

President

Peter Guadagni

As I come to the end of my second term as president, I'd like to thank everyone for their efforts in pursuing the U.S. Masters Swimming mission. It has been an honor and joy to work with and lead the elected board, national committee members, LMSC volunteers, staff, and coaches who make USMS the fine organization it is.

The past year has brought accomplishments for which the Board should be proud. We approved a budget that may have a deficit but still leaves our member support and financial capacities intact. We approved a new contract for our CEO. We reviewed and affirmed or updated seven policies, including major updates to the Financial Operating Guidelines, Election Operating Guidelines, and LMSC Standards. We recommended modernization of the Organizing Principles page of the Rule Book. We approved a set of goals to measure the impact of our strategic initiatives. As an organization, USMS conducted its largest in person event ever with the Spring National Championships held in Irvine, CA this past April.

We have made significant progress on other fronts. Preliminary approval has been given to an update of our grievance process that recognizes the challenges LMSCs sometimes have in addressing certain types of misconduct. Another phase of our IT upgrade has been completed with the implementation of a Customer Relationship Management system to administer our membership records. Progress has continued on our strategic initiatives with two staff members focused on club development and grants being made available to support the creation of new clubs or the growth of existing ones. The LMSC Development Committee has put together a great agenda for Relay 2023. This year's event will be dedicated to bringing volunteers from across the country together to collaborate and learn how to conduct more and better events.

Despite this progress, challenges remain. While 2022 had a significant membership rebound from the pandemic related decline, momentum has slowed in 2023. This is probably a result of the same factors that contributed to membership declines between 2016 and 2019. It is estimated that 40% of adults swimming in Masters programs do not join USMS. We continue to be plagued by low retention, particularly among newer and younger members. Our baby boomer cohort has long been our largest age group and they still have above average retention rates. However, the group is starting to shrink as it ages.

Our club and event development initiatives build on the strengths of USMS and they continue to be the right first steps to address our membership issues. Nevertheless, our long-term viability is dependent on providing services and experiences that fit with the lifestyles and needs of younger and future generations. As we contemplate offerings for the independent swimmer and consider other ways to pursue our mission, I challenge us to be open to new ways to engage with adult swimmers.

Vice President of Administration

Chris Colburn

The Administration division consists of three committees (Championship, Legislation and Rules). The Vice President of Administration (VPAdmin) is an ex-officio member of these three committees, and also works on any issues that might require the attention or advice of a Board member. The past year has been a busy one for the division's committees. The activities of the committees (and the VPAdmin) are summarized below. You can find more details in the annual reports and meeting minutes for each committee.

The **Championship Committee** (chaired by Erin Sizelove) advises national championship hosts and makes recommendations and decisions that enhance the quality of championship meets for our members; reviews bids and selects the sites for national championship meets; and supports marketing opportunities for U.S. Masters Swimming Corporate Partners. The committee worked this year with National Office staff to coordinate and oversee successful National Championships events in Irvine and Sarasota. The committee participated in choosing meet hosts and continuing planning for 2024 events in Indianapolis (Short Course) and Mission Viejo (Long Course). The committee also selected 2025 hosts San Antonio (Short Course) and Federal Way (Long Course), and have begun preliminary work related to those selections.

The **Legislation Committee** (chaired by Stephanie Gauzens) has had a busy year. The committee is responsible for the compilation, changes, and updates related to Parts 2, 4, 5, 6, the Glossary, Organizing Principles, and Legislation's area of jurisdiction in Appendix B of the Rule Book. The committee met monthly in the Spring to discuss interpretation requests, as well as received and anticipated legislation proposals in advance of the June 10 submission deadline. During the months of June and July, the committee met frequently to deliberate and vote on the balance of the submitted legislation proposals, as well as to prepare the packet of recommendations submitted to the House of Delegates for the Annual Meeting. This year, the committee evaluated proposals related to the organization's Mission, Vision, and Values; the logistics of the National Board of Review; and the powers of the President, among other items.

The **Rules Committee** (chaired by Mollie Grover) also had another busy year. The committee is responsible for ensuring that the competitive rules in Part 1 of the USMS Rule Book provide for fair and equitable competition in the best interests of all our members. The committee works throughout the year to ensure that USMS members are informed of current rules, interpretations, and rule changes. The committee accepts, considers, and reports proposed amendments to Part 1 to the USMS House of Delegates in conjunction with the USMS Annual Meeting. The committee held a Winter organizational conference call followed by a Spring conference call to consider potential and proposed amendments submitted to the Rules Committee in advance of the June 10 submission deadline. The committee met in June and July to consider proposed amendments and prepare the pre-convention delegate packets. While the committee fielded fewer rules proposals this year than in recent years, a few important items came before Rules this year. Those proposals, as well as those related to amendments proposed by USA Swimming, can be found in this year's Rules Proposals packet.

USMS Executive Committee Reports

In addition to acting as a liaison to the Executive Committee for the Administration committees, I continued my service this year as a member of the **Governance Committee** (Paige Buehler, chair). I also worked on the Board Communication group, who worked together to solicit feedback on important national and local issues from LMSC leaders in each Zone.

As this is the last year of my term and my last year on the Board of Directors (for now), I want to thank my fellow Board members for our ten years of work together to further the mission of USMS. I would also like to thank the many volunteers I have had the privilege of calling colleagues and friends during my tenure as a coach, swimmer, and USMS volunteer. The work we do isn't always easy, but I know that all of you are passionate about swimming and have the best interests of the organization at heart. I look forward to seeing you all at USMS events and to working with you again in the future.

Vice President of Local Operations

Ed Coates

The VP of Local Operations (VPLO) oversees four committees (History and Archives; LMSC Development; Recognition and Awards; and Records and Tabulation). The VPLO is an ex-officio member of these four committees. Detail reports from each committee's activities is available in the committee reports section of the annual meeting packet or by reviewing committee meeting minutes posted on www.usms.com.

Recognition and Awards

1. Expand use standardize google forms for collecting award nominations to other awards beyond RJA award pilot conducted in 2022
2. Form award review subcommittee for the following purpose:
 - a. Inventory all USMS awards presented (plaques, banners, etc) to ensure they meet USMS branding guidelines and are consistent with other awards for similar activities.
 - b. Evaluate all USMS awards recognition programs currently in place and recommend if should continue.
3. Form a subcommittee to revise presentation sequence for RJA award
4. Form a subcommittee to develop procedure and process to accept and make nominations to MISHOF
5. Continue to promote and encourage volunteer recognition. Conduct best practices webinar.

Status update: Committee has held 4 meetings this year. The committee is in the final phases of testing an online form to collect nominations for all awards. This will be used in place of standalone nomination forms that are emailed to the committee. The plan is to use this form to collect all nominations for 2024 awards. The committee developed and approved revised policies and procedures for handling MISHOF nominations. The committee also submitted a nomination to MISHOF for an honor contributor and is still awaiting a status update on the nominations. The committee chair and vice chair are working on criteria and an evaluation matrix for all awards currently given by USMS. The committee completed evaluation of RJA nominees and Barbara Dunbar was named the 2023 RJA award recipient. The RJA sub-committee is evaluating alternative award presentation sequence to use in future years. The committee also updated its internal procedures for awarding club of the year.

LMSC Development

1. Help plan and develop content for Relay 2023. In coordination with NO staff and other committees.
2. Work with NO to setup regular communications cadence with LMSCs. In coordination with NO staff and other committees.
3. Evaluate effectiveness to month communications efforts (Webinars, Peer to Peer, etc)
 - a. Review attendance
 - b. Effort and resources needed
 - c. Benefit vs effort
 - d. Alternate delivery methods
4. Present revised LMSC standards to BOD

Upon adoption, develop communication plan for revised LMSC standards

5. Develop online training resources for Sanction chairs (maybe presented at Relay)
6. Revise LMSC Development committee description in the bylaws to focus on volunteer development (possible rename committee)
7. Review volunteer role descriptions (every 2 years)
8. Update role descriptions for Standing Committee chairs, vice chairs and committee members

Status: Committee has met 8 times year to date. The 2023 Relay planning subcommittee has finalized the agenda and topics. The committee has identified potential speakers and is working to confirm all speakers. The committee presented revised LMSC standards to the Board at the winter meeting and the board approved the new standards as presented. The Board did ask the committee to consult with the Officials committee on the meet hosting standards and the committee will be proposing some minor modifications to the standards to address the concerned raised by the BOD. A sub-committee is developing training for sanction chairs that will be presented at Relay. The committee is also developing tools to help meet directors navigate the sanction process. A sub-committee continues to review the current volunteer role descriptions.

Records and Tabulation

1. Prepare for committee sunset

Status: Committee has once this year. The VPLO briefed the committee on the plan delay committee sunset while a task force reviews the committee activities. Committee is also presenting rule book changes related to Top 10 submission dates for SCM season. The committee is also evaluating revisions to the pool measurement form due to issues that have arisen with events for the last few years. The committee also discussed future state of the results database and desires to contribute to the project when it is prioritized.

History and Archives

1. Prepare for committee sunset – Board will be proposing to remove committee description from the rule book
2. Living History – Prepare best practices webinar for LMSCs to be presented by July 1, 2023. Project considered completed
3. Rethink annual remembrance presentation
 - a. Should we do it, what is the value and who is the audience. If we continue to do this
 - i. Which members/former members do we included
 - ii. Where it is presented
 - iii. Should the list be included in the rule book
 - iv. What is the long-term plan for this
4. Complete historic relay top ten compilation. If not completed by September 1, identify individual contributor group to review value and effort to complete project. VPLO to determine if project merits additional work. May require NO staff resources to find history membership numbers.
5. Review website history web page and determine what to keep and what is out of date.

Status update: The committee has held 2 meetings year to date. At the first meeting in March, the VPLO presented the Boards plan and reasoning to proposing to sunset the History and Archives committee. The committee members strenuously objected to the proposal to sunset the committee. The committee continues to work on historic top 10 relay results and compiling the remembrance presentation for the annual meeting.

USMS Executive Committee Reports

In addition to the work with the assigned committees, I was a member of the Governance Committee. As part of the Governance committee, I participated in the Board Education subcommittee that identifies and provides education on best practices to the Board. Additionally, I participated in another Governance subcommittee evaluating if our bylaws provided an effective governance structure and were aligned with current best practices. Lastly, I was a member of a task force appointed by the President to review and make recommendations to improve and streamline our process for handling member misconduct. I presented the task force's recommendations to the Board of Directors at its March meeting. After the presentation, a new task force was formed to implement the recommendations. I also participated in the Board Communications efforts with the Zones and LMSC. Susan Ehringer and I held a call with the Southwest and Oceana zone LMSCs on August 8.

Vice President of Programs

Robin Smith

The Programs Division consists of two committees – Long Distance and Officials. The Long Distance Committee also includes the functions and duties that were transferred from the discontinued Open Water Committee in 2021.

The Vice President of Programs is the EC liaison for, and serves as an ex-officio member of, the Long Distance and Officials committees. In addition to supporting these committees, attending their meetings, and participating in Board activities, I also lead the 2023 Board Communications Working Group, and I serve as a member of the Investment Committee.

The Long Distance and Officials committees have a continuous work cycle, and meet on a regular basis throughout the year, preparing for pool meets and open water events including championships. Detailed reports from each committee are available in the Annual Meeting packet and in the committee meeting minutes posted on the USMS website.

Key highlights of each committee's work for this year are summarized below.

The Long Distance Committee (chaired by Phyllis Quinn) is responsible for the oversight of the rules and administration of open water and long distance events, and for promoting the development of, and participation in, open water swimming. The committee works in a coordinating and advisory capacity with event hosts and makes recommendations to enhance the quality of long distance championship events. And the committee is also responsible for assuring 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.

The main priority for 2023 was to finalize and refine the oversight process and role of the Long Distance Committee for the Virtual Championship Events (formerly ePostal National Championships). Long Distance Rules (Part 3) proposals regarding these changes will be presented to the HOD at the Annual Meeting.

The Event Liaisons have been working with the Hosts and USMS National Office to support the six 2023 USMS Open Water National Championship (OWNC) Events this summer. The committee continues to collaborate with the National Office to explore improvements and enhancements in preparation for the 2024 and 2025 USMS OWNC Events. The objective is to increase participation by both current and prospective USMS members and provide more value to the open water community.

The Officials Committee (chaired by Mike Abegg) is responsible for conducting training, education, and certification programs to ensure that the competitive program offered to USMS members is conducted with the highest standard of professional officiating and in full conformance with USMS rules and regulations.

The committee continues to promote and facilitate USMS Certification activities for swimming officials, with a focus on new officials who are only USMS-certified. A plan to support certification and recertification activities using online technology is in development. The committee also continues to develop training materials and a certification program for the USMS Administrative Official role.

With the asynchronous timing of USA Swimming and World Aquatics rules changes, a key objective of the committee was to work in conjunction with the USMS Rules Committee to communicate relevant changes and interpretations out to the USMS officials' community.

Both 2023 USMS National Championship pool meets (Irvine, CA and Sarasota, FL) and the 2023 College Club Swimming (CCS) National Championships (Columbus, OH) were fully staffed with officials throughout the multi-day meets. There was a record number of USMS certified officials who worked at these events.

There were two USMS officials who were invited to work at the World Aquatics 2023 Masters Championships in Kyushu, Japan – Teri White (Pool and Open Water) and John Fox (Open Water).

Please plan to join the Long Distance and Officials committees at their meeting sessions scheduled in conjunction with this year's Annual Meeting.

Vice President of Community Services

Chris Campbell

The time since the 2022 USMS Annual Meeting has been active for the Community Services division of USMS. As noted in the reports appended below, The Coaches Committee, the Diversity and Inclusion Committee, and the Fitness Education Committee have been very busy and have accomplished a great deal, albeit not without some rough patches along the way.

Coaches Committee (Chair—Kenny Brisbin, Vice Chair—Chris McPherson)

The Coaches Committee continues to have a robust and well-established list of products/deliverables as goals for this year. These are described in more detail in the attached report. The main focus of the Committee's efforts remains building and improving communications between the National and local levels, and networking with coaches across all levels.

At this time, the Coaches Committee has no legislative proposals under development.

Diversity and Inclusion Committee (Chair—Jeff Commings, Vice Chair—Ally Sega)

The accomplishments and goals of the D&I Committee are described in the attached report. As noted in my 2023 Winter and Summer Reports to the Board of Directors, the D&I Committee continued to have some issues with how it approaches its mission. Everywhere they look, they see an issue that needs to be addressed. The problem is that this approach, while laudable, creates an environment where the Committee becomes more reaction-focused, rather than strategically and proactively focused. Additionally, specific, narrowly focused and heated issues have tended to inflame the passions of the Committee members, resulting in the diversion of large amounts of time and effort to these items, rather than to longer-term, more strategically-focused approaches to issues. The impacts of these upheavals often spread like wildfire, and this has cost the Committee one valued member, who resigned out of frustration due to the apparent lack of progress and headway at the USMS level. Another valued member has also stepped away for other reasons.

Developing a more balanced and broader, more long-term perspective continues to be a goal for this Committee. That is a learned skill, and this education continues.

At this time, the D&I Committee has no legislative proposals under development.

Fitness Education Committee (Chair—Ann Marshfield, Vice Chair—Christopher Rieder)

The Committee has accomplished a great deal in 2023., primarily centered on the dissolution of the Fitness Ed Committee as a standing entity, replacing its work scope efforts and methodologies, currently directed at the national level, with efforts more locally focused, and to more specifically directed short-term approaches.

Members of the Committee have worked extremely hard in their efforts to promote swimming as the best form of Fitness exercise for adults of all ages and abilities. With their anticipated sunseting, it is Committee's desire to see similar work and/or new ideas carried out at the LMSC and club levels. Any one of the current committee members would be an excellent choice to serve as an advisor to or work on specific projects at the National and local levels to further the goals and mission of USMS.

On a personal note, I am on the cusp of terming off the Board of Directors, where I have been a member for 5 years now. As I transition into USMS support at a more local level, I again say that this has been a tremendous learning experience, and I am grateful for all of the opportunities afforded to me. I hope to apply the lessons learned and to leverage the connections I've made as I adjust to my new roles.

Treasurer

Teddy Decker

Memberships for 2023 are cooling a bit, but as at the beginning of the pandemic, Dawson stays very up to date on the financial health of the organization and makes changes to mitigate unexpected results. He continues to work to bring in the new members, but also looks at the expense side of things to see where adjustments can be made. The national office recently negotiated out of our physical office lease which, while not having immediate savings, will have longer-term reduction in expenses. USMS continues to have a healthy financial base, but we may need to draw a little more out of our savings reserves than originally budgeted for in 2023.

Audit: The 2022 audit is completed and the draft for approval is included in the BOD packet. The AC received the 990 income tax return a little later than usual this year and will be reviewing it only a day or two before the summer BOD meeting. A copy of the return is included in the BOD packet and Teddy will present changes from the AC during our discussion prior to asking for BOD approval.

Investment: The investment Committee (IC) continues to meet quarterly to review USMS's investment portfolio. As of the end of June our investments have rebounded somewhat and are sitting at about \$3.4MM or approximately one year of operating capital.

Finance: The finance committee (FC) has met several times in 2023. Accomplishments so far include continuing to monitor current financial results and outlook, updating FOG, and assisting with analyzing the GUS opportunity. A memo recommendation from the FC regarding GUS is included in this BOD information.

Secretary

Carrie Stolar

I am closing out my first term as Secretary for the Board of Directors. I continue to be inspired by the dedication and resilience of our volunteers as well as by the efforts of our National Office. My activities for the past year included taking the minutes for all the Executive Committee and Board of Directors Zoom calls, our in-person Board of Directors' meeting in March, and our virtual Summer BOD meeting. After the distribution of minutes and their subsequent approval, I post them to the USMS website. I appreciate that I can record the Zoom calls, a capability that most of my predecessors did not have, so that I can "revisit" the meeting as I take the minutes to ensure that they are as accurate as possible. I also worked with committee chairs and zone leaders to post their meeting minutes to the website. This year I chaired a task force that was asked to review and update the Mission, Vision, and Values of USMS and led the Board of Directors in creating a set of goals that will be used to help guide decision making. I look forward to connecting with members, both in person and on Zoom, at the annual meeting. I will be running for reelection, and I hope to continue my service as Secretary to the USMS Board of Directors for two more years.

ALTS Programming Committee (Chair—Sue Nutty)

The accomplishments and goals of the ALTS Programming Committee are described in the attached report. The Committee met regularly until the summer when it went on hiatus due to the increased responsibilities of the members during the summer months at their respective programs. The 2023 Learn to Swim grants were finally announced in late March. Unfortunately, the USA-S Foundation declined to share the contact information for the grantees due to privacy concerns, so we were unable to directly contact the grantees and offer the committee's support. The committee also had lengthy discussions on insurance coverage for ALTS programs that exceed 30 days (and the insurance coverage from USMS). The committee members also focused their efforts on running ALTS programs, identifying ALTS contacts in LMSCs, and the Golden Goggles silent auction.

Legal Counsel

Katie Kenyon

This role assists the Board of Directors and USMS with governance and oversight serving as a resource on all manner of issues that arise. To be an effective advocate for USMS, I work with USMS staff, the National Board of Review, various committee and board members to understand and represent the activities, challenges and goals of USMS. I view myself as a partner and advisor where needed. USMS is not named or part of any ongoing litigation.