

President

Ed Coates

It's hard to believe a year has passed since the House of Delegates honored me with the privilege of serving as USMS President. Throughout this year, the board has remained focused on our organization's Mission, Vision, and Values:

- **Mission:** Empower adults to improve their lives through swimming
- **Vision:** Foster a nationwide adult swimming community through lifelong fitness, competition, and education
- **Values:** Fitness, Camaraderie, Inclusion, Learning, Excellence, Competition, Fairness

In June, I witnessed our organization's vision come to life at Nationals in Indianapolis. Swimmers of all ages gathered to celebrate the best our sport has to offer. From national championships and Olympic Trials to regional age group championships across Indiana, it was a remarkable experience interacting with athletes and fans who share a passion for swimming. The atmosphere was truly beyond imagination.

I am particularly proud of the board, committees, and task forces for their accomplishments this year. We have ventured into new areas to support our mission, vision, and values, including:

- Acquisition of Grown Up Swimming to expand our swimming community
- Completion of a formal board assessment to enhance governance and operations
- Update of grievance procedures by the Grievance Task Force to improve fairness and reduce risk
- Clarification of procedures and processes by the Transgender Task Force
- Modernization of the election process and timeline by the Elections Task Force
- Evaluation of committee activities and objectives by the History and Archive and Results Processing Task Forces
- Development of a balanced 3-year budget plan in collaboration with the staff and Finance Committee

While we have achieved a lot, there is still much to be done to support our mission and enhance our members' experience. I look forward to continuing our work with the board, focusing on our strategic priorities:

- Club Development
- Events Development

USMS Executive Committee Reports

- Community Development
- Local Focus and Support
- Independent Swimmer Support

I would also like to recognize and thank the seven at-large board members who will be stepping down after this annual meeting for their hard work: Charles Cockrell (Colonies Zone), Sue Nutty (Breadbasket), Paige Buehler (Northwest Zone), John King (Oceana Zone), Kris Wingenroth (South Central Zone), and Britta O'Leary (Southeast Zone).

Thank you all for your dedication to the U.S. Masters Swimming mission. I look forward to another successful year for USMS.

Vice President of Administration

Julie Dussliere

The Vice President of Administration oversees three committees: Legislation, Rules, and Records & Tabulation. The VP of Admin is an ex-officio member of these three committees and serves as a resource to the committees and their chairs for any issues that may require attention or advice from the Board level. Detailed reports from each committee outlining their activities in the past year are available in the committee reports section of the annual meeting webpage.

The Legislation Committee (chaired by Stephanie Gauzens) 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 from May through August to discuss interpretation requests and 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 code of conduct, the hearing and appeals process, visa support for international competitors, and composition of permanent committees of the Board, among other items.

The Rules Committee (chaired by Mollie Grover) 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 USMS 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 Annual Meeting. The committee held a spring organizational meeting and met multiple times in July and August to consider proposed amendments and prepare the pre-convention delegate packet. The committee scheduled calls throughout the year to address rule interpretations and protests on an as needed basis. Additionally, this year the committee collaborated with the Transgender Policy task force to review and update the USMS Transgender Policy.

The Records and Tabulation Committee (chaired by MJ Caswell) is responsible for the processes of recording and verifying Top 10, All-American, All-Star and USMS National Record performances in support of the National Swims Administrator who is an ex-officio member of the committee. The committee met a few times throughout the year to address bulkhead issues, create a new pool measurement form, and support the systematic challenges of extending the SCY season this year to include Nationals in June. The Records & Tabulation committee also developed proposed rule changes regarding relay split disqualification, bulkhead confirmation, and record application requirements.

In addition to the work with the assigned committees, I continued to serve as a member of the Governance Committee (chaired by Paige Buehler). As part of the Governance Committee, I participated in the Board Education subcommittee which identifies and provides education on best practices and other specific topics that are relevant to the Board.

Vice President of Local Operations

Crystie McGrail

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

Recognition & Awards

2024 Committee Priorities

- Update the timeline for the Ransom J Arthur nominations to align with the other awards
- Review all current awards and make recommendations for continuance
- Catalog all physical awards and their process
- Create Best Practices documenting the process, resources, and timing for all awards

The committee has met 5 times this year (as of July 21). The committee completed evaluation of RJA nominees and Kris Wingenroth was named the 2024 RJA award recipient. The committee has approved the change to the deadline to nominate for the RJA award to July 1 starting in 2025. The committee has voted to take responsibility for the Fitness Award and is working on updating the process to align with other awards. There has been a focus on reaching out to volunteers to remind and encourage them to submit award nominations at the National level. An awards best practices document is in the works.

LMSC Development

2024 Committee Priorities

- Develop communication and training plan for new LMSC Standards
- Volunteer Relay 2024 planning and planning for next 3 years of Relay
- On-demand training programs for volunteers in Sanctions and Event development/operations
- Re-evaluate ongoing communication strategies for peer to peer calls and webinars

The committee has met monthly except during the month of June. The Volunteer Relay sub committee has diligently communicated and collaborated with the National Office to help design the sessions and organize speakers for the 2024 Relay event. They have also made a proposal for the 2025 Relay topic of "Coach Support and Club Development". The project of on-demand

training for volunteers has turned into a more complicated endeavor than initially expected. The group has worked to illuminate gaps in resources available for volunteers and is making suggestions on format and presentation of materials on the USMS website. The communications committee has decided to focus on encouraging more collaborative activity in the USMS Community forums for volunteers. The LMSC Standards group has identified a plan of action to begin training and information sharing on the new Standards format following the annual meeting.

History and Archives

2024 Priorities

- Remembrance presentation - discontinue
- Close out Living history project
- Evaluate value and criteria for Olympians list on USMS website – consider discontinuing.
- Transfer any historical artifacts from committee members possession to National office by 3/1/2024
- Continue work on historical top ten relays – make substantial progress

This committee met once during 2024 in February. Prior to that their last meeting was the annual meeting in August of 2023. My understanding is that individuals have still been working to identify and log historical relays but have not needed to meet in a group to facilitate that process.

In March of 2023 the Board of Directors shared a plan to discontinue the work of this committee as a formal group and move to individual contributors as it seemed to fit best with the type of work being done. The committee strenuously objected and a task force was assembled by the President to review and make recommendations for the future work of the committee. Recommendations and findings of the Task Force have not yet been shared with the Board of Directors.

In addition to the work with assigned committees I am a member of the Governance committee with a focus on the Board Education subcommittee. I am a member of the Transgender Task Force assembled in 2024 to review the current policies and procedures as it relates to transgendered athletes participating with USMS. I also participated in the Board Communications efforts with the Zones and LMSCs. Kris Wingenroth and I held a call with the South Central Zone LMSCs on June 26th.

Vice President of Programs

Robin Smith

The Programs Division consists of three committees – Championship, Long Distance, and Officials. Note that 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, these committees.

All three committees have a continuous work cycle throughout the year, preparing for pool and open water National Championship events and working on other activities. Detailed reports from each committee are available in the Annual Meeting packet and in the committee meeting minutes posted on the USMS website.

In addition to supporting these committees, attending their meetings, and participating in Board activities, I also served as a member of the Investment Committee and co-facilitated the Board Communications session for the Breadbasket Zone.

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

Championship Committee (Chair: Erin Sizelove, Vice Chair: Jim Clemmons)

The Championship Committee serves in an advisory capacity to pool national championship hosts and makes recommendations and decisions that enhance the quality of championship meets. The committee also works with the National Office regarding the championship bid selection process and marketing opportunities for USMS Corporate Partners.

An important objective for 2024 was to explore options to shorten the timelines at the two pool National Championship meets. These included addressing the increase in the number of participants and looking into possibly changing qualifying times requirements. The committee worked with the two 2024 championship meet hosts and the National Office to pilot a process to cap entries for specific events (200s and longer) with a wait list option. In addition, Spring Nationals tested a 5-day format. The committee also submitted a rules proposal for limiting timelines at National Championship meets.

Long Distance Committee (Chair: Phyllis Quin, Vice Chair: Catherine Rust)

The Long Distance Committee 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.

USMS Executive Committee Reports

The main priority for 2024 was to continue to 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 some updates will be presented to the HOD at the Annual Meeting.

The committee continues to collaborate with the National Office regarding the bid selection process for the 2025 USMS Open Water National Championship Events. The objective is to increase participation by both current and prospective USMS members and provide more value to the open water community.

Officials Committee (Chair: Mike Abegg, Vice Chair: Omar de Armas)

The Officials Committee 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. The committee is currently finalizing and testing training materials and certification requirements for the USMS Administrative Official role.

Both 2024 USMS National Championship pool meets (Indianapolis, IN and Mission Viejo, CA), and the 2024 College Club Swimming (CCS) National Championships (Indianapolis, IN) were fully staffed with officials throughout the multi-day meets. Note that USMS certification was strongly encouraged for all participating officials.

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

Vice President of Community Services

Kenny Brisbin

USMS Diversity and Inclusion

The Diversity and Inclusion Initiative is nearing completion, highlighting the necessity of having a Diversity and Inclusion (D&I) representative within each Local Masters Swimming Committee (LMSC). A letter has been drafted for circulation among all LMSC and Zone Chairs to stimulate further dialogue and action. Concurrently, there are ongoing discussions within subcommittees about establishing Masters Teams alongside existing Age Group teams at facilities in underserved areas. A peer-to-peer call involving LMSC Development and Coaches is currently underway, with these groups actively engaging to explore various options and strategies for engaging calls this year.

The national directive on diversity identification focuses on identifying examples of diversity within organizations. Further planning and implementation strategies are being developed to support this objective. The D&I Committee has distributed a letter to LMSC leadership on the importance of the LMSC position, with ten LMSCs confirming they have a D&I Chair and follow-ups for two more. Jeff responded to a query about the necessity of the position, emphasizing the importance of raising complaints. The committee sees value in a roundtable discussion for LMSC D&I leadership and is exploring mechanisms to avoid "quantity fatigue" from typical meetings.

A subcommittee letter to CEO Dawson Hughes has been reviewed and sent, focusing on potential obstacles to establishing USMS Clubs with existing USA Swimming Clubs.

Additionally, there is a planned D&I presentation at Relay 2024, structured as a roundtable discussion with breakout groups. The presentation slides have been reviewed, and final comments and suggestions are being considered.

The USMS Transgender Competition Policy has been discussed with the committee, which supports it and understands it is a working policy. There has also been a discussion on adding a selected demographic option to USMS registration, though there is a preference for using My USMS for this purpose.

Coaches Committee

Coaches have been convening monthly to maintain focus and momentum. For 2024, subcommittees will continue to streamline efforts and enhance productivity. These subcommittees include Web Workout Monitoring, Worlds/Pan Am, Continuing Education, National Coaches Certification (NCC), Awards & Level 4 Certifications, Mentoring, On-Deck Coaching at Nationals, and LMSC Communications.

USMS Executive Committee Reports

Key initiatives have established liaisons with pertinent other committees such as Adult Learn-to-Swim (ALTS), Diversity & Inclusion (D&I), Long Distance, and LMSCs. National directives have been under discussion, including NCC implementation, a Community Webinar Plan, and developing local peer-to-peer groups with detailed plans. However, this has been temporarily held until further communication is received from the LMSC Development Committee.

Regarding web workouts, everything is going well with coaches and workouts, with no challenges reported. Long course workouts have been added to the summer workout categories.

The Worlds/Pan Am subcommittee received seven applications, and Bonnie Adams from Swim Oz in Arkansas was selected. A written document of the selection process is being developed for future reference, and the budget for the Head Coach was proposed and approved.

In education, Terry Heggy and Bill Brenner have recorded videos for Level 2 and 3 coaches' training, improving the quality of the videos. Registration for the National Coaches Clinic (NCC) has been launched, and most speakers have been confirmed.

Applications from coaches for Level 4 Certification have been received and are being reviewed by the sub-committee.

LMSC Communications have been active with recent email updates, including information for coaches chairs, On Deck coaches, NCC dates, and award reminders.

The Coach Mentoring program is currently being restructured, and its future vision should launch soon. Peer-to-peer calls are on hold for 2024, as the LMSC Development Committee is focusing on community engagement.

On Deck Coaching went well with volunteer coaches at the Spring Nationals, and efforts are now focused on the Summer Nationals. There is nothing new to report on publications and forums, but a healthy pipeline of articles exists.

Immediate Past President

Peter Guadagni

As immediate past president, I have no specific organization responsibilities on which to report. I serve as a member of both the Executive Committee and the Board of Directors and continue to be impressed with the dedication and commitment of your elected national leaders.

My appointment to the Finance Committee marked my 11th year being associated with the group in some capacity. The business acumen and financial expertise of my fellow members of this committee are impressive. USMS is fortunate to have this team overseeing the organization's finances and related processes.

Finally, I have also been serving on the Governance Committee and the leader of its Education Subcommittee and a member of its Onboarding Subcommittee. Most volunteers come to the U.S. Masters Swimming Board of Directors with little or no National Governing Body board experience and both subcommittees are aimed at helping board members understand their general, legal and fiduciary responsibilities.

Secretary

Carrie Stolar

I am midway through my second term as Secretary for the Board of Directors. I continue to be in awe of the dedication and passion of our volunteers and by the efforts of our National Office. My thanks go out to the Executive Committee, Board of Directors, and the National Office staff for their support and guidance again this year. Thank you to all the delegates, coaches, volunteers, and contributors at the local and national levels for making this organization successful. 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, our virtual Summer BOD meeting, and last year's House of Delegates sessions. After the distribution of minutes and their subsequent approval, I post them to the USMS website. I continue to 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 write the minutes to ensure that they are as accurate as possible. Additionally, I worked with committee chairs and zone leaders to post their meeting minutes to the website.

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 at this time is not named in or part of any ongoing or threatened litigation.

Discussions and Projects Since Last Annual Meeting

1. Participated as non-voting member on the USMS Legislative Committee.
2. Worked with Task Force to review grievance and NBR procedures and to evaluate need for plus create USMS code of conduct.
3. Attended scheduled meetings of the USMS Board and USMS Executive Committee.
4. Provide assistance to USMS and Board.