100 swimmers, 500 water polo players, 70 synchronized swimmers and 30 divers.

USMS swimmers were the largest contingent with 447 participants. Because of the size and scope of the event, most people register well in advance that it adds logistical problems. More than half of the USMS swimmers used their 2017 USMS number to register for the meet. IGLA and the Federation of Gay Games would like to thank the USMS National Office for sifting the entries through their database and provide us their 2018 registrations. It allowed us to follow up with 30 swimmers that had not renewed for 2018.

The event was a huge success, running from Sunday August 5 through Friday August 10. Organizers were pressed for time as water polo followed swimming each day. They did a fantastic time of staying on schedule. Dozens of IGLA records were set in the short course meters meet. The USMS staff are working with the IGLA Board on receiving the results.

Team New York Aquatics is honored to host the International Gay and Lesbian Aquatics Championships in New York City, June 24 – 29, 2019. The last time the LGBTQ+ swimming community gathered in NYC was 25 years ago, during Gay Games IV in 1994, an occasion that marked the 25th anniversary of the Stonewall Riots. As we now prepare to honor Stonewall's 50th anniversary, and host WorldPride 2019, NY invites you to join numerous LGBTQ+ and ally swimmers, water polo players, divers, synchronized swimmers, and open water swimmers for an IGLA that promises to be unlike any other.

The 2020 IGLA Championships will be held in Melbourne, Australia February 27 – March 3.

International Swimming Hall of Fame Liaison

Walt Reid

ISHOF (International Swimming Hall of Fame)

In a letter dated Dec 2017 it was announced that *Swimming World Magazine* was merging with the International Swimming Hall of Fame. Brent Rutemiller is the new CEO of ISHOF and Bruce Wigo is the ISHOF Historian. Additionally Tom Boak has been appointed to the ISHOF Board of Directors.

The City of Fort Lauderdale and the ISHOF have signed an agreement for the ISHOF to remain on Hall of Fame Drive for another 30 years.

ISHOF and the city of Ft. Lauderdale have announced a \$27 million renovation project to the Ft. Lauderdale Aquatic Complex.

I attended the 2018 International Swimming Hall of Fame Induction Ceremony held May 18-20 in Fort Lauderdale. During that weekend I had a one hour meeting with Mr. Brent Rutemiller to discuss various aspects of the International Masters Swimming Hall of Fame.

IMSHOF (International Masters Swimming Hall of Fame)

The **2017** International **Masters** Swimming Hall of Fame Induction Ceremony was held during the USAS Convention in Dallas. From USMS Ann Hirsch, Anne Adams, Danielle Ogier, Yoshi Oyakawa and Hugh Wilder were inducted as “Honor Swimmers”.

The **2018** International **Masters** Swimming Hall of Fame Induction Ceremony will be held during the USAS Convention in Jacksonville. From USMS Jurgen Schmidt and Maurine Kornfeld will be inducted as “Honor Swimmers” and Walt Reid as “Honor Contributor”.

In addition to honoring the 2018 IMSHOF Honorees at the USAS Convention, ISHOF will be recognizing *Swimming World Magazine's* Male and Female Top Ten Masters Swimmers from 2017. The USMS members include Rick Colella, Willard Lamb, Darian Townsend, Noriko Inada, Maurine Kornfeld, Betty Lorenzi, Karlyn Pipes, Diann Uustal and Laura Val.

National Board of Review

Barbara Delanois

Members:

1. Laura Groselle, Dixie
2. Meg Smath, Great Lakes
3. Sandi Rousseau, Northwest
4. Sally Dillon, Northwest
5. Sean Fitzgerald, Dixie
6. Billy Cordero, Great Lakes
7. Dick Pittman, Great Lakes
8. Greg Weber, Southwest
9. Molly Grover, Colonies
10. Tracy Lord, Great Lakes
11. Glenda Carroll, Pacific
12. Mary Pohlmann, Breadbasket

Introduction: 2017-2018 was year 5 for the Chair of the National Board of Review.

Discussions and Projects Since Last Convention:

NBR received one (1) grievance involving two (2) Respondents under “original jurisdiction” authority. Both Respondents were represented by legal counsel. The NBR Chair appointed a three (3) member hearing panel selected from the NBR hearing panel pool and held a timely telephonic hearing of the issues. After consideration and analysis of the facts presented by the parties and arguments of the Complainant and Respondents’ counsel, the NBR hearing panel issued a reprimand against one Respondent and imposed a sanction against the other Respondents.

National Senior Games

Bill Tingley

The 2019 National Senior Games will be held June 16–19, 2019 in Albuquerque, New Mexico, at the West Mesa Aquatic Center. In 2019, NSGA is planning to add mixed medley and free relays to the event schedule. Another major change to the event schedule, in 2019 Senior Games, is that there will be two sessions a day with all age groups competing on the same day.

The National Senior Games are for athletes 50 years old and older. The National Senior Games are held in odd years, with the qualifying meets being held in even years at each state's local Senior Games.

Qualifying for the 2019 National Senior Games started at the state Senior Games around the country began in January of 2018. For more information about the remaining 2018 state Senior Games, contact the local game coordinators at <http://nsga.com/state-games>.

To be eligible to enter the 2019 National Senior Games, a swimmer must have placed in the top three in a state games meet in 2018. If a swimmer finishes below third place in a state Senior Games competition, he or she may enter that event, if the time was better than the published time standard in the NSG rulebook. <http://nsga.com/swimming>.

The National Senior Games has been recognized by the host LMSC for the last nine games. The Southeastern LMSC was our host LMSC in 2017 and all of the times achieved by USMS Swimmers. Both national records and Top 10 swims were reported to USMS in 2017. Some state Senior Games have applied for and received USMS recognition during 2018.

UANA Representative

Mel Goldstein

UANA stands for Union Americana de Natacion. It is the regional organization under FINA that encompasses North America, South America and the Caribbean nations (43 Federations). United States Aquatic Sports represents one of the Zones under the UANA banner. UANA was established in 1948. The logos involved here, just so you're familiar with them, are:



The UANA Masters Technical Committee was very active throughout the year, but the highlight of the year was the 2018 UANA Pan American Masters Championships in Orlando, Florida. The competition included all disciplines (Artistic Swimming, Diving, Open Water, Swimming, and Water Polo) over a 19 day schedule. This UANA Pan American Championship was the largest event since its inaugural event in 2005 in the Dominican Republic. Over 2400 athletes participated (57 Divers, 157 Artistic Swimmers, 1718 Swimmers, 187 Water Polo, and 436 Open Water) representing 39 countries from around the world participated in these championships. The event was very well run, Rowdy Gaines, Executive Vice President of the Greater Orlando YMCA, and Jillian Wilkins, Event Director and their hundreds of volunteers did an outstanding job creating an experience for the athletes they will not soon forget.

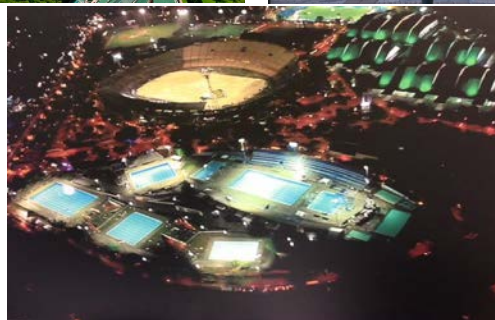




The UANA Masters Technical Committee (Left/Right Mel Goldstein (US), Chairman, Veronica Stanham (UR), Jim Miller (US), Nadine Day (US) Athlete Representative, Edith Clashing (Antigua), Ricardo Dimas (PAN), Maureen Croes (Aruba) Honorary Secretary, Ed Evely(CAN), Vice Chairman, Dot Padget (CAN) (Not Pictured Anna Fortin (Haiti), and Sigfredo Cardova (Chile)) was able to meet for

the first time as a committee. The committee reviewed the present contract since it has not been updated since 2014. The work on the contract will continue throughout the year. Developing Masters athletes in all disciplines is still a priority of the committee. There is a proposal to host a clinic in South America at their Masters National Championships being considered. The committee acknowledges US Masters Swimming in support of this initiative to send a coach to another Federation to host a clinic. The committee would like to host two of these clinics each year. The committee will also be sending out invitations to bid for the UANA Pan American Masters Championships for 2022 and 2024.

The 2020 UANA Pan American Masters Championships will be in Medellin, Colombia, June 17-27th.



FINAL REPORT OF THE RULES COMMITTEE FOLLOWING THE 2018 ANNUAL MEETING

**FINAL REPORT OF THE USMS RULES COMMITTEE
FOLLOWING THE 2018 ANNUAL MEETING**

The following proposed amendments to the USMS Rules of Competition were submitted to the Rules Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7. The final action of the House of Delegates at the 2018 Annual Meeting is indicated.

Number	Section	Description	HOD Action
<u>R-1</u>	Glossary	Add glossary definitions for malfunction and valid time for clarity.	Adopted
R-2	Glossary	Add glossary definition for meet announcement to provide clarity on the use of different terms for meet information.	Adopted
R-3	Glossary	Permit a meet to be run with multiple sanction numbers when required without being considered as different meets.	Adopted
<u>R-4</u>	102.3.2	Change relay age groups for SCY meets to be the same as SCM and LCM meets.	Defeated
R-5	102.4	Add transmale and transfemale gender categories for transgender athletes.	Defeated
<u>R-6</u>	102.5.3	Codify a requirement to develop and publish guidelines for transgender swimmers to compete in the male and female gender categories.	Adopted
R-7	102.12.1	Codify the official interpretation that prohibits the use of therapeutic elastic tape in competition.	Adopted
R-8	102.16	Prohibit the use of cameras and video equipment in certain areas of the venue during competition.	Adopted
R-9	103.10.5	Clarify the use of automatic relay takeoff judging equipment for relay disqualifications.	Adopted
R-10	103.18.5	Correct inconsistency with the use of watch times in the event of automatic and semiautomatic system failures.	Adopted
<u>R-11</u>	103.18.5	Permit the use of two valid watch times as a tertiary backup system to be recorded for USMS records in the event of automatic primary and semiautomatic secondary systems failures when automatic timing is used.	Adopted
R-12	104	Delete Article 104 in its entirety.	Defeated
R-13	104.1	Allow for additional flexibility in selecting the dates for the short course national championship meet.	Adopted
R-14	104.4.3	Clarify reimbursement of expenses incurred by the championship committee.	Adopted
R-15	104.5.1	Requirements for distribution of heat sheets at national championships.	Defeated

FINAL REPORT OF THE RULES COMMITTEE FOLLOWING THE 2018 ANNUAL MEETING

R-16	104.5.2	Update wording for “order of events” versus format.	Adopted
R-17	104.5.2 104.5.3	Change in wording to list the requirements for event limits in distance events at national championships.	Adopted
R-18	104.5.5	Update wording to describe seeding requirements for some events at national championships.	Adopted
R-19	104.5.5	Update wording to describe seeding requirements for events 200 yards/meters and above at national championships.	Adopted
R-20	104.5.5	Clarify that swimmers who have the potential to set a record should not be seeded in an outside lane regardless of seed time.	Adopted
R-21	104.5.7	Update wording for awards at national championships.	Adopted
R-22	104.5.11	Update wording for clarity in section regarding automatic timing equipment at national championships.	Adopted
R-23	105.2.2	Insert reference for split time requirements to be recorded for top 10 times for clarity.	Adopted
HK-1	101.1.1	Add consistent language for the forward start regarding foot position consistent with start commands in article 103.	Adopted
HK-2	104.5.6	Clarify reference for scoring at national championships.	Adopted
HK-3	107.1.2	Clarify that aids to speed, pace, buoyancy, and endurance are not permitted as disability accommodations with the reference to article 102.12.1E.	Adopted

USA Swimming Amendments that affect USMS Rules

Number	Section	Description	HOD Action
U-1	Glossary 102.14	Add the definition of competition category with respect to gender and corresponding protest procedure.	Defeated
U-2	102.11	Clarify age definition when a meet is postponed for an extended period of time due to weather or other conditions.	Defeated
U-3	102.12.2	Add cannabinoids to the list of substances which may not be used in advertisements on swimwear.	Adopted
U-4	102.13.7	Add reference to clarify process for disqualifications due to illegal swimwear.	Adopted
U-5	103.17	Add requirement for a meet safety director.	Withdrawn

FINAL REPORT OF THE RULES COMMITTEE FOLLOWING THE 2018 ANNUAL MEETING

U-6	106.13.2	Add requirement to have a mark on the deck that shows the location of the 15-meter points in addition to the required mark on the lane lines.	Adopted
U-7	106.12	Add a requirement that, if backstroke ledges are used, identical ledges must be provided for all lanes.	Adopted

CHANGES TO THE USMS GLOSSARY AND PART ONE

The following amendments to the USMS Rules of Competition were submitted to the Rules Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7.

Rules adopted by the House of Delegates will take effect on January 1, 2018.

R-1 Glossary Rules Committee pages xiii and xv Delete, Add, and Modify

Committee Action: Recommended

HOD Action: Adopted

~~**Malfunction**—a mechanical or electronic equipment failure; not a human failure by the swimmer.~~

~~**Valid time** – a time reported by a designated timing system without a confirmed malfunction and determined by the meet referee or designee to be accurate based on analysis of all reported times, observations by officials, and other relevant data.~~

103.17.3 Determination of Official Time

(Sections A and B are unchanged)

C Primary timing system malfunction—A primary timing system malfunction may have occurred if:

- (1) The difference between the time obtained by the primary system and the backup system(s) is approximately .30 second or greater; or
- (2) It is reported the swimmer missed the touchpad or had a soft touch.
- (3) The timing system operator confirms a mechanical, electronic, or operational error that results in failure of the timing system to report a time.

Rationale: With the changes in timing system adjustments and determination of official time that took place in 2017 and 2018, clarification of these terms provides additional guidance for officials to determine what constitutes a malfunction of the timing system and what constitutes a valid time.

R-2 Glossary Rules Committee page xiii Add

Committee Action: Recommended

HOD Action: Adopted

~~**Meet Announcement**—document that sets forth required information about the meet, including the starting times, order of events, entry procedures, and other meet procedures as required by the rules and regulations.~~

FINAL REPORT OF THE RULES COMMITTEE FOLLOWING THE 2018 ANNUAL MEETING

Rationale: We use the terms meet announcement, meet information, and entry form interchangeably in parts one and two. The term “meet announcement” is the predominant term in part one. A glossary definition connects all of these requirements together for clarity.

R-3 Glossary Rules Committee page xiii Modify

Committee Action: Recommended

HOD Action: Adopted

Meet—an event or series of events held under ~~a single~~ sanction or recognition and conducted within 10 consecutive days at the same venue, except for postal meets.

Rationale: Clarifies that meets may be conducted using different courses (e.g., 25 yards, 25 meters, 50 meters) on different days or sessions could still be considered as part of the same meet. Our current process for compiling official times requires a different sanction number if more than one type of course is used in different sessions, but it is not necessarily the intent to regard each session as a separate meet.

R-4 102.3.2 Potomac Valley LMSC page 6 Modify

Committee Action: Not Recommended

HOD Action: Defeated

The Rules Committee does not recommend this proposal (by a 6-8 vote). A majority felt the current system serves the organization well and promotes attendance at National Championships. There is also concern about the preservation of existing records in making this change.

102.3 Age Groups

102.3.2

Relay

Events-

~~**A Short course (25) yards**—18+, 25+, 35+, 45+, 55+, 65+, 75+, 85+, 95+... (10-year increments as high as is necessary). The age of the youngest relay team member shall determine the age group. Relay teams must swim in the oldest age group for which they are eligible.~~

~~**B Short course (25) meters, and long course (50) meters**—72–99, 100–119, 120–159, 160–199, 200–239, 240–279, 280–319, 320–359, 360–399 ... (40-year increments as high as is necessary). The aggregate age of the four relay team members shall determine the age group.~~

Rationale: For relay teams where swimmers' ages vary a great deal, assigning relay age based on the youngest swimmer's age puts many of these relays at a competitive disadvantage, effectively penalizing teams for having a diverse set of swimmers and swimmers for being old. Using the same relay age calculation as meters enables more SCY relay teams to be competitive in a more appropriate age-based evaluation.

R-5 102.4 Southern Pacific LMSC page 6 Add

Committee Action: Not Recommended

HOD Action: Defeated

The Rules Committee did not recommend this proposal by a unanimous vote. A consensus of the committee is that separate transgender categories are unnecessary and would be inconsistent with the operating norms of other swimming organizations. The change is also impractical due to the small number of affected swimmers and additional requirements for results tabulation, records, and top 10.

Add the following new article and renumber the remaining sections in article 102.

102.4 Gender

102.41 The following gender categories shall be offered at USMS sanctioned meets: male (M), female (F), transmale (TM), and transfemale (TF).

102.42 The rules committee shall develop and publish, with the approval of the USMS Board of Directors, guidelines that address the eligibility of transgender athletes to earn official times, places, and points in the male and female gender categories.

102.43 The transmale and transfemale categories refers to athletes who have completed a transition from one gender to another and meet the eligibility requirements to compete in the male or female categories.

102.44 Athletes who identify as non-binary or gender neutral shall enter and swim events using the gender assigned at birth.

The following changes are also needed for consistency:

**101.7.3 Rules Pertaining to Relays
(sections A-F unchanged)**

G Mixed relays shall consist of two men and two women who may swim in any order. Mixed trans relays shall consist of two trans men and two trans women who may swim in any order.

102.5.2 Any event (series of races in a given stroke and distance) conducted at a sanctioned meet must be offered for all age groups listed in articles 102.3.1 and 102.3.2 and ~~both~~ all genders categories defined in article 102.4.

Rationale: As USMS is an inclusive organization, this will give all athletes the opportunity to participate and compete while ensuring a fair field of play.

R-6 Article 102.5.3 Southern Pacific LMSC page 8 Add

Committee Action: Recommended as Amended

HOD Action: Adopted

102.5 Events

(Add the following new article and renumber remaining sections in article 102.5)

FINAL REPORT OF THE RULES COMMITTEE FOLLOWING THE 2018 ANNUAL MEETING

102.5.3 The Rules Committee shall develop, publish, and maintain, with the approval of the USMS Board of Directors, guidelines that address the eligibility of transgender athletes to earn official times and other forms of recognition (times, places, records, and top ten rankings) in the male and female gender categories. Athletes who do not meet the eligibility guidelines shall be permitted to participate in competition in the gender that corresponds to their USMS registration without official recognition.

102.14 Protests

(Articles 102.14.1 through 102.14.5 remain unchanged)

102.14.6 Protests of eligibility to compete in a gender category shall be considered by the Rules Committee in accordance with USMS policy guidelines regarding eligibility of transgender athletes. Athletes shall be permitted to compete in the gender category that corresponds to their USMS registration pending a decision by the Rules Committee.

Rationale: USMS is an inclusive organization. This proposal will add the USMS Transgender Policy/Guidelines to the Rule Book as well as attempt to address those who identify as non-binary.

R-7 Article 102.12.1 Rules Committee page 14 Modify

Committee Action: Recommended

HOD Action: Adopted

102.12.1 E No swimmer is permitted to wear or use any device or substance to enhance speed, pace, buoyancy, or endurance during a race (such as webbed gloves, fins, power bands, adhesive substances, snorkels, neoprene caps, etc.). Goggles may be worn, and rubdown oil applied if not considered excessive by the referee. Medical identification items may be worn. Therapeutic elastic tape is prohibited. Any other kind of tape on the body is not permitted unless approved by the referee.

Rationale: Codify the current interpretation of the rule since questions persist on the use of therapeutic elastic tape in competition. Implementation of this rule in competition has been inconsistent.

R-8 Article 102.16 San Diego-Imperial LMSC page 16 Add

Committee Action: Recommended as Amended

HOD Action: Adopted

Add the following new article:

102.16 Use of Cameras, Video Equipment, and Drones

FINAL REPORT OF THE RULES COMMITTEE FOLLOWING THE 2018 ANNUAL MEETING

- A The use of cameras, including cell phone cameras and/or other recording devices, is prohibited behind the starting platforms during the start of races, including relay starts.
- B The use of audio or visual recording devices, including cell phone cameras, is prohibited in changing areas, restrooms, and locker rooms.
- C The sanctioning LMSC or the meet host may also impose further restrictions and shall include such information in the meet announcement.
- D The meet referee may further restrict the use of cameras and video equipment during competition.
- E Operation of a drone, or any other flying apparatus, is prohibited over the venue (pools, athlete/coach areas, and open-ceiling locker rooms) any time athletes, coaches, officials, and/or spectators are present. USMS credentialed media personnel may be exempted from these restrictions.
- F Any individual in violation of these restrictions may be barred from the venue by the meet referee or meet director.

Rationale: To prevent unauthorized/inappropriate images from being taken during starts and to eliminate interference to officials, timers, and swimmers at the starting end and in areas where officials are performing their duties.

R-9 Article 103.10.5 Rules Committee page 21 Modify

Committee Action: Recommended
HOD Action: Adopted

103.10.5 Relay Takeoff Judges

(Paragraphs A and B are unchanged)

- C When automatic relay exchange judging equipment is in use, the system printout will provide the information to judge relay exchanges. Integrated backup timing cameras may be reviewed by the referee to confirm the automatic system's results. When backup timing cameras are not available, ~~the referee will determine the confirmation process~~ automatic relay exchange equipment may only be used to confirm or overrule an infraction noted by the relay takeoff judges.

Rationale: Provides clarity for officials on the use of relay takeoff judging equipment. This provision codifies current practice and is in conformance with FINA and USA Swimming protocols.

R-10 Article 103.18.5 Rules Committee page 27 Modify

Committee Action: Recommended
HOD Action: Adopted

103.18.5 Records and Top 10 times using an Automatic Primary Timing System—Secondary and tertiary times may be used to determine the official time as follows when the

FINAL REPORT OF THE RULES COMMITTEE FOLLOWING THE 2018 ANNUAL MEETING

automatic primary timing system fails, provided the procedures in 103.17.3B are followed. See 103.17.3D for overhead video backup.

- A** World records, USMS records, and USMS Top 10 times may be established when the times are reported by an automatic primary timing system.
- B** World records, USMS records, and USMS Top 10 times may be established when the automatic primary timing system fails if the times are reported by a semiautomatic secondary timing system using three, two, or one valid button(s).
- C** USMS Top 10 times may be established when both the automatic primary and semiautomatic secondary systems fail (no valid button times) if the times are reported by a manual tertiary system using a minimum of one valid watch time.
- D** An initial distance or a relay leadoff leg may be used to establish world records, USMS records, or USMS Top 10 times when reported by an automatic primary timing system.
- E** An initial distance or a relay leadoff leg may be used to establish world records when the automatic primary timing system fails and the times are reported by a semiautomatic secondary timing system with three, two, or one valid buttons(s).
- F** USMS records shall not be established when the times are reported by a manual backup system when the primary system fails.
- G** An initial distance or relay leadoff leg may be used to establish USMS Top 10 times when the primary timing system fails and the times are reported by a manual backup timing system with a minimum of two valid watch times. ~~Note: If the secondary system is manual watches (no semiautomatic system), the requirements listed in 103.18.5C shall apply to the watch times.~~

Rationale: Correct inconsistency created when we modified article 103 in 2017. 103.18.5(G) says that two watches are required to record split times for Top 10 purposes. But, the note would permit times with only one watch if there is no secondary semiautomatic system capable of recording splits.

R-11 Article 103.18.5 Oregon LMSC page 27 Modify

Committee Action: Recommended as Amended

HOD Action: Adopted

103.18.5 Records and Top 10 times using an Automatic Primary Timing System—Secondary and tertiary times may be used to determine the official time as follows when the automatic primary timing system fails, provided the procedures in 103.17.3B are followed. See 103.17.3D for overhead video backup.

- A** World records, USMS records, and USMS Top 10 times may be established when the times are reported by an automatic primary timing system.
- B** World records, USMS records, and USMS Top 10 times may be established when the automatic primary timing system fails if the times are reported by a semiautomatic secondary timing system using three, two, or one valid button(s).

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BC USMS records may be established when both the automatic primary and semiautomatic secondary systems fail (no valid button times) if the times are reported by a manual tertiary system with a minimum of two valid watch times.

CD USMS Top 10 times may be established when both the automatic primary and semiautomatic secondary systems fail (no valid button times) if the times are reported by a manual tertiary system using a minimum of one valid watch time.

DE An initial distance or a relay leadoff leg may be used to establish world records, USMS records, or USMS Top 10 times when reported by an automatic primary timing system.

EF An initial distance or a relay leadoff leg may be used to establish world records when the automatic primary timing system fails and the times are reported by a semiautomatic secondary timing system with three, two, or one valid buttons(s).

~~F~~ ~~USMS records shall not be established when the times are reported by a manual backup system when the primary system fails.~~

G An initial distance or relay leadoff leg may be used to establish USMS Top 10 times when the primary timing system fails and the times are reported by a manual backup timing system with a minimum of two valid watch times. Note: If the secondary system is manual watches (no semiautomatic system), the requirements listed in 103.18.5C shall apply to the watch times.

Rationale: A recent experience at USMS nationals created a situation in which the timing equipment operator turned off a pad during a national record swim and thus a record did not count. This is unfair to a swimmer, and there should be some accommodation for a record if either the entire system fails or it is operator error in turning off a lane.

The adoption of R-11 requires that the table on page 29 be amended for consistency.

	Automatic Primary Timing System	Semiautomatic Primary Timing System	Manual Primary Timing system
World Records	Touchpad time		
	Semiautomatic backup time with three, two, or one valid button(s) if the touchpad fails.		
	Leadoff or initial split recorded by a touchpad.		
	Leadoff or initial split recorded by three, two, or one valid semiautomatic button(s) if the touchpad fails.		
USMS Records	Touchpad time		

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	Semiautomatic backup time with three, two, or one valid button(s) if the touchpad fails.		
	<u>Manual backup time with a minimum of two valid watches when both the automatic primary and semiautomatic systems fail.</u>		
	Leadoff or initial split recorded by touchpad.		
USMS Top 10 Times	Touchpad time		
	Semiautomatic backup time with three, two, or one valid button(s) if the touchpad fails.	Two-button system with a time calculated using the procedure in 103.17.3B	
	Manual backup time with one valid watch if the semiautomatic system fails (no valid buttons).	One watch if the two-button semiautomatic system fails (no buttons)	Two valid watches.
	Leadoff or initial split recorded by two valid watches if the touchpad fails.	Leadoff or initial split recorded by two valid watches.	Leadoff or initial split recorded by two valid watches.

R-12 Article 104 South Texas LMSC pages 30-39 Delete

Committee Action: Not Recommended

HOD Action: Defeated

The Rules Committee does not recommend this proposal by a unanimous vote. While some sections of Part 104 are better suited to policy, rather than being codified in the rules, a wholesale deletion of this part is impractical without a replacement structure. The Rule Book is the primary resource for information about championship meet conduct, procedures, etc., beyond just the national championship meets. Removing Part 104 completely would create significant confusion for members and championship meet personnel.

Delete Article 104 in its entirety and renumber subsequent articles.

Rationale: Article 104 covers processes and administration activities related to USMS national championship events. This type of information is better contained in administrative procedure document and not the rule book for competitive swimming. Having these processes and administrative procedures defined in the Rule book also limit the flexibility in administering our national championships. It also limits the sharing of responsibility for these administrative activities between the Championship Committee and National Office staff. The Board of Directors

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should request the Championship Committee and National office staff to develop a document to house these administrative procedures.

R-13 Article 104.1 Championship Committee page 30 Modify

Committee Action: Recommended HOD Action: Adopted
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104.1 Meet Categories

USMS national championship meets shall be awarded in the following categories and held during the following dates:

104.1.1 Short Course (25) yards or (25) meters--Between April 15 and May 31.

104.1.2 Long Course (50) Meters--Between August 1 and September 15. ~~With the approval of the Championship Committee, other dates may be considered.~~

104.1.3 With the approval of the Championship Committee, other dates may be considered.

Rationale: Placing the same sentence in a separate item allows flexibility for both meets, although this would be quite unusual for a Spring meet.

R-14 Article 104.4.3 Championship Committee page 31 Modify

Committee Action: Recommended HOD Action: Adopted
--

104.4.3 Assistance to Meet Host—The Championship Committee shall provide such assistance and guidance necessary to provide uniformity in national championship meet production. Out-of-pocket expenses for services provided by the Championship Committee shall be reimbursed by USMS Inc.

Rationale: Clarify that the reimbursement is for such expenses incurred by the Championship Committee for providing the assistance.

R-15 Article 104.5.1 Championship Committee page 32 Modify

Committee Action: Not Recommended HOD Action: Defeated

The Rules Committee has changed the recommendation to “Not Recommended” after further discussion. The term “registration” creates confusion. In addition, “heat sheets” refer to lists of heat and lane assignments and cannot be produced before the event is seeded. The existing language codifies the current practice and is preferable to new language that may introduce confusion.

104.5.1 Information for Participants

(Article 104.5.1A is unchanged.)

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B Heat sheets—~~For preseeded events, heat sheets listing the name, age, club, seed time, and heat and lane assignments shall be made available to all swimmers at the time of registration. For deck-seeded events, entry lists with the name, age, club, and time, by time or age group, except relays, shall be made available to all swimmers at the time of registration. If instead the host chooses to make heat sheets available for deck-seeded events, then the heat sheets for each day, except relays, shall be made available in the morning before those events are swum. Heat sheets shall be made available to all swimmers at the time of registration with the following requirements for meets including both preseeded and deck-seeded events:~~

~~(1) Preseeded events: The heat sheet must list name, age, club, seed time, and heat and lane assignments.~~

~~(2) Deck-seeded events: The heat sheet must list name, age, club, and seed time by time or age group (except relays).~~

~~If the meet is entirely deck-seeded, then heat sheets listing each event with name, age, club, and seed time shall be made available to all swimmers at the time of registration, and a seeded heat sheet for each day, shall be made available for coaches and be posted online and at multiple places around the venue in the morning before those events are swum.~~

Rationale: To clarify what must be printed for all swimmers, recognizing that in a deck seeded event, printing heat sheets for all competitors each morning is too burdensome for the host and, in the age of electronics, probably not necessary.

R-16 Article 104.5.2 Championship Committee page 32 Modify

Committee Action: Recommended HOD Action: Adopted
--

104.5.2 Format--A four-day or five-day national championship meet shall be conducted. The Championship Committee shall set the order of events for each national championship meet.

A A national championship ~~meet format order of events~~ shall not be repeated for at least two years.

B The Championship Committee shall publish the ~~meet format order of events~~ no less than six months before the national championship meet begins.

Rationale: More accurate wording. Format refers to the four or five days and schedule of events refers to the specific stroke events.

R-17 Article 104.5.2 and 104.5.3 Championship Committee page 32 Modify

Committee Action: Recommended HOD Action: Adopted
--

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104.5.2 Format-- A four-day or five-day national championship meet shall be conducted. The Championship Committee shall set the order of events for each national championship meet.

(Paragraphs A-C are unchanged)

~~D With Championship Committee approval, swimmers may compete in both of the two longest freestyle events at the meet. The Championship Committee shall decide how national qualifying times will affect the entry.~~

104.5.3 Event Limit

(Paragraphs A-B are unchanged)

C National Qualifying Times--There shall be qualifying times for national championship meets unless otherwise determined by the Championship Committee. The procedure for determining the qualification times shall be established by the Championship Committee with approval of the House of Delegates.

(104.4.3C(1) is unchanged.)

(2) Event Limit--When qualifying times are in effect, competitors may enter and swim in a maximum of three individual events without meeting the established qualifying times. Competitors may also enter up to three additional events (or two if the maximum event limit is five) in which they have in the past two years achieved a time equal to or better than the qualifying times for those events. The Championship Committee may choose to specify one or more of the following entry limitations for the 800/1000 and/or the 1500/1650 freestyle:

(a) Each competitor may enter only one of these events.

~~(a)(b)~~ **(b)** Each competitor may enter both of these events.

~~(b)(c)~~ **(c)** Only competitors who meet the qualifying times in both events may enter both events.

~~(e)(d)~~ **(d)** One of these events may be restricted to only competitors who meet the qualifying times in that event.

Rationale: This proposal does not add anything new, but moves 104.5.2D into 104.5.3C (2), which is more appropriate for the content.

R-18 Article 104.5.5 Championship Committee page 35 Modify

Committee Action: Recommended

HOD Action: Adopted

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104.5.5 Seeding

A General Principles for seeding (also see article 102.10)

(104.5.5A(1) remains unchanged.)

(2) All Preseeded events and all deck-seeded events 100 yards/meters or less shall be seeded with oldest age groups first, slowest heats swum first in each age group. In the event that swimmers of the same gender are simultaneously swimming in two courses, the Championship Committee may authorize some alteration of this rule to allow for smooth progress of the meet.

~~-(3) Events 100 yards/meters or less shall be seeded with oldest age groups first, slowest heats swum first in each age group. In the event that swimmers of the same gender are simultaneously swimming in two courses, the Championship Committee may authorize some alteration of this rule to allow for smooth progress of the meet.~~

(Renumber subsequent subsections.)

Rationale: Less wordy but states the present rule in one place, making clear that events 100 meters or less are always seeded by age group first.

R-19 Article 104.5.5 Championship Committee page 35 Modify

Committee Action: Recommended

HOD Action: Adopted

104.5.5 Seeding

A General Principles for seeding (also see article 102.10)

(104.5.5A[1] through 104.5.5A[3] remain unchanged.)

(4) Events 200 yards/meters and longer shall be seeded by one of the following methods:

(a) By entry time only, slowest heats swum first,

(b) By age group, the oldest age group first, slowest ~~heats seeded first~~ to fastest within each age group, ~~then by time~~, or

(c) By a combination of (a) and (b).

The Championship Committee shall make all seeding decisions.

~~-(5) The last heat shall be composed of the swimmers with the fastest submitted times, the next to last heat composed of the next fastest swimmers, etc.~~

(Note exception provided in article 104.5.5A[9].)

(Renumber subsequent subsections)

Rationale: With this change, (5) is redundant as the first 4 sections of 104.4.5 will make clear that the slowest heats swim first in all seeding

R-20 Article 104.5.5 Championship Committee page 36 Modify

Committee Action: Recommended as Amended

HOD Action: Adopted

104.5.5 Seeding

A General Principles for seeding (also see article 102.10)

(104.5.5A(1)through 104.5.5A(9) remain unchanged.)

(10) There will be no splitting of age groups into A.M. and P.M. sessions.

(11) ~~However, a~~At the discretion of the Championship Committee, swimmers whose entry times will inordinately delay the progress of the meet may be seeded individually in an outside lane with manual timing, thus allowing the continued sequence of the regularly scheduled heats. unless the meet referee concurs that the swimmer has the potential to break a USMS or world record(s).

(Renumber existing 104.5.5A(11) as 104.5.5A(12).)

Rationale: Separates the present 104.5.5 A (10) into 2 numbers as the two existing sentences have nothing to do with each other and thus should be separate rules. Also acknowledges that records can only be set by electronic timing so it may not be fair to seed a slow swimmer in such an outside lane with hand timing.

R-21 Article 104.5.7 Championship Committee page 37 Modify

Committee Action: Recommended

HOD Action: Adopted

104.5.7 Awards

(Article 104.5.7(A) remains unchanged.)

B USMS championship award (i.e., patch or some similar award to be determined by the Championship Committee) – Each individual who wins a short course or long course individual or relay ~~championship event~~ shall be awarded a USMS championship award. Swimmers winning more than one ~~championship event~~ may purchase one additional award for each additional ~~championship event~~ won.

Rationale: The word event is clearer, less wordy, and more correct.

R-22 Article 104.5.11 Championship Committee page 39 Modify

Committee Action: Recommended as Amended

HOD Action: Adopted

104.5.11 Facilities and Equipment (also see article 106)

(Article 104.5.11A remains unchanged.)

B All courses shall have automatic timing equipment and an electronic readout board(s). ~~For two courses, the electronic readout boards shall have with~~ the capability of displaying times for all lanes simultaneously.

~~**C** Automatic timing equipment shall be provided for all courses during the competition.~~

(Renumber subsequent 104.5.11D as 104.5.11C.)

Rationale: Combining B and C in a simpler and shorter manner.

The following articles must also be amended for consistency:

106.18.5 Time Display Board (optional, except for national championships)—An automatic display board visible to all swimmers shall give a digital-time readout to two decimal places, displaying split times, final times, and places for all lanes. In the event of a tie, the place shall be displayed as a tie. A separate line of display for each lane meeting the above requirements shall be provided for national championship meets on all two courses. ~~A one line board is the minimum requirement for a third course.~~ [NC]

R-23 Article 105.2.2 Rules Committee page 41 Modify

Committee Action: Recommended

HOD Action: Adopted

105.2.2 Split times shall be considered for Top 10 times if:

A The time meets the requirements for an official time,

B In an individual event other than backstroke, the request to have a split time recorded is brought to the attention of the meet referee in writing prior to the conclusion of the meet. A written request is not required for individual events (other than backstroke) in national championship meets or other meets, in accordance with article 103.18.2, when the meet referee has approved automatic splits.

C In a relay event or in an individual backstroke event, the request to have a split time recorded is brought to the attention of the meet referee in writing prior to the swim. A written request is not required for relay leadoff splits (other than initial splits within a

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backstroke leadoff distance) in national championship meets or other meets, in accordance with article 103.18.2, when the meet referee has approved automatic splits.

Rationale: Inserts reference from article 105 to the timing system requirements in article 103 for clarity.

HK-1 101.1.1 Rules Committee page 1 Modify

Committee Action: Recommended HOD Action: Adopted
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Note: This is an additional proposal added after the June 10 deadline and would require a 2/3 vote of the committee to consider this proposal with the others.

101.1.1 Forward Start—The forward start may be taken from the starting block, the pool deck, or a push from the wall. At the commencement of each heat, the referee shall signal to the swimmers by a short series of whistles to remove all clothing except for swimwear, followed by a long whistle indicating that they may take and maintain their positions with at least one foot at the front of the starting platform, or the deck, or in the water, and remain there. On the starter’s command, “Take your mark,” each swimmer shall immediately assume the starting position that maintains with at least one foot at the front of the starting platform or the deck. Each swimmer starting in the water must take the position on the wall with at least one hand in contact with the wall or starting platform and one foot in contact with the wall. A swimmer starting in the water may face any direction.

Rationale: Confusion has occurred for officials because of slightly different language between 101.1.1 and 103.8.5. This change adds corresponding language for starts from 103.8.5A&C into 101.1.1.

HK-2 Article 104.5.6 Championship Committee page 36 Modify

Committee Action: Recommended HOD Action: Adopted
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104.5.6 Club Scoring

A Scoring—All national championship meet scoring and awards shall be treated as if the meet were swum in a 10-lane pool, regardless of the actual number of lanes available. Points shall be awarded as in article 103.19.3(A).

Rationale: It is only the (A) section of 103.19.3 that is pertinent to national meets.

HK-3 Article 107.1.2 Rules Committee page 49 Modify

Committee Action: Recommended HOD Action: Adopted
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107.1.2 Responsibilities

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(Section A is unchanged)

B Referee—The referee’s responsibilities include:

(paragraphs 1 and 2 remain unchanged)

(3) Modifications—Aids to ~~buoyancy or~~ speed, pace, buoyancy, or endurance are not ~~allowed~~ permitted (see articles 102.12.1E and 102.13.109). Some of the modifications that the referee may make to accommodate the swimmer with a disability are:

Rationale: Reference is made to articles 102.12.1E, but the language is not consistent. Clarifies current interpretation that aids to speed, pace, buoyancy, or endurance are not permitted even as a disability accommodation.

USA SWIMMING AMMENDMENTS THAT AFFECT USMS RULES

Pursuant to article 601.4.7, Amendments to USA Swimming articles 101, 102, and 105 shall automatically be adopted by USMS unless the USMS House of Delegates votes to reject those amendments.

U-1 Glossary and Article 102.14 page xi and 16 Add and Modify

Committee Action: Not Recommended

HOD Action: Defeated

The rules committee recommends rejection of U-1 in favor of R-6 which better reflects USMS requirements, policies, and current practices.

Competition Category--As defined as male or female for the purpose of athlete swimming eligibility, competition, selection and records. An athlete's stated competition category shall be referred to as "gender".

102.14 Protests

102.14.1 With the exception of a competition category protest, The official results of any protested race shall not be announced, the affected awards shall not be given, and points shall not be allocated until the protest is resolved or is withdrawn in writing.

102.14.2 Protests affecting the eligibility of any swimmer to compete or to represent an organization in any race shall be made in writing to the meet director or referee before the race is held, and if the meet committee deems it advisable, the swimmer may compete under protest and it shall be so announced before the race. The meet committee shall immediately refer such protest to the LMSC officers (local meets) or championship meet protest committee (national championship meets; see article 104.5.9B) having jurisdiction for adjudication at the earliest possible time.

102.14.3 Protests against judgment decisions of starters and stroke, turn and relay takeoff judges can only be considered by the referee, and the referee's decision shall be final.

102.14.4 Protests regarding an athlete's competition category may only be heard by the rules committee in accordance with the current USMS policy on eligibility of transgender athletes. A protest shall not prohibit the athlete from competing in his or her stated competition category until such time as the rules committee has issued a decision.

Rationale: This proposal follows from the USA Swimming Transgender Task Force. USA Swimming is adding a "national eligibility protest committee" to handle protests of a swimmer competing in one gender or the other. There is also a process when a swimmer registers to make a determination if there are questions. There are also corresponding changes in part three of the USA Swimming Rules and Regulations that deal with registration categories. These changes are not germane to USMS Rules and Regulations.

U-2 Article 102.11 page 14 Add

Committee Action: Not Recommended HOD Action: Defeated

The rules committee recommends rejection of this amendment as unnecessary for USMS.

102.11.4 Postponement or Cancellation

(Paragraphs A-D remain unchanged.)

E For meets held in 25-yard pools which have commenced but postponed to a start date within fourteen (14) days from the original start date, age shall be determined as of the last day of the original meet. For meets held in 25-yard pools which have not commenced or meets postponed to dates more than fourteen (14) days from the original start date, age shall be determined as of the last day of the postponed meet.

(renumber subsequent paragraphs)

Rational: USA Swimming added this provision in response to situations which have arisen when meets were postponed for a long period of time.

U-3 Article 102.12.2 page 14 Modify

Committee Action: Recommended as Amended HOD Action: Adopted

U-3 was amended by the USA Swimming House of Delegates on the floor of the HOD to add the word “psychoactive”.

102.12.2 Advertising—Products involving tobacco, psychoactive cannabinoids, alcohol, or pharmaceuticals containing substances banned under IOC or FINA rules may not be advertised, but the advertiser’s name only may be used. Offenders may be barred from competition until they comply with this rule.

Rationale: To comply with FINA regulations.

U-4 Article 102.13 page 16 Add

Committee Action: Recommended as Amended HOD Action: Adopted

102.13 Disqualifications

(Articles 102.13.1 through 102.13.16 are unchanged.)

102.13.17 For swimwear disqualifications, refer to article 102.12.1.

Rationale: Clarify the provisions for disqualifications on swimwear.

U-5 Article 103 page 23 Add

Committee Action: Withdrawn HOD Action: None Required – Not Adopted
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The USA Swimming House of Delegates did not approve this amendment and it was therefore withdrawn before final action of the USMS HOD.

(Insert new article 103.17 and renumber the rest)

103.17 Meet Safety Director

The meet safety director shall be appointed by the meet host at time of sanctioning, shall be a USMS member, and shall be present during the meet to ensure compliance with USMS operational risk manual safety policies. The meet referee and/or the meet director may not serve as the safety director.

Rationale: Recommended by USA Swimming operational risk management.

Pursuant to USMS article 601.4.7, changes USA Swimming article 103 (facilities standards) may be recommended by the Rules Committee for adoption by the USMS House of Delegates.

U-6 Article 106.13.2 page 47 Modify

Committee Action: Recommended as Amended HOD Action: Adopted

106.13 Floating Lane ~~Lines/Dividers~~ and Markings

106.13.2 Size, Color, and Safety—Dividers shall consist of contiguous floats having a minimum diameter of 5 centimeters (2 inches) to a maximum diameter of 15 centimeters (6 inches). The color of the floats extending from the walls the distance of 5 meters (16 feet, 6 inches) for long course and short course meters, and 15 feet for short course yards, shall be distinct from the rest of the floats. Distinctive colored floats, or markers extending around the full circumference of the floats, shall be placed at 15 meters (49 feet, 2½ inches) from each end wall in both short course and long course pools. Fixed distinctive marks shall be placed on either the pool wall or deck surface adjacent to any outside lane at a distance of 15 meters from each end wall of the course. These marks should also be used to correctly align the distinctive floats on the lane dividers, but the fixed marks on the deck or walls take precedence for judging. Damaged or broken floats shall be removed and/or replaced to the extent possible. [M]

Rationale: To comply with FINA rules.

Committee Action Note: Amended from the version provided by USA Swimming to clarify the language regarding fixed marks and precedence for judging.

U-7 Article 106.12 page 46 Modify

Committee Action: Recommended

HOD Action: Adopted

106.12 Backstroke Ledge

The backstroke ledge shall conform to FINA specifications when used in competition as follows:

106.12.1 The ledge may be adjustable to 4 centimeters above or 4 centimeters below the water level. [M]

106.12.2 The ledge shall be a minimum of 65 centimeters in length. [M]

106.12.3 The ledge must be 8 centimeters in height, 2 centimeters at the width with 10 degrees of slope. [M]

106.12.4 The ledge shall not be used in water depth less than 4 feet (1.22 meters). [M]

106.12.5 Should backstroke ledges be used, identical ledges shall be provided for all lanes.
[M]

FINAL VERSION FOR THE HOUSE OF DELEGATES

TABLE OF PROPOSED AMENDMENTS TO PART THREE RULES

These proposed amendments to the USMS Rules of Competition were submitted to by the Long Distance Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7.

Comments are invited from delegates at the annual meeting on all proposed amendments. The committee may entertain motions to reconsider at the annual meeting in order to accommodate comments from delegates and additional actions before presentation to the House of Delegates.

Amendments which are recommended by the committee require a majority vote of the House of Delegates to adopt. Amendments which are not recommended by the committee require a 2/3 vote of the House of Delegates to adopt. Emergency Amendments require a 9/10 vote of the House of Delegates to adopt.

List	Number	Section	Description	Committee Action
A (p. 4)	LD-1	301.2.1	Redefines Open Water Guide to Operations	Recommended
	LD-2	301.3	Adds applicable article to governance	Recommended
	LD-3	302.1.3	Replaces “events” with “swims”	Recommended
	LD-4	302.4.4	Replaces “events” with “swims”	Recommended
	LD-5	302.5.1	Replaces “events” with “swims” & wording change	Recommended
	LD-6	302.5.3	Replaces “events” with “swims”	Recommended
	LD-7	303.1	Replaces “events” with “swims”	Recommended
	LD-8	303.3.1	Replaces “events” with “swims”	Recommended
	LD-10	303.3.3B	Prohibits swimming directly behind craft, particularly motorized craft	Recommended
	LD-11	303.4.3 & 303.6.2	Replaces “events” with “swims”	Recommended
	LD-12	303.7.2C	Transfers swimwear exemption process from Long Distance Committee to Open Water Committee	Recommended
	LD-13	303.7.2E & 303.7.3D	Allows the use of personal swim buoys (except for national championship swims) at the discretion of event hosts	Recommended
	LD-14	303.11.2	Adds agreement of safety director when swims are restarted, and wording changes	Recommended
	LD-15	303.11.3	Adds information on application of cut-off times	Recommended
	LD-16	303.12.1	Replaces “events” with “swims”	Recommended
	LD-17	305.8	Replaces “events” with “swims”	Recommended
	LD-18	307.2.3C	Requires prior approval of LDC Chair for exceptions from this rule, and replaces “events” with “swims”	Recommended

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	LD-19	307.2.3E	Broadens possible relay participation in multi-swim championship events	Recommended
	LD-20	307.7.1	Simplifies the language governing rules of conduct for national championship event hosts, and wording changes	Recommended
	LD-21	307.7.4	Clarifies eligibility of OEVT swimmers at national championship swims	Recommended
	LD-22	307.7.8	Replaces “events” with “swims”	Recommended
	LD-23	307.8.1F & 307.8.2C	Requires swimmers who are disqualified to be included in national championship results	Recommended
	LD-24	307.10.3	Clarifies awarding national championship patches	Recommended
	LD-25	307.12.2	Redefines eligibility for consideration for USMS All-Star Team	Recommended
	LD-26	307.12.4	Defines the scoring criteria for consideration for USMS All-Star Team	Recommended
B (p.11)	LD-9	303.3.2	Redefines the tasks allowed escort craft	Recommended as amended
	LD-14	303.11.2	Adds agreement of safety director when swims are restarted, and wording changes	Recommended as amended
C (p. 12)	LDHK-2	302.4.1	Wording change	Recommended
	LDHK-3	303	Reorganizes Article 3	Recommended
	LDHK-4	303.1.1	Wording change	Recommended
	LDHK-5	303.1.3	Wording change	Recommended
	LDHK-6	303.3.3C	Replaces “race” with “swim”	Recommended
	LDHK-7	303.9.4	Replaces “race” with “swim”	Recommended
	LDHK-8	303.11.1	Replaces “race” with “swim” & reorganizes article	Recommended
	LDHK-9	304.1.2	Wording change	Recommended
	LDHK-10	305.3.3	Wording change	Recommended
	LDHK-11	306.10	Wording change	Recommended
	LDHK-12	307.1 & 307.2.2	Wording change	Recommended
	LDHK-13	307.2.3	Wording change	Recommended
	LDHK-14	307.3.4	Updates National Championship Bid Rotation	Recommended
	LDHK-15	307.4	Wording change	Recommended
	LDHK-16	307.7.3B(1)	Replaces “race” with “swim”	Recommended
	LDHK-17	307.7.7	Replaces “race” with “swim”	Recommended
	LDHK-18	307.7.8	Adds word inadvertently omitted from rules change in 2017	Recommended

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	LDHK-19	307.9	Wording change	Recommended
	LDHK-20	307.9.1C	Wording change	Recommended
	LDHK-21	307.9.3	Wording change	Recommended
	LDHK-22	307.12	Reorganizes this article	Recommended

PROPOSED AMENDMENTS TO PART THREE RULES

The following proposed amendments to the USMS Rules of Competition were submitted by the Long Distance Committee in accordance with Articles 601.2, 601.4.1, 601.4.5, and 601.4.7. If adopted by the House of Delegates, these amendments will take effect on January 1, 2019.

A. PROPOSALS RECOMMENDED: Require majority vote.

LD-1	301.2.1	Long Distance Committee	p. 65	Modify
Committee Action:		Recommended	Recommended as Amended	Not Recommended
HOD Action:		Adopted	Adopted as Amended	Defeated

301.2.1 Open Water Guide to Operations—The Open Water Committee shall develop and maintain the *Open Water Guide to Operations* for the use of USMS open water officials and event hosts. ~~The guide shall contain the manner of implementation, governing policies, and management of the rules applying to open water swims. The guide shall contain the governing policies, management of rules, and links to education applying to open water swims.~~

Rationale 1: The addition of “develop and” provides parallel structure with 301.2.2.

Rationale 2: This definition describes the recent update of the OWGTO better than the previous description.

LD-2	301.3	Long Distance Committee	p. 65	Modify
Committee Action:		Recommended	Recommended as Amended	Not Recommended
HOD Action:		Adopted	Adopted as Amended	Defeated

301.3 Membership, Representation, and Sanctions

Membership, representation, and sanctions for open water and long distance events shall be governed by all applicable rules under articles 201, 202 and 203.

Rationale: Article 201 was inadvertently omitted from this list and should be added.

LD-3	302.1.3	Long Distance Committee	p. 66	Modify
Committee Action:		Recommended	Recommended as Amended	Not Recommended
HOD Action:		Adopted	Adopted as Amended	Defeated

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302.1.3 At the discretion of the event host, open water events swims may be competitive (article 303) and/or noncompetitive (article 304).

Rationale: Replaces “event” with more specific term “swim”.

LD-4 302.4.4 Long Distance Committee p. 67 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

302.4.4 With the exception of national championship events swims, the event host may allow special events swims in which members of an open water relay need not be from the same club.

Rationale: Replaces “event” with more specific term “swim”. Within a given event, event hosts for relay swims other than national championship relays would have the flexibility to organize relays containing members of different clubs.

LD-5 302.5.1 Long Distance Committee p. 68 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

302.5.1 Sequential Relays shall consist of two or more swimmers from the same USMS-registered club as specified in the entry information. The relay members shall rotate in the same order throughout the event swim. The time or distance each swimmer is required to spend in the water shall be specified in the entry information. The changeover to the new swimmer shall be made within one minute after the completion of the previous swimmer’s leg. In the exchange in open water relays, physical contact must be made between the two swimmers.

*Rationale #1: Housekeeping (parallel construction with proposed 302.4.1).
Rationale #2: Replaces “event” with more specific term “swim”.*

LD-6 302.5.3 Long Distance Committee p. 68 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

302.5.3 With the exception of National Championship events swims, the event host may allow special events swims in which members of an open water relay need not be from the same club.

Rationale: Within a given event, event hosts for relay swims other than national championship relays would have the flexibility to organize relays containing members of different clubs. (see also proposed 302.4.4).

LD-7 303.1 Long Distance Committee p. 68 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.1 Scoring Divisions

With the exception of national championship events swims, scoring divisions are at the discretion of the event host and may be separated by gender, age group, swimwear, specialty categories, or any other method suitable to the swimmers served.

Rationale: Within a given event, swims other than a national championship swim would have the flexibility to use other scoring divisions.

LD-8 303.3.1 Long Distance Committee p. 69 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.3.1 In any event swim for which it has been arranged that an escort craft will accompany each swimmer throughout the event swim, all swimmers shall be accompanied by such an escort craft. If the escort craft becomes disabled or cannot continue to accompany the swimmer, the swimmer may:...

Rationale: “Swim” is more appropriate than “event” in this context.

LD-10 303.3.3B Long Distance Committee p. 69 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.3.3 Swimmers shall not receive the following assistance from any escort craft:

A Swimmers shall not receive forward progress from any escort craft.

B Drafting Swimming directly behind the non-motorized escort craft shall not be permitted when other open water is readily available. Swimming directly behind motorized escort craft shall not be permitted at any time.

Rationale: This proposal substitutes “swimming” for the more ambiguous term “drafting” behind non-motorized craft and prohibits any swimming behind motorized escort craft for safety.

LD-11 303.4.3 & 303.6.2 Long Distance Committee p. 70-71 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.4.3 **Straightaway Events Swims**—A stationary water start shall be used in straightaway-events swims.

303.6.2 **Straightaway Events Swims**—An in-water finish shall be used in straightaway-Events swims.

Rationale: Replaces “event” with more specific term “swim”.

LD-12 303.7.2C Long Distance Committee p. 71 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action: Adopted	Adopted as Amended	Defeated

C Exemptions to the restrictions in articles 303.7.2A–B may be granted to a swimmer, on a case by case basis, by the chair of the Long Distance Open Water Committee or designee. Exemptions will be granted only for conflicts due to the swimmer’s verified religious beliefs or verified medical conditions.

- (1) Procedures for applying for an exemption will be published by the Long Distance Open Water Committee and posted on the USMS website.
- (2) No exemptions to these restrictions will be granted for swimwear that would give a swimmer a competitive advantage.
- (3) The decision of the Long Distance Open Water Committee chair may be appealed only to the entire Long Distance Open Water Committee, whose decision shall be final and binding on all parties.

Rationale: In 2010, the same year that the Open Water Committee was created, the rule and process governing exemption from the swimwear rule was proposed and given to the Long Distance Committee. Because the scope of this rule is broader than just national championship swims, both committees believe and agree that this process should be run by the Open Water Committee.

LD-13 303.7.2C & 303.7.3D Long Distance Committee p. 72 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action: Adopted	Adopted as Amended	Defeated

303.7.2 Rules for Category I Swimwear for Open Water Events

...

E. At the discretion of the event host, except for national championship swims, swimmers may be required to wear a personal buoy for identification and safety. Requirements for buoys as well as rules for the use of these devices will be included in the event information.

303.7.3 Rules for Category II Swimwear for Open Water Events

...

D. At the discretion of the event host, except for national championship swims, swimmers may be permitted or required to wear a personal buoy for identification and safety. Requirements for buoys as well as rules for the use of these devices will be included in the event information. Permitted personal buoys, if not required under 303.7.2.E, will be considered Category II Swimwear for purposes of placement and scoring.

Rationale:

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- *By requiring all swimmers to wear a personal buoy in Category I swims (specifically non-championship swims) provides a safe and flexible local option while ensuring equitable conditions of competition. When these buoys are not required, swimmers who choose to use them would be placed in Category II.*
- *By permitting or requiring swimmers to wear a personal buoy in Category II swims, this also provides a safe and flexible local option. Since devices helping buoyancy are not excluded in the Category II swimwear rule, they would also be equitable de facto.*
- *This proposal allows the Event Host to govern the type of buoy to be used (e.g. disallowing inflatable rafts, etc.) and any restrictions on their use (e.g. using buoys for flotation while making forward progress will result in disqualification, etc.).*

LD-15 303.11.3 Long Distance Committee p. 74 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.11.1 In swims with cutoff times, the entry information shall state whether swimmers who have not finished or reached a specified point on the course by the cutoff time will be advanced to the finish line, considered to be officially finished, or disqualified.

Rationale: This adds flexibility for event hosts to administer swims with cutoff times and allows current practice for some existing swims.

LD-16 303.12.1 Long Distance Committee p. 74 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

303.12.1 Any protest arising from an open water ~~event swim~~ swims (other than national championships swims—refer to article 307.7) shall be made to the event referee within 30 minutes after the release of results at the venue. If results are not released in a timely manner, a protest may be made to the event director in writing within three days after all swimmers are notified of the release of results. If the protest is not resolved, the protester may appeal in writing promptly to the LMSC. If the LMSC does not satisfactorily resolve the protest, the protestor may appeal in writing promptly to the USMS Long Distance Committee chair.

Rationale: “Swim” is more appropriate than “event” in this context.

LD-17 305.8 Long Distance Committee p. 76 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

Any protest arising from a long distance pool ~~event swim~~ swims (other than National Championships swims—refer to article 307.7.9) shall be made to the referee within 30 minutes after the release of results at the venue. If results are not released in a timely manner, a protest may be made to the event director in writing within 3 days after all swimmers are notified of the release of results. If the protest is not resolved, the protester may appeal in writing promptly to

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the LMSC. If the LMSC does not satisfactorily resolve the protest, the protestor may appeal in writing promptly to the USMS Long Distance Committee chair.

Rationale: Housekeeping (better clarity and consistency).

LD-18 307.2.3C	Long Distance Committee	p. 79	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

C All relay members shall also be entered in the individual ~~event~~ swim. Exceptions for open water events only are at the discretion of the event host ~~and~~ with ~~the~~ prior approval of the Long Distance Committee chair.

Rationale #1: Replaces “event” with more specific term “swim”).

Rationale #2: Decisions that affect national championship honors and All-American status should be made by the Long Distance Committee well before the event and appear in the event information; this is reflected in current practice but not in the rules.

LD-19 307.2.3E	Long Distance Committee	p. 79	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

E Competitors shall be allowed to swim in only one same-gender and one mixed-gender relay ~~event per event~~ per championship swim.

Rationale: Swimmers who participate in multi-swim championship festivals should have the opportunity to swim in all relays provided rather than be limited to relays in just one swim, as the current rule dictates.

LD-20 307.7.1	Long Distance Committee	p. 80	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.7.1 Event Host—The event host shall follow the applicable ~~swimming and open water and long distance rules of USMS open water and long distance swimming rules and administrative regulations. and the policies and procedures established by the Long Distance Committee with regard to the planning and execution of the requirements for a national championship.~~

Rationale 1: Reflects the wording and intention of sanction regulations in Articles 203.4.1, 203.4.2, 203.4.3. There are “administrative regulations” both in the OWGTO and documentation prepared by the Long Distance Committee.

Rationale 2: Housekeeping (last sentence is redundant).

LD-21 307.7.4	Long Distance Committee	p. 81	Modify
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Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

Swimmers with one-event registrations shall not be eligible to compete in open water and postal national championships, nor shall they be eligible for records, All-American status, or any other USMS special awards. Such swimmers may be allowed to participate in a separate non-championship category in these swims.

Rationale: This clarifies the intent of the exclusion: Swimmers may be allowed to participate in a separate category but are not eligible for championship placement or honors.

LD-22 307.7.8 Long Distance Committee p. 81 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

A Any protest arising from an open water championship event swim shall be made to the referee within 30 minutes after the release of results at the venue. If results are not released in a timely manner, a protest may be made to the event director in writing within three days after all swimmers are notified of the release of results. If the protest is not resolved, the protester may appeal in writing promptly to the Long Distance Committee chair.

B Any protest arising from a postal championship event swim shall be made to the event director in writing three days after all swimmers are notified of the release of results. If the protest is not resolved, the protester may appeal in writing promptly to the Long Distance Committee chair.

Rationale: Rationale: “Swim” is more appropriate than “event” in this context. Note that there is a separate proposal covering this article in the following proposal.

LD-23 307.8.1F & 2C Long Distance Committee pp. 81-2 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.81 Individual results shall be tabulated electronically by gender and age group in order of finish. Women’s results shall be shown first, followed by men’s results. For each swimmer, the following information must be reported in this order:

- A Age group place.
- B Swimmer’s name (as it appears on the USMS membership card).
- C Age.
- D Club (official USMS club abbreviation).
- E USMS number.
- F Official time/distance or disqualified.
- G Special information (USMS records, overall place, place among gender, etc.).

307.82 Relay results shall be tabulated electronically by gender and age group in order of finish.

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Women’s results shall be shown first, followed by men’s results, then mixed-gender relays last. For each relay, the following information must be reported in the order designated on the results forms in the championship packet for that event:

- A Age group place
- B Team’s full name (USMS club followed by blank, A, B, etc.)
- C Official time/distance or disqualified for the team.
- D ...

Rationale: All swimmers and relays who participate in a swim should be accounted for in official results, including swimmers and relays who are disqualified under article 303.9.

LD-24 307.10.3	Long Distance Committee	p. 83	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.10.3 A USMS championship patch shall be awarded to each individual champion and each member of a championship relay. ~~An individual champion~~ swimmer shall receive only one patch per ~~event~~ championship.

Rationale: The intent of this rule (and the current practice) is to limit the number of championship patches awarded to any swimmer to one per event. Under the current rule, a swimmer who is not an individual champion could receive two for relay performance. This amendment clarifies the intent of the rule.

LD-25 307.12.2	Long Distance Committee	p. 83	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.12.2 To be eligible for the All-Star Team, a swimmer shall ~~compete in~~ legally complete at least three events, of which one shall be an open water event and one shall be a postal event.

Rational: This closes a loophole in which a swimmer who is disqualified from an open water or postal swim cannot claim credit for that category for All-Star scoring. Note that there is a separate housekeeping proposal covering article 307.12.2 as LDHK-22.

LD-26 307.12.4	Long Distance Committee	p. 83	Modify
Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.12.1 The swimmer with the highest point total in each age group shall be named to the All-Star Team. Ties shall be allowed.

Rationale: Surprisingly, this criterion has not been stated previously. This

proposal corrects the omission.

B. PROPOSALS RECOMMENDED AS AMENDED: Require majority vote.

LD-9	303.3.2	Long Distance Committee	p. 69	Modify & New
Committee Action:		Recommended	Recommended as Amended	Not Recommended
HOD Action:		Adopted	Adopted as Amended	Defeated

- 303.3.2 Swimmers may receive the following assistance from any escort craft:
- A ~~The escort craft may pass f~~The escort craft may pass to and receive from the swimmer food, drink, and/or legal swim equipment ~~may be passed from escort craft to and from the~~ swimmer.

~~Food or drink may be passed from escort craft to swimmer.~~

The escort craft may pass to and receive from the swimmer food, drink, and/or legal swim equipment.

- B The escort craft may ~~also~~ assist the swimmer with navigation, including verbal and written communication.

- C The escort craft may verify the swimmer’s compliance with the rules.

- D At the discretion of the event host, the escort craft may support the swimmer without forward progress being made.

- E The escort craft may perform emergency rescue.

Rationale: This proposal defines the tasks allowed the escort craft more clearly and comprehensively than the previous rule. Changes include:

A Added “swim equipment” and changed sentence to active voice;

B Eliminated unnecessary word;

C New content;

D New content with “discretion” clause;

E New content.

LD-14	303.11.2	Long Distance Committee	p. 74	Modify
Committee Action:		Recommended	Recommended as Amended	Not Recommended
HOD Action:		Adopted	Adopted as Amended	Defeated

- ~~303.11.2~~ If a ~~race~~ swim is stopped and swimmers are removed from the water for their safety, the referee, with the agreement of the safety director, shall determine if the swim is to be restarted or considered official. If the referee determines the swim to be official, article 303.9.2 may be waived and the referee shall determine the order of finish of the swimmers ~~on the course~~ who had not finished when the swim was stopped.

Rationale:

- *The safety director is responsible for reorganizing and redeploying the safety crew after a stoppage. If this is impossible or very challenging, the safety*

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director needs a say in whether or not the swim should be restarted.

- *Housekeeping (replacing “race” with the more appropriate term “swim” throughout Part 3 of the rulebook).*
- *Housekeeping (technical clarification: when swimmers have been removed from the course, they cannot be considered “on the course”).*

C. HOUSEKEEPING PROPOSALS RECOMMENDED: Require majority vote

LDHK-1 302.2.3B(3) Long Distance Committee p. 67 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

(3) The referee shall inform all swimmers before the start of each ~~raee~~ swim/wave of the water depth at the start. Water depth markings on the starting platform or dock are recommended. Before the swim, the referee shall have this start area inspected for underwater hazards and ensure that the starting protocol is safe. The swim shall use an alternative method of starting if hazards cannot be eliminated or the start cannot be safe.

Rationale: Housekeeping (replacing “race” with the more appropriate term “swim” throughout Part 3 of the rulebook).

LDHK-2 302.4.1 Long Distance Committee p. 67 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

302.4.1 Cumulative relays shall consist ~~are composed~~ of groups of swimmers from the same USMS-registered club entered in the individual swim. Cumulative relay swims may be contested on a total time/distance or point system basis.

Rationale: Housekeeping (parallel construction with proposed 302.5.1).

LD-HK-3 303 Long Distance Committee p. 68 Reorganize

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

Reorganization of Article 303

<u>New</u>	<u>Old</u>	<u>Content</u>
303.1	303.2	Safety...
303.2	303.1	Scoring Divisions...
303.3	303.8	Officials and Staff...
303.4	303.7	Swimwear...
303.5	303.5	Seeding...
303.6	303.4	Starts...
303.7	303.6	Finishes...
303.8	303.9	Disqualifications...

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- 303.9 303.3 Escorted Swims...
- 303.10 303.10 Swimmers with Disabilities...
- 303.11 303.11 Incomplete Swims...
- 303.12 303.12 Protests...

Rationale: Housekeeping (without changing substantive content, this reorganization puts these articles into a more logical order, making them easier to find on the fly)

LDHK-4 303.1.1 Long Distance Committee p. 68 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended
		Defeated

D With the exception of national championships swims, requirements defined in articles 307.7.5 and 307.7.6 may be waived by the Long Distance Committee chair to facilitate the development of new or revised awards systems.

Rationale: Housekeeping (better clarity and consistency).

LDHK-5 303.1.3 Long Distance Committee p. 69 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended
		Defeated

303.1.1 Standard USMS swimwear scoring divisions consist of eCategory I and-
eCategory II swimwear as defined in article 303.7.

Rationale: Housekeeping (parallel construction with 303.7.2 & 303.7.3).

LDHK-6 303.3.3C Long Distance Committee p. 69 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended
		Defeated

C Escort craft shall not obstruct other swimmers in the ~~raee~~-swim.

Rationale: Housekeeping (replacing “race” with the more appropriate term “swim” throughout Part 3 of the rulebook).

LDHK-7 303.9.4 Long Distance Committee p. 73 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended
		Defeated

303.9.4 Fail to follow ~~raee~~-rules of the swim.

Rationale: Housekeeping (replacing “race” with the more appropriate term “swim” throughout Part 3 of the rulebook).

LDHK-8 303.11.1 Long Distance Committee p. 74 Modify & Reorganize

Committee Action: Recommended	Recommended as Amended	Not Recommended
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HOD Action:	Adopted	Adopted as Amended	Defeated
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303.11.3 Authorities

A The event director, safety director, or referee shall have the authority to determine if the start of a ~~race~~ swim is to be postponed.

B The referee and/or safety director shall have the authority to stop a ~~race~~ swim in progress.

C Only the event director shall have the authority to cancel a swim or event.

Rationale 1: Housekeeping (replacing “race” with the more appropriate term “swim” throughout Part 3 of the rulebook).

Rationale 2: Housekeeping (reorganization in outline form makes the article easier to read and understand).

LDHK-9 304.1.2 Long Distance Committee p. 75 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

304.1.1 At the discretion of the event director, noncompetitive swims may provide timing as a courtesy to swimmers ~~who desire to know their finish time.~~

Rationale: Housekeeping (redundant).

LDHK-10 305.3.3 Long Distance Committee p. 75 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

305.1.1 **Time-Based Swims**—The object of a time-based swim is to determine who can swim the greatest distance in ~~a given~~ the specified time period.

Rationale: Housekeeping (more specific rules language).

LDHK-11 306.10 Long Distance Committee p. 77 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

306.10 Integrity of Results ~~in Postal Events~~

Rationale: Housekeeping (redundant—all of article 306 concerns postal events).

LDHK-12 307.1 & 307.2.2 Long Distance Committee p. 78 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.1 Rules

Open water and long distance championships events shall be governed by articles 301, 302, 303, 305, and 306....

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307.22 At the discretion of the Long Distance Committee, national championships events may be awarded in the following categories:

Rationale: Housekeeping (unnecessary word).

LDHK-13 307.2.3 Long Distance Committee p. 78 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.23 ~~Rules Pertaining to~~ Cumulative Relays

Rationale: Housekeeping (unnecessary words).

LDHK-14 307.3.4 Long Distance Committee p. 79 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

National Championship Bid Rotation (see 307.2.2 for distance definitions)			
Year	Area 1 West	Area 2 Central	Area 3 East
2016	Middle Distance Ultra-Marathon Distance	2-mile cable- Marathon Distance	Sprint Distance Long Distance Festival
2017	Sprint Distance Long Distance Festival	Middle Distance Ultra-Marathon Distance	2-mile cable- Marathon Distance
2018	2-mile cable- Marathon Distance	Sprint Distance Long Distance Festival	Middle Distance Ultra-Marathon Distance
2019	Middle Distance Ultra-Marathon Distance	2-mile cable Marathon Distance	Sprint Distance Long Distance Festival
2020	<u>Sprint Distance Long Distance Festival</u>	<u>Middle Distance Ultra-Marathon Distance</u>	<u>2-mile cable Marathon Distance</u>
2021	<u>2-mile cable Marathon Distance</u>	<u>Sprint Distance Long Distance Festival</u>	<u>Middle Distance Ultra-Marathon Distance</u>

Rationale: Annual update of bid rotation chart.

LDHK-15 307.4 Long Distance Committee p. 80 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

Representatives of the host organization that is the successful bidder ~~of~~for an open water and

FINAL VERSION FOR THE HOUSE OF DELEGATES

long distance championship event shall sign a written contract with USMS, which specifies the responsibilities of the event host and of USMS.

Rationale: Housekeeping (better rules language).

LDHK-16 307.7.3B(1) Long Distance Committee p. 80 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action: Adopted	Adopted as Amended	Defeated

(1) Be positioned in clear view of the turn to ensure that all swimmers complete the turn as indicated in the event information and as directed at the pre-~~raee~~ swim briefing.

Rationale: Housekeeping (replacing “race” with the more appropriate term “swim” throughout Part 3 of the rulebook).

LDHK-17 307.7.7 Long Distance Committee p. 81 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action: Adopted	Adopted as Amended	Defeated

307.7.7 Assistance During the ~~Raee~~ Swim

Rationale: Housekeeping (replacing “race” with the more appropriate term “swim” throughout Part 3 of the rulebook).

LDHK-18 307.7.8B Long Distance Committee p. 81 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action: Adopted	Adopted as Amended	Defeated

307.61 Protests

B Any protest arising from a postal championship event shall be made to the event director in writing within three days after all swimmers are notified of the release of results. If the protest is not resolved, the protester may appeal in writing promptly to the Long Distance Committee chair.

Rationale: Housekeeping: The word “within” was inadvertently omitted from the 2017 rules changes passed by the HOD and should be added. Note that there is a separate proposal covering this article in the previous proposal.

LDHK-19 307.9 Long Distance Committee p. 82 Modify

Committee Action: Recommended	Recommended as Amended	Not Recommended
HOD Action: Adopted	Adopted as Amended	Defeated

Club scores shall be officially tallied for postal national championships ~~postal events~~. At the discretion of the event host, club scoring may be officially tallied for open water national championships ~~open water events~~.

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Rationale: Housekeeping (creates clearer meaning & eliminates unnecessary words).

LDHK-20 307.9.1C Long Distance Committee p. 82 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

A Club scoring for ~~the~~ other national championships shall be calculated based on point value for placing in individual swims. Points shall be scored to 10 places (11-9-8-7-6-5-4-3-2-1).

Rationale: Housekeeping (unnecessary word).

LDHK-21 307.9.3 Long Distance Committee p. 82 Modify

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.9.1 Divisions—Up to four divisions may be recognized for ~~purposes of~~ club scoring based on the number of swimmers entered from each club in the event. The number of entrants from a club that shall constitute division I (very large), division II (large), division III (medium), and division IV (small) shall be determined by the Long Distance Committee chair and the event host after the event entry deadline.

Rationale: Housekeeping (unnecessary words).

LDHK-22 307.12.1-3 Long Distance Committee p. 83 Reorganization

Committee Action:	Recommended	Recommended as Amended	Not Recommended
HOD Action:	Adopted	Adopted as Amended	Defeated

307.122 To be eligible for the All-Star Team, a swimmer shall compete in at least three events, of which at least one shall be an open water event and at least one shall be a postal event.

307.123 A swimmer shall earn points for a top 10 finish in each open water and long distance national championship event in the following manner: 1st: 11 points, 2nd: 9 points, 3rd: 8 points, 4th: 7 points, 5th: 6 points, 6th: 5 points, 7th: 4 points, 8th: 3 points, 9th: 2 points, 10th: 1 points.

307.124 ~~To be eligible for the All-Star Team, a swimmer shall compete in at least three events, of which at least one shall be an open water event and at least one shall be a postal event.~~

Rationale: Housekeeping (reorganizing by switching current 307.12.1 and 307.12.2 is a more logical order). Note that there is a separate proposal covering article 307.12.2 as LD-25.

**TABLE OF PROPOSED AMENDMENTS TO THE USMS CODE OF REGULATIONS:
ORGANIZING PRINCIPLES, GLOSSARY, PART 2, PART 4, PART 5, AND PART 6**

The following proposed amendments to the USMS Code of Regulations were submitted to the Legislation Committee in accordance with articles 601.2, 601.4.3, and 601.4.5.

Comments are invited from delegates at the annual meeting on all proposed amendments. The committee may entertain motions to reconsider any amendment at the annual meeting in order to accommodate comments from delegates and additional actions before presentation to the House of Delegates.

Amendments that are recommended by the committee require a majority vote of the House of Delegates to adopt. Amendments that are not recommended by the committee require a two-thirds vote of the House of Delegates to adopt.

Readers may click on the number in the table below to review a specific proposal.

[Housekeeping on page 31](#)

Number	Section	Description	Committee Action
L-01	Glossary	Add College Club Swimming	Moved to L-53
L-02	Glossary	Remove “registered through an LMSC” from Club	Moved to L-53
L-03	Glossary	Define May as fifth month	Not Recommended
L-04	Glossary	Remove “registered through an LMSC” from Register	Moved to L-53
L-05	201.1.	Remove “registered through their LMSC” from Individual Membership	Not Recommended
L-06	201.1.	Simplify Membership of Individuals language	Recommended
L-07	201.1.2	Add CCS as Individual Membership	Moved to L-53
L-08	201.1.5	Define individual fees for CCS	Moved to L-53
L-09	201.2.	Clarify Membership of Clubs with an LMSC	Recommended
L-10	201.2.	Remove “registered through their LMSC” from Club Membership	Moved to L-53
L-11	201.2.1	Add CCS as Club Membership	Moved to L-53
L-12	201.2.2	Remove renewal form language	Recommended
L-13	201.2.3	Define club fees for CCS	Moved to L-53
L-14	201.3.2	Club in good standing of USMS	Recommended
L-15	201.3.3	Regular members must register where their club is registered	Recommended
L-16	201.3.3	Correct representation of swimmer members of clubs	Recommended

FINAL VERSION FOR DISTRIBUTION TO DELEGATES PRIOR TO THE USMS ANNUAL MEETING

L-17	201.3.4	Allow UC swimmers to score points for non-club consideration	Recommended
L-18	201.4.	Change Travel Permits to Invitation to Participate	Recommended
L-19	202.1.	Clean up who can participate in sanctioned events	Recommended as Amended
L-20	202.1.1	Allow LMSC to establish deadlines to receive applications for sanction and recognitions (also 202.2.1, page 60)	Recommended as Amended
L-21	202.1.1.A(4)	Times from sanctioned events are submitted but may not be accepted	Not Recommended
L-22	202.1.1.D	Sanctions cannot be transferred	Recommended
L-23	202.1.1.E	Simplify and clarify language regarding use of profits	Recommended
L-24	202.1.1.F	Add “Paralympic” to list of excluded words from use with sanctioned meets	Recommended
L-25	202.1.1.G(5)	Remove requirement to submit cards with entries	Recommended
L-26	202.1.1.J	Add section on withdrawn sanctions	Recommended
L-27	202.2.	Clarify that only USMS members can have times considered for records and Top 10	Recommended
L-28	202.2.	Move times achieved from recognized events to Recognized Swims	Recommended
L-29	202.2.1.C	Recognitions cannot be transferred	Recommended
L-30	202.2.1.D	Simplify and clarify language regarding use of profits	Recommended
L-31	202.2.1.H	Add section on withdrawn sanctions	Recommended
L-32	203.3.2.F	Simplify and clarify language regarding use of profits	Recommended
L-33	402.1.	Remove mission from Standards of Conduct	Recommended
L-34	402.4.5	Add members to threatening conduct	Recommended as Amended
L-35	402.4.8	Remove USAS ban from unsporting conduct	Not Recommended
L-36	403.4.1	Require NBR monthly report	Not Recommended
L-37	403.5.1	Remove NBR enforcement authority	Recommended
L-38	403.8.1	Modify private hearing rule	Not Recommended
L-39	501.1.1	Remove “registered through an LMSC” from Club members	Moved to L-53

FINAL VERSION FOR DISTRIBUTION TO DELEGATES PRIOR TO THE USMS ANNUAL MEETING

L-40	501.1.2	Remove “registered through an LMSC” from individual members	Moved to L-53
L-41	504.1.5	Add chairs of permanent committees of the Board to the HOD	Recommended
L-42	504.1.5	Remove voting members of the Finance, Legislation, Long Distance, and Rules Committees from HOD	Not Recommended
L-43	506.1.2	Remove past-presidents from BOD	Not Recommended
L-44	507.1.	Make committee meetings at the annual meeting optional	Not Recommended
L-45	507.1.3	Create the Diversity and Inclusion Committee	Recommended
L-46	507.1.5-13	Combine Rules and Legislation, plus add rules of LD and LMSC Development	Not Recommended
L-47	508.2	HOD shall establish membership fees.	Recommended as Amended
L-48	601.1.4	Jurisdiction of Appendix B to Rules	Not Recommended
L-49	601.1.5	Fixes a loophole where the Executive Committee removes authority from itself.	Recommended
L-50	601.2.5	Change Publication of Proposed Amendments date to 30 days before annual meeting	Recommended
L-51	601.4.6	Adds clarity to which committee will handle the amendment.	Recommended
L-52	601.6	Copy BOD emergency powers to Part 6	Not Recommended
L-53	Glossary, 201.1.2, 201.1.5, 201.2, 201.2.1, 201.2.3, 501.1.1, 501.1.2	Amends L-1, L-2, L-4, L-7, L-8, L-10, L-11, L-13, L-39, and L-40	Recommended
HK-01	201.1.2	Simplify Annual Membership dates	Recommended
HK-02	201.1.3	Housekeeping, change meet to event	Recommended
HK-03	201.1.4	Housekeeping, Membership Application	Recommended
HK-04	201.2.2	Housekeeping to clarify club membership application	Recommended
HK-05	201.3.5	Housekeeping, representation and transfers	Recommended
HK-06	201.3.6	Housekeeping to transfer fees	Recommended
HK-07	202.1.1.A(4)	Correct reference numbers in article	Recommended as Amended

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HK-08	202.1.1.A	Move transfer of sanction application with application	Recommended
HK-09	202.1.1.A(1)	Housekeeping, before participating	Recommended
HK-10	202.1.1.B	Housekeeping, change “granted” to “issued”	Recommended
HK-11	202.1.1.I	Housekeeping on withheld sanctions	Recommended
HK-12	202.2.1.E	Housekeeping to align article references	Recommended
HK-13	202.2.1.F	Housekeeping on withheld sanctions	Recommended
HK-14	203.3.3	Housekeeping 3 Entry Forms and Programs	Recommended

PROPOSED CHANGES TO THE USMS CODE OF REGULATIONS

The following proposed amendments to the USMS Code of Regulations were submitted to the Legislation Committee in accordance with articles 601.2, 601.4.3, and 601.4.5.

If adopted by the House of Delegates, these amendments will take effect on January 1, 2019.

Moved to [L-53](#)

L-1 Glossary p.xi Board of Directors Add

Committee Action	Moved to L-53		
HOD Action	Adopted	Adopted as Amended	Defeated

CCS – College Club Swimming. A swimming program administered by USMS. CCS is the collective organization that unifies college club swim programs across the country. CCS provides the rules, calendar of events, results database, and communications for CCS registered individuals and clubs.

Rationale: College Club Swimming has been a great success in its inaugural year and we anticipate continued growth in this program. USMS provides guidance to the CCS Advisory Board but does not make decision independent of the CCS Board. The Advisory Board has been clear that CCS wants to maintain independence and their unique structure while building a tight partnership with USMS as a National Governing Body and a future home for their swimmers after graduation. CCS was in need of structure and support to accomplish their goals.

USMS’s focus is to build affinity for Masters Swimming while these swimmers are part of CCS so they continue to swim for health, fitness and competition post-graduation, preferably as a member of USMS.

In an effort to more fully integrate CCS into USMS we are looking for opportunities to allow CCS members to become USMS members as effectively as possible. Currently there are 4 main obstacles to a seamless integration: 1) the college year does not align with the USMS calendar year, 2) CCS club structure and pricing does not align with USMS club registration pricing, 3) USMS annual membership fees vary greatly between LMSC’s, we want to have a single pricing model for CCS swimmers, and 4) CCS is administered nationally and through the national office and the CCS Advisory Board. This proposal and others are intended to overcome these 4 obstacles.

L-2 Glossary p.xi Board of Directors Delete

Committee Action	Moved to L-53		
HOD Action	Adopted	Adopted as Amended	Defeated

Club—an organization or group of permanent character that is a member of USMS, ~~registered through an LMSC~~, and that actively promotes and/or participates in Masters Swimming.

Rationale: Most clubs register directly on the USMS website, not with paper through the LMSC. Our traditional clubs register with an LMSC through the USMS on-line registration system. However, College Club Swimming clubs are registered directly with USMS not an LMSC.

L-3 Glossary p.xiii SPMS LMSC Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

Glossary

May- (a) permissive, not mandatory
(b) fifth month of calendar year

*An optional change would be to list the word twice, once capitalized for the month, once lowercase for the modifier.

Rationale: The month is referenced in the rule book, this addition adds clarity.

L-4 Glossary p.xiii Board of Directors Delete

Committee Action	<i>Moved to L-53</i>		
HOD Action	Adopted	Adopted as Amended	Defeated

Register—enroll as a member of USMS ~~through an LMSC~~.

Rationale: Most members register directly on the USMS website, not with paper through the LMSC.

L-5 201.1 p.55 Board of Directors Delete

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

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 members of USMS ~~registered through their LMSC~~ or members of their nation’s recognized Masters swimming governing body.

Rationale: Today, over 99% of members register on-line with USMS, not through paper registration forms filed with their LMSC, so this language is a vestige of past practices. Additionally, CCS is a national program with registration through a national process, so CCS members would not be registering through an LMSC but with their CCS club. This change does not change the jurisdiction of LMSCs, which is set out in Article 502.

L-6 201.1 p.55 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.1 Membership of Individuals

~~Individual members are adults currently registered with USMS. 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 members of USMS registered through their LMSC or members of their nation’s recognized Masters swimming governing body.~~

Rationale: The current language speaks to participation in sanctioned events, not membership of individuals. This proposal modifies the article to be about membership of individuals.

L-7 201.1.2 p.55 Board of Directors Add

Committee Action	Moved to L-53		
HOD Action	Adopted	Adopted as Amended	Defeated

201.1.2 ~~Individual Annual~~ Membership

A ~~Individual Annual~~ membership is for the period January 1 through December 31 of each year. Swimmers applying for membership for the following year on or after November 1 shall be issued a membership card valid from the registration date through December 31 of the following year. Swimmers may register unattached or may affiliate with a club that is already registered for the same year for which the swimmer is registering.

B College Club Swimming membership – CCS individual membership is for the period from registration date through December 31 following the conclusion of the CCS membership year.

Rationale: Since the college year is different than the USMS year we want to make accommodations to allow a CCS swimmer to sign-up for USMS when they join CCS without needing to deal with year-plus or multi-year memberships. A CCS member could have up to 17 months of USMS membership.

L-8 201.1.5 p.56 Board of Directors Add

Committee Action	Moved to L-53		
HOD Action	Adopted	Adopted as Amended	Defeated

201.1.5 Fee

~~A~~—The annual membership fee and the one-event registration fee are composed of the following elements:

~~A(1)~~ A national fee established by the Board of Directors or the House of Delegates.

~~B(2)~~ A local fee established by the LMSC.

B The USMS fee for CCS members is composed of a national fee established by the Board of Directors or the House of Delegates.

Rationale: College Club Swimming is a nationally administered program. The swimmers are not administered or registered locally so there is no LMSC to establish a fee.

L-9 201.2 p.56 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.2 Membership of Clubs

Member clubs are organizations or groups of permanent character currently registered with an LMSC of USMS ~~through its LMSCs~~ and that actively promote and participate in Masters swimming.

Rationale: With online registration, clubs and individuals register through the USMS website, not through the LMSC.

L-10 201.2 p.56 Board of Directors Delete

Committee Action	<i>Moved to L-53</i>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.2 Membership of Clubs

Member clubs are organizations or groups of permanent character currently registered with USMS ~~through its LMSCs~~ and that actively promote and participate in Masters swimming.

Rationale: College Club Swimming is a nationally administered program. The clubs are not registered through an LMSC. Additionally, USMS clubs register on-line through the USMS web site. Traditional clubs are members of an LMSC but they don't register through the LMSC.

L-11 201.2.1 p.56 Board of Directors Add

Committee Action	<i>Moved to L-53</i>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.2.1 Annual Club Membership

A 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 October 1 will receive membership valid through December 31 of the following year.

B College Club Swimming membership– CCS club membership is for the period from registration date through December 31 following the conclusion CCS club membership year.

Rationale: College Club Swimming clubs register in accordance with CCS rules. These do not align with USMS traditional club registration years. As part of the CCS club registration a USMS club will also be registered for each CCS club. Trying to administer different registration years for traditional and CCS clubs is not practical. In the first year, CCS clubs will be registered

with USMS on October 1 or the date they register, if after October 1. After that clubs will be members from the time they register through the close of the calendar year following the end of the CCS membership year.

L-12 201.2.2 p.56 Board of Directors Delete

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.2.2 Club Membership Application—Clubs may apply for membership through the USMS website or by obtaining an application form from the registrar of the LMSC. ~~Renewal forms will be accepted October 1 for the next registration year.~~

Rationale: The date of renewals is already covered in 201.2.1. And with a different date for annual membership of clubs and CCS club membership, it seems better to remove unneeded language rather than add to it.

L-13 201.2.3 p.56 Board of Directors Add

Committee Action	<i>Moved to L-53</i>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.2.3 Membership Fee

~~A~~—The annual membership fee is composed of the following elements:

~~A (1)~~ A national fee established by the Board of Directors or the House of Delegates.

~~B (2)~~ A local fee established by the LMSC.

~~B~~ The USMS fee for CCS clubs is composed of a national fee established by the Board of Directors or the House of Delegates.

Rationale: College Club Swimming is a nationally administered program. The clubs are not administered or registered locally so there is no LMSC to establish a fee.

L-14 201.3.2 p.56 Board of Directors Delete

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.3.2 In order for a swimmer to compete as a representative of a club, that club must be a member in good standing of ~~an LMSC and~~ USMS for the year a swimmer is registering.

Rationale: College Club Swimming clubs are not associated with an LMSC so there is no standing between a CCS club and an LMSC. Additionally, there is no way to track the standing of clubs outside of their own LMSC. This places an undue burden on event directors to verify the standing of every out of LMSC swimmer's club.

L-15 201.3.3 p.56 Board of Directors Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.3.3 A swimmer with an annual membership shall register in the LMSC in which the club being represented is ~~located~~ registered. The swimmer need not reside within the LMSC territory.

Rationale: Since College Club Swimming is a nationally administered program the clubs do not reside or register within any LMSC.

L-16 201.3.3 p.56 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.3 Representation

201.3.3 A swimmer shall register in the LMSC in which the club being represented is ~~located~~ registered. The swimmer need not reside within the LMSC territory.

Rationale: Clubs are not always registered in the LMSC where they are geographically located. However the swimmer needs to be registered in the same LMSC as the club.

L-17 201.3.4 p.56 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.3.4 An unattached swimmer is an individual member who is registered with an LMSC's UC. ~~the UC through an LMSC~~. Swimmers registered with the UC shall not compete in relays or score team points in competition. Competing while registered with UC shall not be considered as representing a club for the purposes of article 201.3.5.

Rationale: Unattached swimmers should be allowed to score points for high point consideration. Plus housekeeping.

L-18 201.4 p.57 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.4 Invitation to Participate Travel Permits

~~201.4.1 A USMS membership card shall serve as a valid travel permit.~~

~~201.4.2 Written permission to compete in a foreign country may be obtained from that country's national Masters swimming chair or the chair's designee.~~

201.4.31 Any foreign swimmers requesting an invitation to participate in USMS events may have such invitation extended only by the USMS president or the president’s designee.

Rationale: USMS members do not need permits to travel within the USA and it is the purview of the foreign NGB, not USMS, to dictate what our members need to participate within their country.

L-19 202.1 p.57 Legislation Committee Modify

Committee Action	<u>Recommended as Amended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

202.1 Sanctions

Times achieved at sanctioned events ~~by USMS members~~ are considered for USMS records, USMS Top 10 times, ~~and FINA Masters world records, and FINA Masters Top 10 times.~~ All swimmers entered in sanctioned events shall ~~be USMS members or shall be members of their nation’s recognized Masters swimming governing body-a FINA member federation~~ ~~have valid travel permits or their equivalents, or shall have other acceptable proof of current Masters membership.~~

L-19 would now read:

Times achieved at sanctioned events are considered for USMS records, USMS Top 10 times, FINA Masters world records, and FINA Masters Top 10 times. All swimmers entered in sanctioned events shall be USMS members or shall be members of a FINA member federation.

Rationale: Participants in sanctioned events must be USMS members or members of a FINA federation masters swimming organization.

L-20 202.1.1 and 202.2.1 p. 57&60 Rules Committee Modify

Committee Action	<u>Recommended as Amended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

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. ~~The LMSC may establish a reasonable deadline to receive applications for sanction prior to the competition.~~ Sanction applications shall be accompanied by the entry form.

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 a national fee

established by the House of Delegates. Each LMSC may also establish a local fee. The LMSC may establish a reasonable deadline to receive applications for recognition prior to the competition.

Rationale: Each LMSC has a responsibility to ensure compliance with applicable rules and regulations for sanctioned and recognized events. In some cases, they get applications at the last minute. In 2018, we added a requirement to part one that the order of events be published in the meet announcement at least one week prior to the entry deadline. Prior to this insertion, there was nothing in the rules that provided guidance to LMSCs on deadlines for sanction and recognition applications. This provision provides the LMSC with some flexibility to establish policies appropriate to their local jurisdiction.

L-21 202.1.1.A(4) p.58 Legislation Committee Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

(4) If it is not possible to provide timing systems that will satisfy the requirements for records or Top 10 submission (articles 103.8.5–103.8.7), the meet announcement must include a statement ~~that~~ informings swimmers that times cannot be ~~submitted~~ accepted for records and/or Top 10.

Rationale: Times from sanctioned events are submitted; however, these times cannot be accepted for records or Top 10.

L-22 202.1.1.D p.58 Legislation Committee Delete

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

D Sanctions issued to one organization cannot be transferred to another. ~~Any sanctions so transferred shall be void for all purposes, and the LMSC may deny further sanctions to any organization violating this provision.~~

Rationale: Sanctions cannot be transferred, so in no case can “Any sanction” be so transferred.

L-23 202.1.1E p.58 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

E ~~No sanction shall be issued that would place USMS or an LMSC in jeopardy of losing tax-exempt status under section 501(c)(3) of the Internal Revenue Code. 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: Simplify and clarify language. Also remove the burden on the LMSC of verifying how event income is used.

L-24 202.1.1.F p.58 Rules Committee Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

202.1.1 Sanction Requirements

(Paragraphs A, B, C, D, E, G, H, and I are unchanged)

F No sanction of any event shall be granted with the word “Olympic” or the word “Paralympic” or any derivative thereof used in any manner in connection with said event unless consent is obtained from the USOC.

Rationale: The word “Paralympic” has the same protections and usage guidelines within the United States as the word “Olympic.” This provision clarifies required consent from the USOC for both terms.

L-25 202.1.1.G(5) p.59 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

5) All swimmers shall ~~submit with their entries copies of their current membership cards or travel permits, or supply~~ provide proof of current Masters membership acceptable to the LMSC; ~~however, at~~ At the discretion of the meet director and exclusive of national championship meets, a swimmer may enter indicating “number pending,” as long as proof of membership is presented prior to the swimmer’s participation in the event.

Rationale: With online entry, swimmers cannot submit a copy of their card. And with online member verification, cards are not required at many events.

L-26 202.1.1.J p.59 Legislation Committee New

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

J Sanction may be withdrawn for failing to conduct the event in accordance with applicable USMS rules and administrative regulations and other stated requirements on the entry form up until the conclusion of the event.

Rationale: In 202.1.1 we state, “Sanctions shall be issued, withheld, or withdrawn in accordance with the following:” But we never address withdrawn. This language parallels the withdrawn language from 203.1—Open Water Sanctions.

L-27 202.2 p.59 Legislation Committee Add

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

202.2 Recognized Events

Times achieved at recognized events by USMS members shall be considered for USMS 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 ...

Rationale: Clarify that only USMS members can have times considered for records and Top 10.

L-28 202.2 p.59 & 61 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

202.2 Recognized Events

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

Insert 202.3 Recognized Swims and renumber 202.3 to 202.4

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

Rationale: USA Swimming and FINA sanctioned events do not comply with article 202.2.1, so the “event” can’t be recognized. However, we do want to recognize the swims of USMS members in these events, so the language is being moved from recognized events to a new recognized swims article.

L-29 202.2.1.C p.60 Legislation Committee Delete

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

~~C Recognition issued to one organization cannot be transferred to another. Any recognition so transferred shall be void for all purposes, and the LMSC may deny further recognition to any organization violating this provision.~~

Rationale: Recognitions cannot be transferred, so in no case can “Any recognition” be so transferred.

L-30 202.2.1.D p.60 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

~~D No recognition shall be issued that would place USMS or an LMSC in jeopardy of losing tax-exempt status under section 501(c)(3) of the Internal Revenue Code. 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: Simplify and clarify language. Also remove the burden on the LMSC of verifying how event income is used.

L-31 202.2.1.H p.61 Legislation Committee New

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

H Recognition may be withdrawn for failing to conduct the event in accordance with applicable USMS rules and administrative regulations and other stated requirements on the entry form.

Rationale: In 202.2.1 we state, “Recognition shall be issued, withheld, or withdrawn in accordance with the following:” But we never address withdrawn. This language parallels the withdrawn language from 203.4.3—Open Water Sanctions.

L-32 203.3.2.F p.62 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

~~F No sanction shall be issued that would place USMS or an LMSC in jeopardy of losing tax-exempt status under section 501(c)(3) of the Internal Revenue Code. 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: Simplify and clarify language. Also remove the burden on the LMSC of verifying how event income is used.

L-33 402.1 p.85 SPMS LMSC Delete

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

402.1 Standards of Conduct

~~The mission of USMS is to promote fitness and health in adults by offering and supporting Masters swimming programs.~~ The opportunity to participate in Masters swimming is made possible by USMS. Members accept that this opportunity to participate is a privilege and as such shall conduct themselves with integrity and in a sporting manner. In matters relating to Masters swimming, members shall respect and protect the privileges of others who share this mission; therefore, the privileges of membership and participation may be withdrawn or denied if the conduct of a member or prospective member is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

Rationale: The mission is stated elsewhere in the rule book; no need to repeat it here. It does not lend any more weight or clarity to the section.

L-34 402.4.5 p.86 SPMS LMSC Insert

Committee Action	<u>Recommended as Amended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

402.4 Unsporting Conduct

402.4.5 Any intentional nonconsensual physical contact, obscene language or gesture, or other threatening language or conduct directed toward members, volunteers or staff in connection with a USMS event.

Rationale: Not all volunteers or staff are members, which should also rightly be covered by this section. The offender is presumed to be a member.

L-35 402.4.8 p.86 SPMS LMSC Delete

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

402.4 Unsporting Conduct

402.4.8 Causing a credible and material risk to the safety of USMS members or others who may be present during USMS activities. ~~A lifetime ban, declaration of permanent ineligibility, or permanent resignation of membership from a member organization of United States Aquatic Sports may be considered as evidence of a violation of this article 402.4.8.~~

Rationale: If it is to exist at all, this part of the section should be in policy for the NBR, not code. The member under review should be treated as if he/she has done nothing to diminish the reputation of USMS unless or until it can be reasonably or factually demonstrated.

L-36 403.4.1 p.87 SPMS LMSC Insert

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

403.4 National Board of Review Procedures

F National Board of Review shall make written monthly reports to the Board of Directors of all matters under consideration. Reports shall include, at a minimum:

- (1) issue at dispute,
- (2) names of parties,
- (3) progress of review (interviews, collecting and/or examining evidence, in deliberation, etc.).

Rationale: The NBR has operated in secrecy to protect the parties but some reviews have taken over one year to complete, sometimes making any findings or penalties pointless. This addition would keep the NBR from dragging out any deliberations unnecessarily and keep the BoD apprised of any ongoing or new disputes.

L-37 403.5.1 p.87 SPMS LMSC Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

403.5 Authority of the National Board of Review

403.5.1

Impose ~~and enforce~~ penalties for any violation of the rules and regulations, administrative or technical, of USMS.

Rationale: The NBR has no enforcement authority, capability or structure. The Board of Directors already have the power to enforce and have been the instrument historically.

L-38 403.8.1 p.89 SPMS LMSC Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

403.8 Hearing Panel Procedure

403.8.1

Upon the request of either party for good cause shown and by agreement by all parties ~~or the determination of the hearing panel~~, the hearing may be held in private.

Rationale: most hearings are conducted in private whether asked for or not, which does not serve the interests of USMS or one of the parties. This change would force agreement among contesting parties before private hearings may be conducted. The hearing panel should never have the option to conduct hearings in private, it serves no purpose other than to cloud any determination made. Many disputes could be solved (or may simply wither and die) if the bright light of public examination were shone upon one or both parties. The corporation has the right and duty to know what is under dispute, by whom, and why.

L-39 501.1.1 p.91 Board of Directors Modify

Committee Action	Moved to L-53		
HOD Action	Adopted	Adopted as Amended	Defeated

501.1.1 Club—Clubs that register with USMS ~~through an LMSC~~.

Rationale: Most clubs register directly on the USMS website, not with paper through the LMSC. Our traditional clubs register with an LMSC through the USMS on-line registration system. However, College Club Swimming clubs are registered directly with USMS not an LMSC.

L-40 501.1.2 p.91 Board of Directors Modify

Committee Action	Moved to L-53		
HOD Action	Adopted	Adopted as Amended	Defeated

501.1.2 Individual—Individuals who register with USMS as a member of an LMSC. ~~through an LMSC~~.

Rationale: Most members register directly on the USMS website, not with paper through the LMSC.

L-41 504.1.5 p.94 Board of Directors & Nebraska LMSC Add

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

504.1 Membership

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

Rationale: The permanent committees of the BOD are: 506.7.1 – Audit; 7.2 – Compensation and Benefits; 7.3 – Finance; 7.4 – Governance; 7.5 – Investment; 7.6 – Elections and 8 – Executive. Currently, all members of the Executive other than the CEO are automatic delegates as well as the Chair of Finance; however, the chairs of the other five committees are not given automatic delegate status. The chairs of these committees are invested in the future of USMS and should therefore also receive automatic delegate status

L-42 504.1.5 p.94 Board of Directors Delete

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

504.1 Membership

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

Rationale: The Legislation, Long Distance, Rules and LMSC Development committees play a crucial role in preparing amendments to our rulebook for the House of Delegates. However, once the proposed amendments are presented to the House the committee members have met their obligation. Similarly, the Finance Committee plays a crucial role in preparing the budget for the Board to present to the House of Delegates. But once the budget goes from the Finance committee to the Board then to the House the committee members have met their obligation. By removing the mandated membership in the House of Delegates, we may find committee members who are interested in participating in the committee without the obligation of House of Delegate membership.

In addition, between these committee appointments, committee chair appointments and at-large appointments the president currently appoints 30% of the members of the HOD. This is an extremely high percentage for one person to control.

L-43 506.1.2 p.97 SPMS LMSC Delete

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

Article 506: Board of Directors

506.1.2 The nonvoting members of the Board of Directors shall consist of the chief executive officer, 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.

Rationale: The immediate past President of USMS is already a voting member of the Executive Committee and the Board of Directors, providing institutional memory and continuity. The expertise and perspective of other past Presidents of USMS will be sought on a regular basis by the President/BOD in roles with FINA, UANA, USAS, etc. They will be appointed to task forces in their areas of expertise as they have been in the past and USMS will continue to seek their services when matters arise.

This would reduce the size of the current BOD from 28 members to 19 members. There would be 16 elected voting members and 3 non-voting members. This size is very comparable to other non-profits and best practices for organizations like USMS.

When the current BOD governance construct was created (2004), there was a need for volunteer leadership to manage operational tasks. In 2018 USMS that is no longer the case, with a CEO and staff that are responsible for operational tasks.

L-44 507.1 p.100 Board of Directors Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

507.1 Standing Committees

... Standing committees shall meet and conduct business as necessary throughout the year and ~~shall~~ may meet in conjunction with the annual meeting of the House of Delegates ...

Rationale: With current technologies committees are able to meet and conduct business outside of the annual meeting. And in some cases, all of the business of the committee can be accomplished without meeting at the annual meeting. Removing the requirement of meeting at the annual meeting allows committees to meet at more convenient times and locations, as necessary. It also frees up valuable time at the annual meeting.

L-45 507.1.3 p.101 Board of Directors Add

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

507.1.3 Diversity and Inclusion Committee

The Diversity and Inclusion Committee shall help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and engaging coaches, LMSCs, and local volunteers. The committee shall consist of the committee chair and sufficient members to execute the committee function.

- (Renumber the remaining sections of article 507.1)

Rationale: Migrate the Diversity and Inclusion task force into a standing committee to assist USMS in expanding the focus from elite swimmers to include the diversity of backgrounds, interests and swimming abilities of our members.

L-46 507.1.5-13 p.101-103 South Texas LMSC Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

507.1 Standing Committees

~~507.1.5 Legislation Committee—The Legislation Committee may ... The Rules Committee chair shall be an ex officio member of the committee.~~

507.1.6 LMSC Development Committee—The LMSC Development Committee ... The committee may consult with other committees, coordinators, and special appointments as necessary for this purpose. ~~The committee may initiate and shall receive, consider, and report proposed amendments to Appendix D: Zone and LMSC Boundaries, with the committee’s recommendations, at the annual meeting of the House of Delegates, in accordance with the provisions of Part 6.~~ The committee shall consist of the committee chair and sufficient members to execute the committee function.

507.1.7 Long Distance Committee—The Long Distance Committee shall oversee the ~~rules and~~ administration of open water and long distance events.. The committee shall assure that the competitive rules in Part 3 of the USMS rules and regulations provide for fair and equitable competition in the best interests of all USMS members and that these members are informed of current rules, interpretations, and changes. ~~The committee may initiate and shall accept, consider, and report proposed amendments, with the committee’s recommendations, at the annual meeting of the House of Delegates, in accordance with the provisions of Part 6. When necessary, the committee shall interpret and render opinions regarding any provision of the rules and regulations of USMS within the committee’s jurisdiction as defined in article 601.1.~~ The committee shall consist of the committee chair and no more than 16 additional members. The Open Water Committee chair shall be an ex officio member of the committee.

~~507.1.13 Rules Committee—The Rules Committee shall ... r, and the USA Swimming Rules and Regulations Committee chair shall be ex officio members of the committee.~~

507.1. Rules and Regulations Committee—The Rules and Regulations Committee may initiate and shall receive, consider, and report proposed amendments to the USMS Code of Regulations and Rules of Competition with the committee’s recommendations at the annual meeting of the House of Delegates, in accordance with the provisions of Part 6. When necessary, the committee shall interpret and render opinions regarding any provision of the USMS Code of Regulations and Rules of Competition. The committee shall ensure that the competitive rules in Part 1 and Part 3 of the USMS rules and regulations provide for fair and equitable competition. The committee shall provide USMS members with information about current rules, interpretations, and changes. The committee shall consist of the committee chair and sufficient members to execute the committee function, with at least one member from each zone and subject matter experts on all parts of the rule book.

Rationale: Four committees now present proposals to the HoD to make changes to the rule book. They all use similar but not standardized formats to present the proposals. This new committee will do all of the work needed to bring proposals forward, but will do so only one time during the annual meeting, in a standardized format and with a simplified presentation. LD and LMSC Dev. will remain as standing committees to do other work not related to rule book changes. The committee will members will be subject matter experts is the from the relevant areas of the rules book and assist the committee chair in preparing recommendations to the Hod. The chair of the new committee will have subject matter experts available to answer questions proposals brought to the HoD. A single committee overseeing the rule book will help reduce conflicts between different parts of the rule book and also streamline the rules proposal process. USA Swimming has been successfully using this type of committee for over 10 years to good effect.

Housekeeping code changes related to this proposed amendment.

506.3.10 To exercise the emergency power to adopt or suspend any swimming rule (Part 1 or Part 3) or administrative regulations of competition (Part 2) provided that the Board, with the advice and consent of the Rules and Regulations Committee ~~for Part 1, Legislation Committee for Part 2, Long Distance Committee for Part 3,~~ and legal counsel, determines that immediate action is required to serve the interests of USMS. An action taken under this emergency provision shall be effective until the next meeting of the House of Delegates. The president shall make a detailed report of the actions taken to the entire membership of the House of Delegates within 30 days of the action taken.

601.1 Committee Jurisdiction

601.1.1 Rules and Regulations Committee—Proposed changes to the Code of Regulations (Organizing Principles, Glossary, Part 1: Swimming Rules, Part 2: Administrative Regulations of Competition, Part 3: Open Water and Long Distance Swimming Rules , Part 4: Athletes’ Rights, Hearings, and Appeals, Part 5: United States Masters Swimming Inc.: Organization and Bylaws, Part 6: Amendment Procedures, and Appendix D: Zone and LMSC Boundaries) shall be considered by the Rules and Regulations Committee for report and recommendation to the House of Delegates.

FINAL VERSION FOR DISTRIBUTION TO DELEGATES PRIOR TO THE USMS ANNUAL MEETING

~~601.1.1 Legislation Committee—Proposed changes to the Code of Regulations (Organizing Principles, Glossary, Part 2: Administrative Regulations of Competition, Part 4: Athletes’ Rights, Hearings, and Appeals, Part 5: United States Masters Swimming Inc.: Organization and Bylaws, and Part 6: Amendment Procedures) shall be considered by the Legislation Committee for report and recommendation to the House of Delegates.~~

~~601.1.2 LMSC Development Committee—Proposed changes to the Code of Regulations (Appendix D: Zone and LMSC Boundaries) shall be considered by the LMSC Development Committee for report and recommendation to the House of Delegates.~~

~~601.1.3 Long Distance Committee—Proposed changes to Part 3: Open Water and Long Distance Swimming Rules and the Glossary shall be considered by the Long Distance Committee for report and recommendation to the House of Delegates.~~

~~601.1.4 Rules Committee—Proposed changes to Part 1: Swimming Rules and the Glossary shall be considered by the Rules Committee for report and recommendation to the House of Delegates.~~

601.1.52 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 601.1, 601.2, 601.3, and 601.4.

601.2.3 Submission Deadline—The deadline for changes to Appendix D: Zone and LMSC Boundaries, submitted by an LMSC, ~~to the chair of the LMSC Development Committee~~ is February 1 to be considered as described in article 601.4.4. Proposed changes to all other Parts of the USMS Code of Regulations and Rules of Competition by an LMSC must be submitted to the chair of the ~~Legislation, Long Distance, or~~ Rules and Regulations Committee not later than June 10 to be considered as described in articles 601.4.1, 601.4.2, and 601.4.3.

601.2.4 Submissions After the Deadline—The Board of Directors, Executive Committee, or standing committees of the House of Delegates may propose changes to the USMS code after June 10. Submissions after the deadline may be adopted in accordance with articles 601.4.1, 601.4.2, or 601.4.3 by a two-thirds vote of the Rules and Regulations committee ~~of jurisdiction~~, provided the proposed amendment is made available to all members of the House of Delegates in advance of the annual meeting. All other submissions after the deadline shall be considered as emergency amendments and adopted in accordance with article 601.4.6.

601.3 Modification of Proposed Amendments

Proposed amendments may be modified in any manner by the ~~Legislation, LMSC Development, Long Distance, or~~ Rules and Regulations Committees, or the House of Delegates, where appropriate, while under consideration by said body. Such modification must be germane to the subject matter and intent of the proposed change. Such modification by the ~~Legislation, LMSC Development, Long Distance, or~~ Rules and Regulations Committees requires a majority vote. Such modification by the House of Delegates requires a two-thirds vote.

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 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 and Regulations Committee.

601.4.1 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 and Regulations Committee.

601.4.1 By a nine-tenths vote of the House of Delegates members present and voting if the proposed amendments are deemed an emergency by and recommended by the Rules and Regulations Committee.

~~601.4.1 Rules—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—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—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—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.~~

~~601.4.5 Proposed Amendments Requiring Action of More Than One Committee—~~

~~In any year, proposed amendments to the USMS Code of Regulations and Rules of Competition that fall within more than one jurisdiction, as described in articles 601.4.1, 601.4.2, 601.4.3, and 601.4.4, may be submitted as an indivisible package to be considered by the House of Delegates, subject to the following:~~

~~A Each and every committee under whose jurisdiction the amendment proposals fall votes by a two-thirds majority to accept the proposed amendments as a package to be considered in the whole.~~

~~B If the conditions of article 601.4.5A are met, the indivisible package may be approved by a majority vote of the House of Delegates members present and voting if recommended by all committees with jurisdiction, or by a two-thirds vote of the House of Delegates members present and voting if the indivisible package fails to receive the recommendation of all committees with jurisdiction.~~

~~601.4.6 Emergency Amendments—Emergency amendments (amendments not submitted in conformity with articles 601.4.1, 601.4.2, and 601.4.3) may be passed by a nine-tenths vote of the House of Delegates members present and voting if they are properly submitted to, deemed an emergency by, and recommended by the appropriate governing committee as defined in article 601.1.~~

Other Housekeeping

Change Rules Committee to Rules and Regulations Committee in:

- 102.12.1.C.1–4
- 102.14.4–5
- 104.5.9
- 504.1.5
- 507.1.5
- 507.3.2
- 601.4.7
- 601.4.8

Change Legislation Committee to Rules and Regulations Committee in:

- 507.1.13
- 507.3.2

L-47 508.2 p.104 Pacific LMSC Add

Committee Action	<u>Recommended as Amended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

508.2 Fees

~~Membership registration ff~~ National membership registration, sanction, and recognition fees shall be established by the House of Delegates.

Rationale: The primary national USMS fees that existed at the time 508.2 was put in place were the membership fees. Over time many fees and charges have been established. Some are important and some not so much. All fees are set as part of the budgeting process and subject to approval by the House of Delegates. The goal of this proposal is to set membership fees apart from all other fees and charges; the setting of membership fees should be enshrined in the bylaws.

L-48 601.1.4 p.105 Rules Committee Modify

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

601.1.4 Rules Committee—Proposed changes to Part 1: Swimming Rules and the Glossary shall be considered by the Rules Committee for report and recommendation to the House of Delegates. Proposed changes to Appendix B: Information for Meet Directors and Officials shall be considered by the Rules Committee for report and concurrence of the Executive Committee. Proposed changes to Appendix B are not subject to the provisions of articles 601.2, 601.3, and 601.4.

Rationale: Because Appendix B is not listed elsewhere in article 601.1, the EC is responsible for proposed changes to this section of the USMS Code of Regulations and Rules of Competition (see 601.1.5). However, this appendix contains important information and, in practice, the rules committee reviews appendix B for consistency with the competitive rules on an annual basis. In addition, because appendix B is considered informational, the rules committee cannot use appendix B to provide official interpretations, even though there are times when the information provides helpful context for rules interpretations. This amendment assigns clear responsibility for maintenance of appendix B, while also linking appendix B to the operational sections of the rule book for consistency. (Article 507.1.13 says that rules committee may render opinions on any section in its jurisdiction as defined in article 601.1)

L-49 601.1 p.105 Legislation Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

601.1.5 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 ~~601.1~~, 601.2, 601.3, and 601.4.

Rationale: 601.1.5 says it is not subject to 601.1, but it must be subject to 601.1 to establish authority.

L-50 601.2.5 p.106 Board of Directors Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

601.2.5 Publication of Proposed Amendments—All proposed changes shall be published and distributed to each LMSC and each member of the House of Delegates not later than 30 days before the start of the annual meeting of the House of Delegates August 15.

Rationale: The annual meeting dates fluctuate by weeks giving the delegates between 20 and 45 days to review the proposed amendments. By having a consistent HOD review period these

peaks and valleys are smoothed out. Additionally, in years when the annual meeting starts later, the committees responsible for recommending proposed amendments will have more time to prepare their convention reports.

L-51 601.4 p.107 Legislation Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

601.4.6 Emergency Amendments—Emergency amendments (amendments not submitted in conformity with articles 601.4.1, 601.4.2, and 601.4.3) may be passed by a nine-tenths vote of the House of Delegates members present and voting if they are properly submitted to, deemed an emergency by, and recommended by the ~~appropriate governing committee~~ committee with jurisdiction as defined in article 601.1.

Rationale: Adds clarity to which committee will handle the amendment.

L-52 601.6 p.107 SI LMSC Insert

Committee Action	<u>Not Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

601.6 Board of Directors Emergency Adoption/Suspension of Rules and Regulations
The Board of Directors may exercise emergency power to adopt or suspend any swimming rule (Part 1 or Part 3) or administrative regulations of competition (Part 2) provided that the Board, with the advice and consent of the Rules Committee for Part 1, Legislation Committee for Part 2, Long Distance Committee for Part 3, and legal counsel, determines that immediate action is required to serve the interests of USMS (per article 506.3.10). An action taken under this emergency provision shall be effective until the next meeting of the House of Delegates. The president shall make a detailed report of the actions taken to the entire membership of the House of Delegates within 30 days of the action taken.

Rationale: To include all mechanisms in Part 6 for amending/altering USMS rules and regulations.

L-53 amends L-1, L-2, L-4, L-7, L-8, L-10, L-11, L-13, L-39, and L-40. It puts them all together under a single proposal. Red text = amendments proposed by BOD. Green text = amendments proposed by the Legislation Committee.

If adopted by the House of Delegates, L-53 will become effective at the conclusion of the annual meeting.

L-53 Glossary, 201.1.2, 201.1.5, 201.2, 201.2.1, 201.2.3, 501.1.1, 501.1.2 Board of Directors Modify

Committee Action	Recommended		
HOD Action	Adopted	Adopted as Amended	Defeated

(L1)

Add to Glossary:

~~CCS—College Club Swimming.~~ **College Club Swimming (CCS)**—A swimming program administered by USMS. CCS is the collective organization that unifies college club swimming programs across the country. CCS provides the rules, calendar of events, results database, and communications for CCS registered individuals and clubs.

(L2)

Amend Glossary:

Club—an organization or group of permanent character that is a member of USMS, ~~registered through an LMSC,~~ and that actively promotes and/or participates in Masters Swimming.

(L4)

Register—enroll as a member of USMS ~~through an LMSC.~~

(L7)

Amend 201.1.2

201.1.2 Annual Membership

A ~~Standard Individual~~ membership is for the period January 1 through December 31 of each year. Swimmers applying for membership for the following year on or after November 1 shall be issued a membership card valid from the registration date through December 31 of the following year. Swimmers may register unattached or may affiliate with a club that is already registered for the same year for which the swimmer is registering.

B ~~College Club Swimming membership—CCS individual membership~~ is for the period from the registration date through December 31 following the conclusion of the CCS membership year.

(L8)

Amend 201.1.5

201.1.5 Fee—The annual membership fee and the one-event registration fee are composed of the following elements:

~~A The annual membership fee and the one-event registration fee are composed of the following elements:~~For standard USMS members:

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

B(2) A local fee established by the LMSC.

~~B The USMS fee for CCS members is composed of~~For CCS members who are also USMS members: a national membership fee established by the Board of Directors or the House of Delegates.

(L10)

Amend 201.2

201.2 Membership of Clubs

Member clubs are organizations or groups of permanent character currently registered with USMS ~~through its LMSCs and~~ that actively promote and participate in Masters ~~swimming~~Swimming. In addition, clubs are members of LMSCs, except for CCS clubs, which are only members of the national organization.

(L11)

Amend 201.2.1

201.2.1 Annual Club Membership

~~A Annual Membership~~Standard USMS Clubs—Annual membership for standard USMS clubs is from the date of registration through December 31 of that year; however, a club applying for membership on or after October 1 will receive membership valid through December 31 of the following year.

~~B College Club Swimming mMembership~~CCS Clubs—Annual membership for CCS clubs membership is for the period from the registration date through December 31 following the conclusion of the CCS club membership year.

(L13)

Amend 201.2.3

201.2.3 Membership Fee—The annual membership fee and the one-event registration fee are composed of the following elements:

~~A For standard USMS clubs:~~The annual membership fee is composed of the following elements:

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

B(2) A local fee established by the LMSC.

~~B The USMS fee for CCS clubs is composed of a national fee established by the Board of Directors or the House of Delegates. For CCS clubs: a national membership fee established by the Board of Directors or the House of Delegates.~~

(L39)

Amend 501.1.1

501.1.1 Club—Clubs that register with USMS ~~(article 201.2) through an LMSC.~~

(L40)

Amend 501.1.2

501.1.2 Individual—Individuals who register with USMS ~~(article 201.1) through an LMSC.~~

Rationale: College Club Swimming has been a great success in its inaugural year, and we anticipate continued growth in this program. USMS provides guidance to the CCS Advisory Board but does not make decisions independent of the CCS Board. The Advisory Board has been clear that CCS wants to maintain independence and their unique structure while building a tight partnership with USMS as a National Governing Body and a future home for their swimmers after graduation. CCS was in need of structure and support to accomplish their goals.

USMS's focus is to build affinity for Masters Swimming while these swimmers are part of CCS so they continue to swim for health, fitness, and competition post-graduation, preferably as a member of USMS.

In an effort to more fully integrate CCS into USMS, we are looking for opportunities to allow CCS members to become USMS members as effectively as possible. Currently, there are four main obstacles to a seamless integration: 1) the college year does not align with the USMS calendar year, 2) CCS club structure and pricing does not align with USMS club registration pricing, 3) USMS annual membership fees vary greatly between LMSCs, and we want to have a single pricing model for CCS swimmers, and 4) CCS is administered nationally through the National Office and the CCS Advisory Board. This proposal is intended to offer College Club Swimmers USMS memberships and overcome these four obstacles.

Housekeeping

HK-1 201.1.2 p.55 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.1.2 Annual Membership—Individual membership is for the period January 1 through December 31 of each year. Membership is effective from the date of registration through December 31 of the same year, except that registrations on or after November 1 shall provide membership from the registration date through December 31 of the following year. Registrations Swimmers applying for membership for the following year on or after November 1 shall be issued a membership card valid from the registration date through December 31 of the following year. Swimmers may register unattached or may affiliate with a club that is already registered for the same year for which the swimmer is registering.

Rationale: Housekeeping to clarify language.

HK-2 201.1.3 p.55 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.1.3 One-Event Registration

A Open Water One-Event Registration—An LMSC may offer a single-event registration ... One-event registrants shall be identified as such in the ~~meet~~ event results.

Rationale: Housekeeping to keep language consistent.

HK-3 201.1.4 p.55 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.1.4 Membership Application

A Individuals may apply for membership through the USMS website or by ~~obtaining~~ submitting an application form ~~from~~ to the registrar of the LMSC. The LMSC shall provide a link to an electronic membership card or, upon request of the member, issue a membership card ~~upon request~~.

Rationale: Housekeeping to clarify language.

HK-4 201.2.2 p.56 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.2.2 Club Membership Application—Clubs may apply for membership through the USMS website or by ~~obtaining~~ submitting an application form ~~from~~ to the registrar of ~~the~~ their LMSC. ~~Renewal forms will be accepted October 1 for the next registration year.~~

Rationale: Housekeeping to clarify and eliminate extraneous language.

HK-5 201.3.5 p.57 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.3.5 A swimmer shall not represent any club in competition for 60 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. ~~It is recommended that s~~Swimmers who intend to compete as unattached in a meet should contact their registrar prior to the meet ~~and to~~ request that their registration status be changed. The registrar shall change the club affiliation of the swimmer to the UC and note the effective date.

Rationale: Housekeeping to clarify and eliminate extraneous language.

HK-6 201.3.6 p.57 Board of Directors Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

201.3.6 All applications for changes of membership (including transfers) must be accompanied by a national fee established ~~reasonable fee to be determined~~ by USMS and a local fee established by the LMSC in which the swimmer will register for change of membership.

Rationale: Housekeeping to make the language consistent with other fees being established.

HK-7 202.1.1 p.58 Rules Committee Modify

Committee Action	<u>Recommended as Amended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

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.

(paragraphs (1) through (3) remain unchanged.)

- 4. If it is not possible to provide timing systems that will satisfy the requirements for world records, USMS records, and/or Top 10 submission (articles 103.18.5–103.18.7), the meet announcement must include a statement that informs swimmers that times cannot be submitted for records ~~and/~~ or Top 10.

Rationale: Correct reference numbers in this article and use the same language as article 103.18.9. (Should be considered as housekeeping.)

HK-8 202.1.1.A&H p.57&59 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

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. After receiving a sanction application, the LMSC may transfer its sanctioning authority to another LMSC, provided both LMSCs and the applicant agree to the transfer in writing. Upon approval, all fees and sanction obligations shall be transferred to the accepting LMSC.

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

Rationale: Housekeeping to move this article up with the application language.

HK-9 202.1.1.A p.57 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

(1) The entry forms, except those for postal events, shall contain the language of the liability release as stated in USMS policy (see USMS Guide to Operations, Sanctions section). All swimmers, ~~before participating~~, shall have signed the liability release before participating.

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

Rationale: Housekeeping to improve language.

HK-10 202.1.1.B p.58 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

B Entries shall not be accepted before the sanction has been ~~granted~~ issued. 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~~ issued.

Rationale: Housekeeping. Change granted to issued to keep consistent taxonomy. Additional housekeeping for articles: **202.1.1.F, 203.3.2.G, 203.3.3.D,**

HK-11 202.1.1.I p.59 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

I A ~~further~~ sanction may be ~~denied to~~ withheld from any individual or organization that has failed to conduct ~~such a~~ prior sanctioned event in accordance with applicable USMS swimming rules and administrative regulations, or as stated on the entry form.

Rationale: Housekeeping to simplify and clarify language.

HK-12 202.2.1.E p.60 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

E The conduct of a recognized event shall conform to relevant USMS swimming rules and administrative regulations, including but not limited to the following:

- (1) ~~Article 101~~ Starts, Strokes, and Relays ([article 101](#)) or [Swimmers With a Disability \(article 107\)](#)
- (2) ~~Article 102.12.1~~ Swimwear Restrictions ([article 102.12.1](#))
- (3) ~~Article 103.18.4~~ Timing Resolution ([article 103.18.4](#))
- (4) ~~Articles 103.18.1,~~ Official Time ([articles 103.18.1,](#) 103.18.3, 103.18.5–103.18.8, and 103.18.10)
- (5) ~~Articles 105.1, 105.2.1,~~ Records and Top 10 Times ([articles 105.1, 105.2.1,](#) 105.2.2A, 105.3.2, 105.3.7A, and 105.3.9)
- (6) ~~Articles 106.2.1,~~ Minimum Standards for Facilities ([articles 106.2.1,](#) 106.2.3A, 106.3, 106.11.1, 106.11.2, and 106.14)
- (7) Relay leadoff split times that conform to articles 103.18.1 and 105.2.2A will be considered for events listed in article 102.5. USMS membership is not required for the other members of the relay team and the relay event itself need not conform to article 102.5.

Rationale: Housekeeping to align article references.

HK-13 202.2.1.F p.61 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

F ~~Further~~ A recognition may be ~~denied to~~ withheld from any individual or organization that has failed to conduct said competition in accordance with applicable USMS swimming rules and regulations, or as stated on the entry form.

Rationale: Housekeeping to simplify and clarify language.

HK-14 203.3.3 p.63 Legislation Committee Modify

Committee Action	<u>Recommended</u>		
HOD Action	Adopted	Adopted as Amended	Defeated

203.3.3 Entry Forms and Programs

A The entry forms shall contain the language of the liability release as stated in USMS policy (see USMS Guide to Operations, Sanctions section). All swimmers, ~~before participating,~~ shall have signed the liability release before participating.

B Entry forms, programs, and results ~~must bear~~ shall include the statement “Sanctioned by (LMSC name) for USMS Inc.”

C An event securing sanctions from more than one governing body shall identify all sanctioning bodies on entry forms, programs, and results.

D Entries shall not be accepted before the sanction has been ~~granted~~ issued. 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~~ issued.

E For competitive open water events that calculate individual scoring for place and/or club scoring, a swimmer’s valid club affiliation and age ~~must~~ shall be displayed after the name in ~~the~~ any published program, ~~if a program is published~~.

Rationale: Housekeeping.

TO: House of Delegates
FROM: Dawson Hughes, Susan Kuhlman
DATE: September 14, 2018
SUBJECT: Business plan in support of the 2019 draft budget

NOTE: For background and context on initiatives that are underway, to understand how they relate to our 2019 strategy and budget, and how they connect with our long-term strategic plan, please review the [CEO Report](#) prior to reading this document.

Enclosed is the 2019 proposed U.S. Masters Swimming budget designed to support initiatives developed based on the [USMS Strategic Plan](#). This document provides priorities and goals for 2019. Among these goals are the following: Phase III of USMS 3.0 (IT digital transformation: formerly IT modernization); greater direct support for local programs, coaches, clubs, and development; expansion of the Regional Program Developer and Local Swim Programs by adding one new location for each program; and continuing to develop the SmartyPants Vitamins USMS Fitness Series that is focused on attracting fitness-oriented members and supporting USMS Swimming Saves Lives Foundation programs. The draft budget bottom line reflects a net operating deficit of \$123.7K. A deficit budget of up to \$150K was approved by the Board during the summer meeting.

Quick look at 2019 investments and spending changes:

- New email subscription service tied to new website functionality -\$36K
- New member community software to improve and enhance engagement -\$33K
 - Both the e-mail and member community platforms are still being researched and budgeted at the higher end of current estimates.
- LMSC Leadership Summit scheduled every other year -\$31K
- New Coach Mentoring program - \$12K and 1 coach to FINA World Championships Korea -\$8K
- Additional depreciation for IT digital transformation Phase I-II -\$65K
 - Total of \$185K

2019 BUDGET ASSUMPTIONS EXECUTIVE SUMMARY

see the full 2019 Business Plan, pages 3 - 10

Compensation: 3.0% increase from 2018 budget and 8.7% over the 2018 forecast. The 2019 budget is higher than the forecast due partly to two full-time positions that were not filled for six months or more in 2018 and a reorganization of duties for the Communications staff. FTEs (# of full time employees) remain the same.

Insurance costs: Actual premiums through Sept. 30, 2019 and 2% increase for 4th quarter of 2019. Note: \$14K decrease from 2018 forecast.

Membership revenue: 2.0% membership increase over the 2018 membership forecast for a total of 61,527 members. In 2018 the membership budget was for 67,320 members. Membership fee increase of \$2 to \$45 for 2019 (final year of five years of \$2 increase per year approved in 2014). New USMS-College Club Swimming Bridge Membership included for 1,000 members and a fee of \$25.

IT/Digital: Continue with Phase III of USMS 3.0 - IT digital transformation project. In addition to continued development of digital benefits possible with redesigned website launched in 2018, Phase III will involve the research and selection of a new membership relationship management system to streamline process and improve flexibility of communication. The IT team will consist of two staff web developers and contractor IT leadership and support. New software subscriptions for email services and member community will be in place for the full year 2019.

Magazine costs: Assume 50% of members choose the digital version of *SWIMMER*. Replace the paper copy with a digital version to non-renewed members in January/February. This is compared to 43% in 2018. Annual savings of \$120K from a print only option.

Program Services: In 2019 11 instructional weekends will continue with almost all courses taught during each of the 11 weekends.

Program revenues: 1085 clubs and 450 workout groups at \$45 each, 1,654 designated coaches and instructors at \$30 each, 412 coach certification participants, 242 ALTS instructor participants, and 588 stroke development clinic participants. Add second local swim program. Decrease of \$5K from 2018 budget.

Program costs: Increase of \$13K from 2018 budget. Adding a second local swim program and regional developer program, one coaches for FINA World Masters Championship in South Korea - \$8K, and a new coach mentoring program - \$12K.

Adv/Partnership: 17 partners, 14 magazine advertisers and \$11K in royalties for a total of \$506K. \$50K in value-in-kind products.

Marketing costs: Increase digital advertising by \$20K to utilize new potential member database for a total of \$70K. (see p. 7)

College Club: Full year revenue/cost center for 2019. Expect 135 clubs and 5,000 members. Expenses include a leadership summit - \$15K, national event development and marketing -\$36K and USAS

convention-\$4K. In 2019 USMS CCS will contst the CCS Nationals at Ohio State University.

Admin-Volunteers: Expenses are \$34K more than 2018 budget. Most of the increase is due to the LMSC Leadership Summit that is scheduled for 2019.

Admin-Staff: \$70K increase over 2018 budget. \$65K related to the software amortization of Phase I and II of the IT digital transformation project capital investment.

Capital: Phase III of the USMS IT digital transformation. Retire the current back-end registration system and replace it with a member relationship management system and database. The estimated investment for 2019 is \$250K. Capital equipment replacement budget is \$10K.

SUMMARY OF 2019 DRAFT BUDGET RATE CHANGES		2019	2018	Change
MEMBERSHIP FEES				
Membership Fees	full year	\$45	\$43	\$2
	partial year	\$25-\$40	\$20-\$35	\$5
CCS Bridge Membership (NEW)		\$25	\$0	\$25
Club Fees		\$45	\$43	\$2
Workout Group Fees		\$45	\$43	\$2
One Event Fees		\$25	\$15	\$10
PROGRAM SERVICES REGISTRATIONS				
Coach Certifications	level 1&2	\$190	\$190	\$0
	level 3	\$205	\$205	\$0
Stroke Development Clinics	members	\$50	\$50	\$0
	coaches	\$45	\$45	\$0
Fees - Designated Coach & Instructor		\$30	\$30	\$0
Adult Learn to Swim Instruction		\$250	\$250	\$0
EVENT/SANCTION CHARGES				
	Sanctioned or Recognized			
Pool Meet	sanctioned	\$50	\$50	\$0
Pool Meet	national championship	\$5 per person	\$5 per person	\$0
Pool Meet (changed in 2018 \$12>\$17)	national championship	\$17 event surcharge	\$17 event surcharge	\$0
Pool Meet	recognized	\$100	\$100	\$0
Open Water Swim (max charge of \$1K)	sanctioned	\$100 plus \$5 per participant	100 plus \$5 per participant	\$0
Open Water Swim	sanctioned national championship	\$5 per, +\$3 surcharge	\$5 per, +\$3 surcharge	\$0

ASSUMPTION DETAILS AND BUSINESS PLAN SUPPORT FOR 2019

MEMBERSHIP SERVICES

- The budget assumes a 2.0% increase in overall 2019 membership, based on the 2018 forecast. USMS will end 2018 with approximately 60,320 members. The membership registration fee, as approved by the [House of Delegates](#), will increase by \$2 to \$45. This is the final year of the five-year plan incorporating a \$2 annual fee increase. The total traditional membership budget for 2019 is 61,527.
- The Year-Plus Membership Campaign will start again on July 1. To stay in line with annual membership costs, the cost per month will be \$5 more per month than in 2018 with a similar \$5 sliding discount each month through October. LMSCs again have the option to adjust their fees accordingly to further improve the value proposition to register through the following membership year. This will provide an improved value proposition for registering for the following full calendar year.
- July = \$40; August = \$35; September = \$30 and October = \$25.
- This is the first year of the new USMS CCS Bridge Membership. Assume that 25% of the CCS swimmers will opt for the Bridge Membership; \$25 fee x 1,000 new members = \$25K.
- Membership revenue is budgeted \$63K less than the 2018 budget due to the forecast 5.8% decrease in membership in 2018.
- Significant Membership Services, IT, and Administrative staff time are allocated to programming, accounting, service, communication, maintenance, and safeguarding of the in-house registration system and the membership database.
- Office IT services, required system maintenance and Sitecore support are outsourced and contracted -\$33K.

Member Services Support Staff

Provides member benefits, customer service, communication, and engagement for members and extensive volunteer network, including supporting the efforts of USMS's 1,500 plus Masters Swimming clubs and workout groups and 52 LMSCs. In addition, they also provide many of these services to support CCS. The staff is responsible for day-to-day operations that cover customer service, registration, volunteer and member communication, the planning and coordination of the USMS annual meeting at the USAS convention, publishing and printing of the Rule Book and issuance of certificates of insurance, on an on-going basis. Their support function will expand in late 2018 with the addition of a new email service and member community software.

- **Membership Services** primary responsibility is servicing and supporting our 65,000 plus members (USMS and CCS) including athletes, volunteers, coaches, and event directors year-round. They develop and execute member campaigns targeted to increase both new and renewing membership goals through phone,

email, text, survey and contest campaign efforts. They are also coordinating the updates for USMS Club Finder, USMS Gold Club and the Calendar of Events database.

- **Volunteer Services** provides training to enhance volunteer roles for LMSC leadership and foster strong communication and best practices so that USMS volunteers have the resources they need to support the membership. Training includes the following: creation of tutorials and phone and email support. It will be heavily involved in supporting the 2019 LMSC Leadership Summit.

IT focus for 2019 (USMS 3.0) Note: please see [technical definitions](#) for reference for a definition of terms.

- The third planned phase of the USMS IT digital transformation will take place in late 2019. This phase consists of retiring the current back-end registration system and replacing it with a member relationship management system and database. The estimated investment for 2019 is \$250K in capital. An RFP will be sent out late 2018.
- In late 2018 a new email system will be implemented that will improve customization of information to our members. Currently, we have two separate e-mail communication systems, one for marketing and one for transactional emails. Members have the option to receive all emails or opt out of all emails but are required to opt out of both systems, creating confusion and a poor experience. We also don't have the capability for members to choose the types of communications they would like to receive (i.e. open water focused, membership information only, etc.) We will continue to enhance member communication and engagement with the new email subscription functionality. Using one database and marketing e-mail system will allow us to keep pace with ongoing changes to database marketing (i.e. spam) regulations. The final selection of vendor and cost will be completed after the annual meeting. The current estimate which is on the high end of the range is an annual subscription of \$33K.
- New member community software will be implemented in late 2018 and the functionality will be expanded in 2019. This on-line community is an additional way to engage members and to enhance their user experience in a secure environment. It will replace and update the following: forums, group communication, coached workouts and possibly member profiles. New functionalities will include: digital badging (e.g. recognition for completed events, distance thresholds, etc.), reviews, article commenting and social sharing. The current estimate which is on the high end of the range is an annual subscription of \$36K.
- Club 2.0 ([Club Finder](#)) will be implemented when the 2019 club registration window is open in late 2018. This will allow USMS to gather greater details on USMS clubs and workout groups. Accurate and detailed club information will be available to prospective and current members that are looking for a Masters club. In 2019, work will continue to improve usage and functionality.

- Continue to improve/enhance the design, functionality, and user experience of the Phase I-II website redesign, with a focus on membership benefits, resources and value.

COMMUNICATIONS AND PUBLICATIONS

- Our Communications and Publications business unit produces six issues of *SWIMMER* magazine, 30 issues of *STREAMLINES*, video content, regular features to usms.org, and social media programs. In addition, event communications surrounding our national events, including 10 pre-event email updates and the meet programs, are managed and produced in-house.
- Assume that 50% of membership will opt to receive the digital version of *SWIMMER*. This is compared to 43% in 2018. The related printing and postage savings is approximately \$120K annually compared to print only option.

PROGRAM SERVICES

- In 2019 the budgeted fees for club and workout groups are equal to the national member registration fee of \$45. This is a \$2 increase over 2018.
- Continue with the educational weekend structure that began in 2018.
 - Strategically schedule 11 education weekends in larger hub cities throughout the U.S.
 - Combined coach certification levels 1-2, level 3, clinic course for coaches, ALTS classes and stroke clinics in each location. (Level 3 is offered in limited locations.)
 - Overall budgeted attendance for 2019 is 1242 participants for all classes. Increases the opportunity for course variety and networking in one location.
- Program Services will continue its outreach initiative by making club visits and presenting at five or more conventions with strategic partners.
- The Adult Learn-to-Swim (ALTS) instructor certification program will conduct five classes under a separate USMS Swimming Saves Lives initiative that will be available to communities that may not have a Masters' program but have a demonstrated need in the community to teach adults to swim.
- New 2019 initiatives:
 - Local Swim Programs- second program will be added in 2019. In 2018 the City of San Diego Masters swim program was begun where swimmers and facilities are located but lacked a formal masters swimming program structure and leadership. USMS will assume the financial risks during the establishment of the new program(s).
 - Regional Program Developer – second program will be added in 2019. In 2018 the initial (beta) regional program developer began in the Colorado LMSC, with some reach into New Mexico.
 - Regional stroke clinics run by staff/contractors. Four clinics are planned in 2019. These regional clinics will be scheduled in addition to the 11 education weekends.

EVENTS

- The biggest change in Events is that in 2019 both the Spring and Summer Nationals will be contested. This has an impact on various related revenue and expense items compared to the 2018 events when the Summer Nationals was not contested due to the UANA Pan American Masters Championships being held in the U.S.
- One-event membership fees will change from \$15 to \$25. If a swimmer wants to participate in more than one USMS sanctioned event, he or she is financially incentivized to become a member.

MARKETING SERVICES

- The 2019 budget reflects 17 partners, 14 magazine advertisers and royalties for a total revenue of \$506K this includes \$45K in new partner revenues. In addition, the partners will provide \$50K of value-in-kind (products) used to support ongoing programs.
- The USMS digital footprint will continue to expand through use of Google and Facebook advertising. The goal is to successfully drive membership leads from the new customer experience software; through the process of registering for membership. In 2019, a potential member list (database) will be created from individuals who visit and read our content but are not members. The benefits of joining USMS will be marketed to this group through email campaigns and digital ads. We will also use this money to advertise our events and [Gold Clubs](#). The budget for the membership digital advertising campaign is \$70K.
- In the second half of 2018, the Marketing Coordinator position was filled. The focus of this position is to use the database and website analytics to acquire new members, engage current members, branding, content coordination and marketing fulfillment.

COLLEGE CLUB

- In 2019, the goal for USMS is to continue to unify these clubs into a national community, to help the clubs grow and to become the organizational backbone so that more swimmers continue to swim through college. USMS has begun to engage with these swimmers at the college club level with the goal of creating a pipeline of future USMS membership.
- The CCS bridge membership is being implemented for 2018-19. This membership will encourage the CCS swimmers to swim in USMS events and follow a path to full membership after graduation. The revenue is included under membership.
- The CCS revenue budget for 2019 is \$59K and consists of fees for 135 clubs. These clubs are budgeted to register 5,000 swimmers. The college club membership begins on Aug. 15 to coincide with the beginning of their swim season. This revenue model is based on the number of members per club

instead of the individual members. The program was developed to fit within the recreational college sports structure.

- The USMS CCS Nationals will be held at Ohio State University in 2019. USMS has assisted and attended a national college club meet in previous years, but this is the first year that the CCS board collaborated with USMS to plan and award nationals. Revenue of \$5K for this event is budgeted for timing and merchant card fees.
- Expenses for CCS include the following: college club leadership summit - \$15K; national event development and marketing - \$36K; and attendance of three delegates to the USAS convention - \$4K.

RISK MANAGEMENT AND INSURANCE

- Risk management and insurance services will continue through partnership with Integro (formerly Entertainment Sports and Insurance eXperts). Integro 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 draft budget includes the actual premiums through Sept. 30, 2019, and includes a 2% increase beginning Oct. 1, 2019.
- Insurance was reviewed by a third party that independently confirmed that the USMS premiums and coverages are competitive in the current marketplace.
- The insurance premium year is from Oct. 1, 2018 to Sept. 30, 2019.

ADMINISTRATION & VOLUNTEER

- The increase in Administrative expenses is mostly related to the amortization (depreciation expense line) of Phase I and II of the IT software digital transformation capital investment - \$111K. This is a \$65K increase over the 2018 budget.
- The LMSC Leadership Summit is scheduled for 2019 - \$31K. This successful face-to-face leadership summit is held every other year.

OTHER NEW INITIATIVES

The Coaches Committee budget includes a new Coach Mentoring Program. This is a gathering of successful coaches who will help lead and demonstrate best practices for USMS coaches.

The Officials Committee included \$1K in the budget to support the CCS Nationals.

CAPITAL REQUESTS

Per FOG, the threshold for capitalizing any equipment purchase is \$5K.

- Placeholder for equipment replacements - \$10K.
- Phase III of the long-term IT digital transformation plan is scheduled for implementation in late 2019. The estimated cost of the Phase III registration system is \$250K.
- The software amortization expenses related to both Phase I and Phase II are included in the 2019 operating budget under depreciation.

COMPENSATION

- 2019 compensation is budgeted to increase 3.0% compared to the 2018 budget.
- Staff full-time equivalents stayed the same and there was a shift in one position from IT Support to Marketing as the marketing staff takes a lead role with marketing technology (i.e. website and digital marketing). One full-time position in Communications/Publications transitioned to part time.
- Total 2019 draft compensation budget is \$1,807,700 which includes a 10% increase in health insurance and 3% salary merit pool.

Staff by Department	2019 Budget	2018 Budget	Variance
Administration	4.0	4.0	0.0
Communications/Publications	1.7	2.0	-0.3
Membership/LMSC Support	3.2	3.2	0.0
Marketing/Partner Support	3.2	2.2	1.0
IT Support	2.0	3.0	-1.0
Program Services	4.0	4.0	0.0
Total FTEs	18.1	18.4	-0.3

Metrics from the Compensation and Benefits Committee

Changes in Payroll Budget from 2018 Budget to 2019 Proposed Budget:

In 2018 two budgeted positions were vacant for part of the year. There was a shift in one position from IT Support to Marketing as the marketing staff takes a lead role with marketing technology (i.e. website and digital marketing). One full-time position in Communications/Publications transitioned to part time.

The 2019 budget assumes 18 filled positions, same as 2018, and that all other non-intern positions are filled for the full year.

I. Merit Increases:

Merit increases are awarded by the Chief Executive Officer (CEO) based on individual employee performance. The merit pool in the 2019 proposed budget is 3% of base pay,

the same as the 2018 merit pool. The merit pool reflects the Compensation and Benefits Committee recommendation based on market data reviewed by the committee.

II. Health Benefits Costs:

USMS received estimates for 2019 benefits changes from Trinet, our benefits provider. They have estimated rate changes will add 10% to health care and other benefits costs. As with the salaries mentioned above, we have budgeted benefits for all eligible positions for the full 2019 plan year. [Note: A marketing review of our Professional Employment Organizations (PEO) including RFPs from 3 alternative providers was completed in 2018. After reviewing alternatives, it was determined that Trinet continues to have the most competitive, rates, benefits and services.]

III. Overall Compensation and Benefits Budget:

The total proposed budget, including compensation, benefits and taxes, is \$1,807,700, a 3.0% increase from the 2018 approved budget. The Compensation and Benefits Committee and the Finance Committee have reviewed the assumptions used by staff to construct the budget and both committees agree the assumptions are appropriate and aligned with market trends.

2019 Budget Assumptions

COACH MENTORING PROGRAM SUPPORT

To: Susan Kuhlman
From: Club and Coach Services
Date: June 15, 2018

Recommendation: Club and Coach Services to host a business development summit (Coach Mentoring Program)

Rationale: Program leaders provide essential services at the grass root level for our current and potential members. Their responsibilities include:

1. Organizing the business structure of the Masters program
 - a. Registration
 - b. Human resources
 - c. Accounting
2. Securing pool space or an open water venue
3. Providing on deck or open water coaching
4. Hosting events
 - a. Meets
 - b. Clinics
 - c. Social activities
5. Providing an LMSC club contact

Goals: Gather a group of leaders from the most successful Masters programs in our organization to:

1. Share ideas and best business practices
2. Socialize membership growth strategies
3. Identify opportunities
4. Give feedback to the national office of current and future needs
5. Create a list of suggestions of how LMSCs can provide better support to Masters programs

Objectives:

1. Use the information compiled at the summit to build a successful Masters program model that will be readily available for any club leader to adopt
2. Determine what ideas and strategies can be implemented at the national, LMSC and local levels
3. Make recommendations to the LMSC Development committee of how the LMSCs can invest resources into local Masters programs and create enhanced value for clubs and members

Delivery: USMS will organize and host a business development summit for up to 10 program leaders. The national office will compile and post the results on the USMS.org website and other relative communication resources. The information will be shared with the LMSC Development committee for future peer-to-peer seminar consideration



Draft
2019 Budget

Guidelines for Use of SSLF Donations in Support of Program Expenses

Reminder: The SSLF funds are restricted and can only be used for specific purposes. Restricted funds provide reassurance to donors that their contributions are used in a manner they have chosen.

2019 Budget Proposal: This budget includes three departments under the Foundation umbrella: Program Operations, ALTS Instructor Courses, and Events. [Note: Indirect expenses such as staff program administration, office space, etc., is covered by U.S. Masters Swimming.]

In addition to the three departments, annually the Board of Trustees (BoT) reviews the formula for determining the funds available for grants, next year's overhead, and additional reserve funds. These amounts are reviewed and adjusted to meet the BoT goals for grant awards.

GRANTS

2018 Overview and Recommendation (see attached budget proposal for detail):

2017 Donations

(available to 2018 grant applicants for 2018-19 grant cycle): \$149,705

10% to be Transferred to Reserves: -0-

15% Program Expenses: (\$22,456)

2018 Grant Funds Available: \$127,249*

The BoT has the option to increase the amount of funds available for grants by adjusting the amount transferred to Reserves and to utilize any forecasted surplus anticipated from the SSLF departmental activities (i.e., the three departments discussed below). Total grants made in the prior year were \$126,443. An amount of \$132,500 in the current year would show a steady year over year increase. That would require an additional amount of \$5,251, which will be funded by use of the Reserves amount .

Per SSLF Financial Guidelines approved Aug. 25, 2017: ***The USMS Swimming Saves Lives Foundation, in conjunction with its review of the annual budget proposed by the USMS CEO, will consider placing up to 10% of annual donations into the Foundation Investment account. The reserve account funds will be considered in the event of a drop in annual donations (e.g., economic downturn) that limits the Foundation's ability to maintain consistency in providing grants and programs that support the mission. These funds could also be used if a new project is identified that meets the criteria of the Foundation mission. The USMS CEO will recommend a dollar amount as a percentage of annual donations (not to include event or ALTS instructor certification revenues) up to 10% of donations. This***



Draft

2019 Budget

recommendation will be presented by the CEO and evaluated by the Foundation Board of Trustees in advance of the USMS Annual Meeting, and the Board of Trustees will decide on any investment amounts no later than the USMS Annual Meeting. Investment amount shall be deposited in four quarterly installments.

DEPARTMENTAL OVERVIEW

The 2019 draft budget for the three combined departments results in a net operating surplus of \$3,125.

PROGRAM OPERATIONS: This includes all direct program expenses (e.g., T-shirts, caps, goggles, program banners, thank you letters, bag tags, online fundraising platform, etc.).

The revenues to cover program operations expenses consist of the 15% program calculation from the prior year's contributions and from the Central Indiana Community Fund 5% grant.

The 2019 proposed budget is similar to what is forecast for 2018. There is a planned shift in providing T-shirts to the grant program volunteer instructors instead of the participants. The participants will receive goggles and caps. This is a better allocation of resources to help the program's swimmers.

ALTS INSTRUCTOR COURSES & SUMMIT: This includes stand-alone ALTS Instructor Certification courses (e.g., not held in conjunction with USMS Coach Certification weekend) to support underserved communities with high rates of non-swimming adults and grant program educational opportunities. The purpose of these classes is to educate instructors to be able to teach adults, not to generate revenue. The goal is to break even on the cost of these classes. If there is any shortfall, these classes will be made whole by using net Fitness Series event proceeds and net Program Operations proceeds.

In 2019 the biannual ALTS Instructor Summit is budgeted. The goal of the Summit is to train six new instructors on ALTS program best practices. They will then take this information back to their communities/LMSCs to further the SSLF mission.

EVENTS: In 2019, the Fitness Series will be held with the goal of attracting non-competitive fitness swimmers with convenient and fun events. The net proceeds from these events will go to the Foundation, and additional fundraising initiatives will be promoted around at least one of the Fitness Series events. So far in 2018, an additional \$13K in contributions was donated during the Fitness Series event registration process.

U.S. Masters Swimming, Inc.								
2019 Approved Budget								
				HOD		APPROVED		
INCOME STATEMENT				APPROVED 2019	FORECAST	BUDGET	ACTUAL	
	Cost Center	Members	Fee	BUDGET	2018	2018	2017*	
REVENUE								
MEMBERSHIP SERVICES:								
4010	Fees - Individuals @ \$45	PORTER	57,763	\$45	2,607,615	2,435,099	2,668,838	2,464,800
4012	Fees - year plus	PORTER	3,764	\$40-\$25	117,938	97,175	143,470	102,105
4009	CCS USMS Memberships	DEERY	1,000	\$25	25,000	-	-	0
4013	Vanity ID	PORTER		\$0	6,068	9,286	6,000	15,898
4050	Fees- Affiliates	PORTER			100	100	100	100
4070	Rule Book Sales	PORTER			1,500	200	1,400	1,400
4074	Magazine Subscriptions	PORTER			1,500	1,600	2,800	2,532
4215	Promotional Sales	PORTER			400	400	400	2,547
Membership Services Revenue					2,760,120	2,543,860	2,823,008	2,589,381
PROGRAM SERVICES								
4020	Fees - Clubs	BRENNER	1,085	\$45	48,825	45,795	46,655	45,879
4025	Fees - Workout Groups	BRENNER	450	\$45	20,250	19,350	19,350	17,138
4030	Coach Certifications	BRENNER	412	\$190-\$205	79,180	97,005	97,155	84,077
4032	Stroke Development Clinics	BRENNER	588	\$45-\$50	28,700	23,150	24,150	32,123
4033	Fitness Program	BRENNER			19,188	9,576	19,188	-
4034	Fees - USMS Local Swim Program/Club	BRENNER			21,735	4,290	29,250	-
4034	Less Local Swim Membership Fees	BRENNER			(2,925)	(975)	-	-
4035	Fees - Designated Coach & Instructor	BRENNER	1,654	\$30	49,620	49,950	42,000	45,570
4036	Adult Learn to Swim Instruction	BRENNER	242	\$250	60,500	58,250	52,500	104,364
4036	Less SSLF grant program scholarships	BRENNER	(22)	\$250	(5,500)	(7,500)	(5,250)	(8,400)
4037	Fees - Club collections	KUHLMAN			13,250	13,000	13,000	9,617
Program Services Revenue					332,823	311,891	337,998	330,368
EVENTS:								
4060	Fees - One-Event @ \$25.00	PORTER	1,910	\$20	38,200	28,650	28,650	33,840
4150	Championship Meet Surcharges	RODDIN	3,000	\$17 per+timing	61,000	57,250	24,200	46,696
4151	LD Championship Surcharges	HALL			5,000	4,800	5,000	5,619
4155	Championship Patches	RODDIN			900	450	450	822
4157	LD Championship Medals	HALL			2,900	2,900	3,400	3,036
4250	All American Patches/Cert.	PORTER			2,200	2,200	2,200	2,206
4251	LD All American	PORTER			-	-	-	240

U.S. Masters Swimming, Inc. 2019 Approved Budget								
INCOME STATEMENT				HOD	FORECAST	APPROVED		
	Cost Center	Members	Fee	APPROVED 2019 BUDGET	2018	BUDGET 2018	ACTUAL 2017*	
4252	Relay All American Awards	PORTER		-	-	-	714	
4300	OW Sanction flat fee @ \$100 each	KEIBER	55	\$100	5,500	5,100	5,800	5,100
4310	OW Event participant fees net of cap	KEIBER	5,775	\$5	28,875	26,775	30,405	28,740
4320	Pool Sanction flat fee @ \$50 each	KEIBER	350	\$50	17,500	17,500	15,000	17,100
4325	Pool Participant Fee Nat'l Championships	RODDIN	3,000	\$5	15,000	11,880	8,000	15,210
4335	Sanction Fee Rebates	KEIBER			(1,000)	(1,000)	(1,000)	(305)
4335	Recognized Event Fee	KEIBER	75	\$100	7,500	7,500	7,500	7,900
4450	Merchant Account Fee Income	KUHLMAN			13,300	12,879	6,975	13,442
	Events Revenue				196,875	176,884	136,580	180,360
ADVERTISING AND PARTNERSHIP								
4075	SWIMMER Magazine Advertising	DEERY			35,500	31,750	45,000	31,130
4161	Partner Royalty Income	DEERY			11,350	12,599	9,200	11,176
4171	Partnerships	DEERY			459,000	460,000	429,000	394,475
	Advertising and Sponsorship Revenue				505,850	504,349	483,200	436,780
COLLEGE CLUB REVENUE								
4430	College Club Membership	DEERY			58,500	53,750	35,935	20,937
4450	Event Registration Revenue				5,250	1,850	-	
	College Club Revenue				63,750	55,600	35,935	20,937
CONTRIBUTION REVENUE								
4705	Contributions	N/A			-	55	-	54
	Contribution Revenue				-	55	-	54
ADMINISTRATION:								
4500	Other Income				-	5,800	-	100
4500	Opportunity Reserve Transfer	See opportunity tab			-	-	-	-
4500	Investment Spending Transfer	DAVIS			115,100	96,200	96,200	-
	Administration Revenue				115,100	102,000	96,200	100
	Total Revenue				3,974,518	3,694,639	3,912,921	3,557,981
EXPENSE								
MEMBERSHIP SERVICES								
5010	Liability Insurance	KUHLMAN/INTEGRO			313,005	324,522	331,910	318,710

U.S. Masters Swimming, Inc. 2019 Approved Budget							
				HOD		APPROVED	
INCOME STATEMENT				APPROVED 2019	FORECAST	BUDGET	ACTUAL
	Cost Center	Members	Fee	BUDGET	2018	2018	2017*
5012	Accident Insurance	KUHLMAN/INTEGRO		18,984	21,640	22,680	21,640
5102	Membership Administration	PORTER		18,750	14,330	18,825	15,744
5103	Registration Expenses	PORTER		98,200	95,245	104,050	85,844
5320	Fitness Committee	JUREY		200	200	200	-
5470	Zone Activity costs	COLBURN		3,000	3,000	3,000	1,500
5540	History & Archives Committee	DUNBAR		1,450	230	1,450	56
5550	Recognition & Awards Committee	NOVITSKE		960	960	960	599
5560	LMSC Development	MICHAEL MOORE		1,610	1,610	1,610	-
5685	Web Operations	KUHLMAN/WILLIAMSON		99,136	42,016	41,550	13,577
5690	IT Outside Services & Programs	KUHLMAN/WILLIAMSON		177,458	205,718	228,703	104,099
5701	USMS SWIMMER Magazine Production	DEERY/PAULLING		215,218	227,675	246,237	274,510
5703	STREAMLINES/Web Content	DEERY/PAULLING		53,200	18,500	13,000	14,440
5704	Multi-media Production	DEERY/PAULLING		-	10,002	10,000	5,000
5840	ISHOF Contributions	KUHLMAN		21,500	21,500	21,500	21,500
5860	Rule Book Costs	PORTER		9,900	8,550	10,914	11,342
5900	Membership Services Payroll	HUGHES/KUHLMAN		1,309,010	1,179,763	1,272,304	1,132,466
	Membership Expense			2,341,581	2,175,462	2,328,893	2,021,028
PROGRAM SERVICES							
5280	Coaches Committee	JENNINGS		31,935	12,150	12,150	23,769
5290	Coaches Certification	BRENNER		86,514	96,851	98,338	126,509
5500	Fitness Program	BRENNER		15,250	13,300	17,750	6,436
5600	Adult Learn to Swim	BRENNER		47,349	37,660	46,482	88,544
5610	Education Conference	JENNINGS		-	10,000	10,000	-
5770	Coach/Club Development Admin	BRENNER		85,675	79,293	87,575	78,867
5775	Regional Programs	BRENNER		37,000	21,772	24,000	-
5780	Local Swim Programs	BRENNER		32,367	15,009	26,666	-
	Program Services Expense			336,090	286,035	322,960	324,124
EVENTS:							
5205	Spring Nationals	BRENNER		22,850	13,721	14,670	8,437
5200	Summer Nationals	BRENNER		21,490	-	-	18,197
5250	Event Development	BRENNER/KEIBER		5,500	5,500	5,500	-
5121	All American Patches/Cert.	PORTER		2,750	2,750	1,450	739
5270	Championship Committee	RODDIN		9,018	6,862	8,918	5,096

U.S. Masters Swimming, Inc.								
2019 Approved Budget								
				HOD		APPROVED		
INCOME STATEMENT				APPROVED 2019	FORECAST	BUDGET	ACTUAL	
	Cost Center	Members	Fee	BUDGET	2018	2018	2017*	
5285	LC/SC Merchant Account Fees	KUHLMAN		-	-	5,700	5,164	
5370	LD Committee	HALL		13,772	12,325	11,926	6,234	
5380	Open Water Committee	BRUCE		405	380	8,380	354	
5390	Officials Committee	WHITE		14,100	8,750	6,100	8,965	
5410	Records & Tabulation Committee	SEIDLER		-	50	50	-	
5440	Rules Committee	COCKRELL		1,000	792	1,000	442	
5460	Sports Medicine and Science Committee	CARLSON		5,900	5,900	5,900	-	
5240	Coordinator Contractors	BRENNER/KEIBER		16,000	16,000	16,000	15,242	
	Events Expense			112,785	73,031	85,594	68,869	
MARKETING/PARTNERSHIP								
5710	Partner costs	DEERY/ECKERT		57,750	66,650	67,550	23,920	
5720	USA Swimming Collaboration	DEERY		5,000	3,850	2,600	-	
5730	Marketing Services	DEERY		121,000	99,400	109,400	39,320	
	Advertising and Partnership Expense			183,750	169,900	179,550	63,240	
COLLEGE CLUB SERVICES								
5570	Summit	DEERY		15,250	12,824	15,000	13,974	
5580	Events & Marketing	DEERY		35,950	39,645	20,570	23,979	
5590	Convention	DEERY		3,640	3,640	3,640	2,169	
	College Club Expense			54,840	56,109	39,210	40,123	
ADMINISTRATION:								
5013	Directors & Officers Insurance	WATSON/INTEGRO		8,399	7,831	7,460	7,262	
5014	Bonding	WATSON/INTEGRO		8,446	8,405	10,400	9,544	
5016	Media Professional Liability Insurance	WATSON/INTEGRO		6,300	6,300	5,100	4,900	
5050	President	P. MILLER		10,650	7,950	12,500	5,617	
5064	LMSC Leadership Summit	COLBURN		30,800	100	100	28,706	
5080	Treasurer	DAVIS		850	850	850	499	
5095	Legal Counsel	ELIAS-WILLIAMS		750	750	750	-	
5099	Board/Executive Committee	P. MILLER		67,300	62,684	58,900	45,041	
5130	USMS Headquarters Admin.	KUHLMAN/WATSON		181,655	180,425	173,460	160,701	
5135	USMS Headquarters Payroll	HUGHES/KUHLMAN		498,707	482,817	482,545	474,707	
5300	Convention	PORTER		104,150	109,650	105,960	90,166	
5315	Investment Committee	BENSON		1,000	1,000	1,000	160	

U.S. Masters Swimming, Inc.							
2019 Approved Budget							
				HOD			APPROVED
INCOME STATEMENT				APPROVED 2019	FORECAST	BUDGET	ACTUAL
	Cost Center	Members	Fee	BUDGET	2018	2018	2017*
5330	Audit Committee	DILWORTH		6,025	5,802	5,600	5,337
5640	International Delegate / UANA	J. MILLER/GOLDSTEIN		2,500	2,500	2,500	742
5660	USA Swimming Liaison	TSUZUKI		-	2,300	2,300	1,467
5670	ISHOF Liaison	REID		1,900	1,636	1,900	1,186
5830	Outside Legal Expense	HUGHES/ELIAS-WILLIAMS		10,000	10,000	15,000	10,340
5870	Depreciation & Sitecore Amortization	KUHLMAN/WATSON		111,227	65,527	45,960	11,482
6010	Banking Fees	KUHLMAN		4,600	4,600	4,600	4,756
5873	Audit/Accounting Fees	KUHLMAN		23,090	23,090	23,090	22,060
Administration Expense				1,078,350	984,217	959,975	884,673
Total Expense				4,107,395	3,744,753	3,916,182	3,402,058
				-			
NET ORDINARY INCOME				(132,877)	(50,114)	(3,261)	155,923
<u>OTHER INCOME / EXPENSE:</u>							
<u>OTHER INCOME:</u>							
4900	Interest & Dividends	BENSON		163,265	150,000	150,000	137,191
4940	Gain (loss)-Disposal of Fixed Assets	N/A		-	-	-	330
4945	Gain (loss)-Leasehold Improvements	N/A		-	-	-	-
Other Income				163,265	150,000	150,000	137,521
<u>OTHER EXPENSES & TRANSFERS:</u>							
Transfer from Opportunity Reserve				-	-		-
6300	Transfer from Investment Account			115,100	96,200	96,200	-
6100	Amortization-Registration system			-	18,410		24,564
6011	Investment Advisory Fees	BENSON		16,400	15,600	12,200	12,974
Other Expenses & Transfers				131,500	130,210	108,400	37,538
Total Net Other Income				31,765	19,790	41,600	99,983
NET INCOME				(101,112)	(30,324)	38,339	255,906
*2017 Final Actual was for operating funds only. Activity for Swimming Saves Lives Foundation and Legacy Fund were not included.							

2019 BUDGET PREPARATION TIMELINE

Description	Date	Responsible Party	Status
1. Prepare budget production schedule for distribution by the CEO/CFO to the Board, FC, C&B and staff. (All committee chairs need to be informed of worksheet distribution and due dates. Some committees schedule meetings to discuss the next year's budget.)	5/1/2018	CEO/CFO	completed
2. Distribute 2 nd quarter forecast update requests, include 2018 budget worksheets. Note: this will be done in early June w/ details of actual expenses through May.	6/12/2018	CFO/SA	completed
3. Staff retreat- discuss strategic plan and budget initiatives that support plan. TBD	TBD	CEO	completed
4. Staffing plan for 2019 and for five-year plan. Comp & Benefits Committee w/ CEO input: submit staffing, compensation and benefit plan for 2019 budget.	6/25/2018	Comp. & Benefits/CEO	completed
5. Receive all 2018 forecast/2019 budget requests. Include all assumptions. New programs must be accompanied by goals/objectives/outcomes document. Factors that impact five-year plan must also be submitted.	6/25/2018	Committee Chairs/Staff	completed
6. Create draft budget w/ all assumptions for internal review. CEO/Treasurer/CFO review and request 2019 budget adjustments.	7/9/2018	CEO/T/CFO/SA	completed
7. Draft budget presentation of assumptions, goals and objectives. New programs presented & reviewed. BOD approves and/or recommends changes as discussed at summer meeting.	July 14-15	T/CEO/CFO	completed
8. Incorporating the Board comments/proposals, the CFO and CEO shall compile a forecast for the remainder of the year and a detailed annual budget and review with the Treasurer and Finance Committee Chair	week of July 23		completed
Note: The 2 nd quarter annual forecast should be sent to the BOD/FC and Staff by July 31.	7/31/2018		completed
9. 4th Monday in August – Note: due to late calendar timing, recommend that this is moved to the 3 rd Monday in August. The CEO shall submit the following to the Finance Committee and the Board: business plan; organizational goals; summary financial plan; funding priorities; and related detailed annual budget. The Finance Committee shall also receive a summary of all travel for the National Office and volunteers. The CEO is required to submit a no deficit Net Ordinary Income Budget, unless authorized by the Board; (Actual 8/11/17)			completed
	8/20/2018	CEO, CFO, T, FC	
10. Finance Committee Call to discuss budget.	8/27/2018	FC, T, CFO, CEO	completed

2019 BUDGET PREPARATION TIMELINE

Description	Date	Responsible Party	Status
11. Finance Committee Call to discuss budget.	9/11/2018	FC, T, CFO, CEO, C&B Chair	completed
12. Final pre-convention budget distributed to FC	9/16/2018		completed
13. Work on PowerPoint presentation		FC Chair, T, CFO, CEO	
14. Post budget materials to USMS website include executive summary of all program revenues.	By 9/17/18	NO	completed
15. 1 st day of the Annual Meeting – FC shall meet to review any open budget items. DELEGATE QUESTIONS ON BUDGET FC#1	9/26/2018	FC, T, CFO	scheduled
16. 2 nd day of the Annual Meeting – FC shall approve the detailed budget and submit to the Board for review, modification and approval prior to sending to the HOD. DELEGATE QUESTIONS ON BUDGET FC#2	9/27/2018	FC, T, CFO	scheduled
17. 3 rd day of the Annual Meeting – The Board shall approve and recommend a detailed budget to send to the HOD. Any Board modifications to a single line item greater than \$10,000 shall be sent back to the FC for review and comments, prior to BOD submission to the HOD	9/28/2018	BOD	scheduled
18. 3 rd day of the Annual Meeting – FC shall present the budget to the HOD for review	9/28/2018	FC, HOD	scheduled
19. 4 th day of the Annual Meeting – the HOD approves the budget	9/29/2018	HOD	scheduled

KEY

HOD = House of Delegates

CC = Committee Chairs

FC = Finance Committee

CEO = Dawson Hughes

SA = Staff Accountant-Lynn Watson

P = President - Patty Miller

T = Treasurer - Ralph Davis

BOD = Board of Directors

CFO = Chief Financial Officer - Susan Kuhlman

NO = National Office



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, your ticket to attend the USAS Awards Banquet Saturday night, and miscellaneous souvenirs.

AND

- 2) **CHECK IN AT THE U.S. MASTERS SWIMMING (USMS) TABLE** to obtain “certification” that you are a USMS delegate. This is the process that verifies a delegate’s eligibility to vote in the House of Delegates (HOD). You will also receive your voting cards and other important convention material and information.

The USMS Certification/Information table will be open as follows:

- Wednesday, September 26th, from 8:00am – 5:00pm – Exhibitor Area
- Thursday, September 27th from 7:00am -7:45am – Exhibitor Area
- Thursday, September 27th afternoon thru Saturday – Back of the HOD room or come find Mary Hull.

The USMS Certification/Information table will move to inside the HOD meeting room Thursday afternoon, September 27th (Conference Center A). All subsequent certification by USMS will take place here during HOD meetings, until they recess. (Refer to the annual meeting schedule for time and location). Late arrivals **must** locate Mary Hull (Certification Chair) to receive their certification and voting cards.

New Delegates will receive a special ID identifying them as NEW DELEGATES as well as information regarding the New Delegate Luncheon.



Proposed Standing Rules of the USMS Annual Meeting of 2018

Rule 1

The first item of business of each meeting of the House shall be the Secretary's report of the number of certified delegates and others registered as present.

Rule 2

The Secretary shall be the arbiter of certified membership in the House. Certification and membership decisions of the Secretary may be appealed to the Executive Committee. Decisions of the Executive Committee may be appealed to the House. Within the session of the House, once a member has been certified, they may only be de-certified by a 2/3's vote of the House.

Rule 3

All meetings of the House are open to the public. However, the privilege of speaking in the House is limited to 1) certified House members or 2) Guests of the president. The president shall provide the Secretary with a list of Guests of the president prior to them speaking in the House. Guests of the president shall not be allowed to speak to or vote on any motions; however, guests may respond to "Requests for Information" if recognized by the presiding officer.

Rule 4

Action items contained within annual reports or meeting minutes that require House action shall be presented as main motions to the House. Acceptance or approval of reports and minutes does not bind the House to actions described within the report.

Rule 5

No member shall speak in debate more than once on the same question, on the same day, or for longer than three minutes, without Suspension of the Rules granted by two thirds vote of the House. A motion to suspend the rule allowing a member or members to speak more than once or for longer than 3 minutes, if made during debate on a question, requires a second, is non-debatable and is only in force while the question is before the House. However a member or guest of the president, at the direction of the presiding officer, may respond to a request for information from a member with the floor.



Rule 6

Motions shall be made from the microphones. Original main motions and amendments to them shall be submitted, in writing, to the clerk of the House prior to debate on the motion. Written submission may be waived by consent of the House. Requests to “pull” proposed amendments to code and budget line items may be made from the microphone or from the floor of the House.

Rule 7

All motions, in the House, shall be recorded, in writing, with the name of the maker.

Rule 8

If a motion to call for the question is made and accepted by 2/3 of the House, any member in line at a microphone shall be recognized to speak for their allotted time.

Rule 9

Elections shall be run in accordance with the USMS Election Operating Guidelines.

Who's Who



U.S. MASTERS SWIMMING

USMS Leadership and Staff 2018

An abridged directory

Board of Directors



President
Patty Miller



VP Administration
Peter Guadagni



VP Local Operations
Chris Colburn



VP Community Services
Skip Thompson



VP Programs
Donn Livoni



Secretary
Greg Danner



Treasurer
Ralph Davis



Immediate Past President
Nadine Day



**At-Large Director
Breadbasket**
Tom Moore



**At-Large Director
Colonies**
David Diehl



**At-Large Director, Dixie
Past President**
Rob Copeland



**At-Large Director
Great Lakes**
Dan Cox



**At-Large Director
Northwest**
Sarah Welch



**At-Large Director
Oceana**
Leianne Crittenden



**At-Large Director
South Central**
Ed Coates



**At-Large Director
Southwest**
Laura Winslow



**U.S. MASTERS
SWIMMING**

Non-Voting Board Members



Past President
Tom Boak



Past President
Mel Goldstein



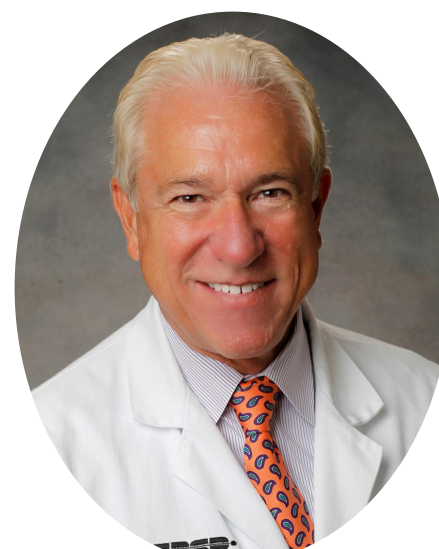
Past President
Dan Gruender



Past President
Ted Haartz



Past President
Mike Laux



Past President
Dr. Jim Miller



Past President
Jeff Moxie



Past President
Nancy Ridout



Chief Executive Officer
Dawson Hughes



Legal Counsel
Maria Elias-Williams



USA Swimming Representative
Dale Ammon



**U.S. MASTERS
SWIMMING**

Committee Chairs



Audit

Elyce Dilworth



Championship

Jeff Roddin



Coaches

Bob Jennings



Comp. and Benefits

Ed Coates



Elections

Cheryl Gettelfinger



Finance

Jeanne Ensign



Fitness Education

Mary Jurey



Governance

Leianne Crittenden



History & Archives

Barbara Dunbar



Investment

Stan Benson



Legislation

Richard Garza



LMSC Development

Michael Moore



Long Distance

Ali Hall



Officials

Teri White



Open Water

Bob Bruce



Recognition & Awards

Ray Novitske



Records & Tabulation

Jeanne Seidler



Registraton

Susan Ehringer



Rules

Charles Cockrell



Sports Medicine & Science

Meg Carlson



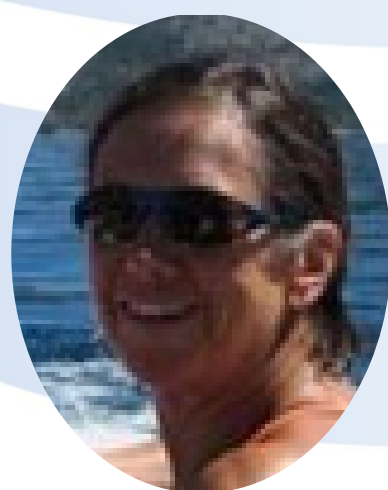
Swimming Saves Lives Foundation

Jay Definis



**U.S. MASTERS
SWIMMING**

Zone Chairs



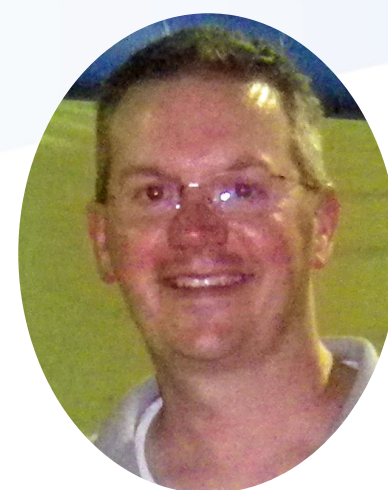
Breadbasket
Marcia Anziano



Colonies
Mollie Grover



Dixie
Ed Saltzman



Great Lakes
CJ Rushman



Northwest
Sally Dillon



Oceana
Sally Guthrie



South Central
Bruce Rollins

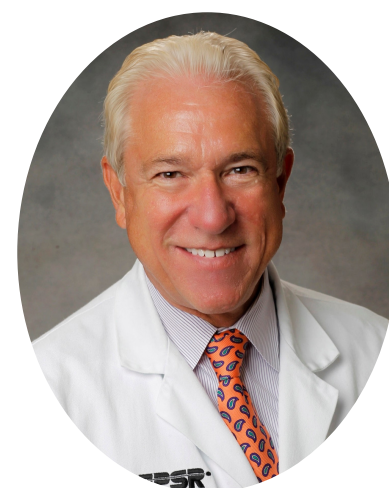


Southwest
Mary Hull

Appointments & Liaisons



**FINA/UANA
Representative**
Mel Goldstein



**FINA Sports Medicine
Committee & UANA
Masters Committee**
Dr. Jim Miller



ISHOF Liaison
Walt Reid



**National Board of
Review Chair**
Barbara Delanois



**US Aquatic Sports
Representative**
Patty Miller



**US Aquatic
Sports Treasurer**
Tom Boak



**USMS Liaison
to IGLA**
Sean Fitzgerald



**USMS Liaison to
USA Swimming**
Ed Tsuzuki



**National Senior
Games Liaison**
William Tingley



**UANA Masters Athlete
Representative**
Nadine Day

National Office Staff



U.S. MASTERS SWIMMING



**Chief Executive
Officer**
Dawson Hughes



**Chief Financial
Officer**
Susan Kuhlman



**Chief Operating
Officer**
Bill Brenner



**Sr. Membership
Director**
Jessica Reilly



**Member Services
Coordinator**
Steve Hall



**Volunteer Services
Coordinator**
Onshalee Promchitmart



**Events & Programs
Coordinator**
Casey Keiber



**Programs and Events
Director**
Marianne Groenings



**ALTS & Foundation
Programs Manager**
Holly Neumann



Staff Accountant
Lynn Watson



Web Developer
Sterling Webb



**Administrative
Assistant**
Melanie Jaudon



**Sr. Marketing and
Communications Director**
Kyle Deery



**Business Development
Manager**
Jay Eckert



**Publications & Communications
Manager**
Daniel Paulling



Web Developer
Jay Place



**Marketing &
Communications
Specialist**
Laura Hamel



**Education
Coordinator**
Mel Goldstein



**National Swims
Coordinator**
Mary Beth Windrath



**Open Water Compliance
Coordinator**
David Miner



Robert's Rules of Order – the Basics

The purpose of “Robert's Rules of Order” includes the following:

- Ensure majority rule
- Protect the rights of the minority, the absentees and individual members
- Provide order, fairness and decorum
- Facilitate the transaction of business and expedite meetings

Basic Principles

- All members have equal rights, privileges and obligations
- Full and free discussion of every motion is a basic right
- Only one question at a time may be considered, and only one person may have the floor at any one time
- Members have a right to know what the immediately pending question is and to have it restated before a vote is taken
- No person can speak until recognized by the chair
- Personal remarks are always out of order
- A majority decides a question except when basic rights of members are involved
- A two-thirds vote is required for any motion that deprives a member of rights in any way (e.g., cutting off debate)
- Silence gives consent. Those who do not vote allow the decision to be made by those who do vote
- The chair should always remain impartial

Role of the Presiding Officer

- Remain impartial during debate - the presiding officer must relinquish the chair in order to debate the merits of a motion
- Vote only to create or break a tie (or 2/3 for matters requiring a 2/3 vote) – exception: the presiding officer may vote on any vote by ballot
- Introduce business in proper order
- Recognize speakers
- Determine if a motion is in order
- Keep discussion germane to the pending motion
- Maintain order
- Put motions to a vote and announce results



General Procedure for Handling a Motion

- A member must obtain the floor by being recognized by the chair
- Member makes a main motion
- A motion must be seconded by another member before it can be considered
- If the motion is in order, the chair will restate the motion and open debate (if the motion is debatable)
- The maker of a motion has the right to speak first in debate
- The main motion is debated along with any Subsidiary motions (e.g. “I move to amend the motion by ...”, Privileged motions (e.g. “I move to postpone the motion to ...”) and Incidental motions (e.g. “I move to divide the question.”)
- Debate on Subsidiary, Privileged and Incidental motions (if debatable) takes precedence over debate on the main motion and must be decided before debate on the main motion can continue.
- Debate is closed when:
 - Discussion has ended, or
 - A two-thirds vote closes debate (“Call the question”)
- The chair restates the motion, and if necessary clarifies the consequences of affirmative and negative votes
- The chair calls for a vote by asking “All in favor?” Those in favor say “Aye” (or in HOD, hold up the Green “Yes” card). Then asking “All opposed?” Those opposed will say “No” (or in HOD, hold up the Red “No” card). And finally asking “All abstained?” Those abstaining will say “Aye” (or in HOD, hold up the White “Abstain” card)
- The chair announces the result

General Rules of Debate

- No members may speak until recognized by the chair
- All discussion must be relevant to the immediately pending question
- No member can speak more than once to each motion
- No member can speak more than three minutes
- All remarks must be addressed to the chair – no cross debate is permitted
- It is not permissible to speak against one’s own motion (but one can vote against one’s own motion)
- Debate must address issues not personalities – no one is permitted to make personal attacks or question the motives of other speakers



- The presiding officer must relinquish the chair in order to participate in debate and cannot reassume the chair until the pending main question is disposed of
- When possible, the chair should let the floor alternate between those speaking in support and those speaking in opposition to the motion
- Members may not disrupt the assembly
- Rules of debate can be changed by a two-thirds vote

Robert's Rules Help Get Things Done!

- **Make Motions** – that are in order
- **Obtain the Floor** - properly
- **Speak** – clearly and concisely
- **Obey** – the rules of debate
- And most of all, be courteous! That's **always** in order!

Recommended Books

Robert's Rules of Order, Newly Revised, Tenth Edition, 2000

Robert's Rules of Order, Newly Revised, In Brief, Thomas J. Balch, 2004

Robert's Rules for Dummies, C. Alan Jennings, 2004

A-B-C's of Parliamentary Procedure. Co, Channing L. Bete, 1998

Recommended Web Sites

www.robertsrules.com | www.rulesonline.com | www.parlipro.org |
www.robertsrules.org | www.roberts-rules.com