

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

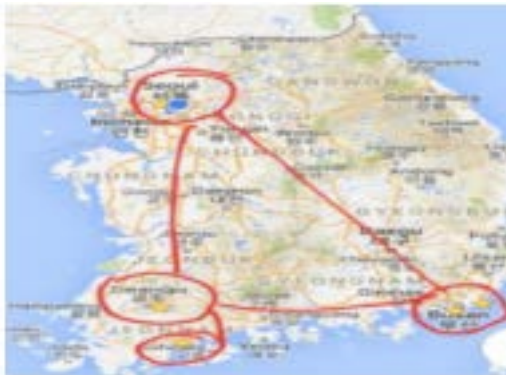
5. Update input to coach curriculum sub group
6. Update: any business related to proposed legislation for Diversity and Inclusion Committee
7. Adjourn

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 Youngdeck 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:

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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.

