

ANNOUNCEMENTS

SHIPPING FOR CONVENTION

For those of you who need to ship material to convention, please send it to:

Dennis McManus
1790 McManus Dr
Troy, MI 48084-1552
Phone: 248-649-6085
e-mail: DLMphoto@aol.com

Plan to have your package/s arrive no later than **Tuesday, September 11th**

Contact Dennis at the above number or e-mail address and let him know your shipment is coming.

THANK YOU DENNIS!

SWIM WORKOUTS

We will have morning workouts at Eastern Michigan University (EMU), in Ypsilanti which is about at 25 minute ride away from the convention hotel.

Schedules and more "details" will be available at the certification table when you check in.

DON'T BE CONFUSED!!!

The schedule included in this packet has been revised. Please review it to be sure that you know where you need to be and when.

It also lists the names of the meeting rooms. You will see that the names of the rooms are named after cars. For example there are meetings in the Rolls Royce, Bugatti Royal, Stearns Knight and Stanley Steamer rooms. These are actually 2 rooms (that have been put together for these meetings). There are also meetings scheduled in the Bugatti, Rolls, Royce, Stanley, Steamer and Stearns rooms.

Like we aren't confused enough trying to find our meetings at convention! Good luck!!!

Executive Committee Challenge Relay

The Executive Committee challenges each Zone to a sum-of-the-ages (true ages) relay to take place sometime during the convention. Time and place to be announced - maybe the hotel, maybe a morning workout. FYI the sum of the EC ages totals 438, including Tracy. Your relay must total AT LEAST 438 years and must be composed of USMS delegates from your Zone. Even though the EC consists of 5 women (6 with Tracy) and 2 men (and numerous injuries), your relay may be made up of 4 or more women and 4 or less men (numerous injuries not required).

Bring your Speedo, form a team, and take your best shot!

USMS CONVENTION SCHEDULE 2001

WEDNESDAY September 12th

1-4pm	Coaches Seminar	Regency E-F
4:15-5:45pm	Board of Directors	Marquis
6-6:30pm	Convention	Model T
6:30-8pm	Dinner Break	
8pm on	USMS Social	Hospitality Suite

THURSDAY September 13th

8:30am-noon	House of Delegates	Marquis
	<ul style="list-style-type: none"> • Roll Call • Introductions • Updates 	
9:30-10am	Roberts Rules of Order explanation & procedure for usage	
10-10:10am	Break	
10:15-11:45am	Nominations of Candidates for Office	
12-1pm	Lunch Break	
12-1pm	MACA	Cord
1-1:50pm	Rule Book	Pierce
	Finance	Cord
	History & Archives	Stutz
	Legislation	Regency G-H-I
1-2pm	ISHOF Nominating	Model T
2-3:20pm	Legislation	Regency G-H-I
	<ul style="list-style-type: none"> • ALL DELEGATES URGED TO ATTEND! 	
3:30-4:50pm	Marketing	Pierce
	Coaches	Rolls Royce
	Officials	Bugatti Royale
	Legal Counselors	Model T
3:30-6:20pm	Championship	Regency G-H-I
5-6:20pm	Planning	Rolls Royce
	Rules	Regency E-F
	Recognition & Awards	Bugatti Royale
	Communications	Stearns Knight
	Finance	Cord
7-9pm	Insurance Reception	
8-9:30pm	Candidates Forum	Marquis
9:30-11pm	Ransom Arthur Award Presentation	Bugatti Royale
	Committee	

FRIDAY September 14th

8-9:30am	Zone	Model T
9-10:20am	Registration	Rolls
	Championship	Pierce Arrow
	Fitness	Royce
	Safety Education	Franklin
9-11:50am	Finance	Cord
	Long Distance	Thomas
10:30-11:50am	Sports Medicine	Rolls
	Insurance	Bugatti
	Records & Tabulation	Royce
	International	Model T
10:30-12:45pm	Legislation	Regency E-F
12-12:45pm	Endowment Fund	Cord
	Board of Governors	
12:45-2pm	Lunch Break	
12:45-1:45pm	Sports Medicine	Stanley Steamer
	Lecture	
2-5pm	House of Delegates	Regency A-B-C-D
	<ul style="list-style-type: none"> • Committee Reports 	
5-6:30pm	Dinner Break	
6:45-9pm	House of Delegates	Regency A-B-C-D
	<ul style="list-style-type: none"> • Championship Bids • Officer Elections 	

SATURDAY September 15th

9-10:30am	Zone Meetings:	
	<ul style="list-style-type: none"> • Breadbasket • Colonies • Dixie • Great Lakes • Northwest (starts At 8:15am) • Oceana • South Central • Southwest 	Rolls Steamer Stanley Regency E-F Regency J-K Pierce Stearns Cord
10:30-11am	Rules	Regency E-F
11-12:15	House of Delegates	Regency A-B-C-D
	<ul style="list-style-type: none"> • Finance 	
12:15-1:15	Lunch Break	
1:30-5:50pm	House of Delegates	Regency A-B-C-D
	<ul style="list-style-type: none"> • Committee Reports • 3pm - 10 minute break • Committee Reports 	
7-10pm	USAS Banquet	Great Lakes Center

SUNDAY September 16th

8-9am	USAS Board of Trustees	Regency D
9-10:30am	Convention Wrap-up and Evaluation	Regency E-I

Greetings 2001 Delegates!

Get ready for four days of planning, listening, contributing, evaluating, voting, making new friends – and having great fun with fellow Masters swimmers! If you are a new delegate, “Welcome!” All of us who are returning delegates look forward to renewing old friendships. Please join together Wednesday evening in the Hospitality Suite for refreshments and a time to socialize before we get to work.

Our convention time this year will be full and exciting - as usual. Our committees will evaluate past projects and objectives, and, with your input and creativity, create new goals and new programs to enrich Masters swimming. We will choose the venues for our 2003 Short Course and Long Course National Championships, and each committee will decide how to best contribute to the implementation of the USMS Strategic Plan. This is a LEGISLATION year, so be prepared for some debate on the need for modifications, additions, or deletions to our Code of Regulations (Preamble, Goals and Objectives, Glossary, Part 2, Part 4, Part 5, Part 6 and Appendix D of the USMS Rule Book.) Please attend any committees that interest you and feel free to contribute your ideas. *You are strongly urged to attend the Open Forum on the Legislation Proposals Thursday afternoon.* There are no conflicting meetings during this time.

You will be electing new officers at this convention. A candidates forum, nominating speeches, background material available in the Hospitality Suite, a picture display, and informal opportunities to get to know the candidates will be available. Please take advantage of these opportunities.

For the benefit of all delegates, we will have a presentation of Roberts Rules of Order by our Parliamentarian, Jim Wheeler, at the first session of the House of Delegates. These rules will be in effect for all meetings and everyone needs to be aware of how our meetings will be conducted.

Our committees have been busy this year, as you will see from reading the enclosed reports. Many of their ideas, projects, and proposals are exciting and energizing. For me, the convention is truly a time of renewal and inspiration. You all make that happen year after year; it never fails. It is an honor and a privilege to have led this organization for the last four years. I have taken this responsibility seriously and I have thoroughly enjoyed serving all of you and this extraordinary organization.

I look forward to our time together in Dearborn!

Nancy Ridout, President
United States Masters Swimming

USMS NATIONAL OFFICE

Executive Secretary – Tracy Grilli

It is very hard for me to believe that I am finishing up my 5th year as the Executive Secretary. Boy...time flies when you're having fun!!! I have found that running the National Office is one of those kinds of jobs where you can't always keep to the schedule that is planned for the day. I usually start of each morning with the answering of e-mail (50-60 per day) and then the rest of the day kind of "takes off" from there and next thing I know it is time for supper.

Over the years since I have been in this position, the National Office has become much more efficient. This is very much due to the popularity of the Internet - increased use of email and the availability of information on various websites, including our own at www.usms.org. Inquiries coming in are quickly answered or pointed in the right direction. Thank you Webmaster Jim and all the LMSC Webmasters who continue to keep our National and Local websites updated. I would also like to thank all of you out there who I have referred people to for answers to questions that I could not answer.

Good communication is our goal and we want to provide information that will assist everyone from the National level to the local level. Streamlines... from the National Office (Quarterly National Office Newsletter) is now being sent out via e-mail to anyone (who has e-mail) who is a member of the USMS Board of Directors, USMS Liaison, Special Assignment, Convention Delegate, Convention Attendee or LMSC Officer.

Building A Successful Masters Swim Club has been converted to a PDF File (thank you Bill Volckening) and is now available through our website to download and or print out for FREE! I would say that I have referred well over 50 people to this on-line booklet, who are interested in starting a Masters program in their area.

With less phone calls to answer and "snail mail" letters to write, more time is available and I have taken on some added responsibilities over the past year - Top Ten Subscriptions, Open Water Manual Sales, and LMSC Officer Database updates on the USMS website.

As you know, we are finishing up our second year as the administrators of the National Membership Database. Esther and I both thoroughly enjoy working with the LMSC Registrars and Treasurers and feel that we have made tremendous progress with all aspects of the registration process (see her report below). I have to say that Esther is an absolute GOLD MINE. She puts a lot of thought and effort into the maintenance of our database and has created some "nifty" reports that are designed to assist the LMSCs and USMS in understanding the "flow" of our membership. Thank you Esther, you are a real professional and a pleasure to work with.

Dee Lajoie, my office assistant for the last 2 years is headed off to Bentley College to major in Finance this fall. Dee was responsible for processing the mail, creating the National Record and All American certificates and inputting the numerous address changes that come in from SWIM Magazine. Thank you Dee! Hillary Robertson will be taking over where Dee left off and will be entering her Junior year at Londonderry High School this fall.

Lastly I would like to thank the members of the Executive Committee: Nancy Ridout, Jack Geoghegan, Jeanne Ensign, Betsy Durrant, Mel Goldstein, Lynn Hazelwood/Hugh Moore and Jeanne Crouse. It has been a pleasure to work for you over the last 4 years. I look forward to convention and would like to wish all the candidates (my future bosses) GOOD LUCK!

Database Administrator – Esther Lyman

Registration capture and recording has settled into a comfortable groove. We are still tinkering with the underlying systems for getting it in, getting it right, keeping it current, and maximizing the usability of our base of registration data going back to 1994. But the basic structure as we envisioned it is holding up and doing the monthly job(s). We can now polish the apple and extend some of the concepts.

Tracy and I have developed a good routine for reconciling between us, even when we get errors and omissions thrown at us from all sides. Not all these errors are the registrars' doing. The world is simply complicated and there will always be mismatches in information and people will do the unexpected. The large and medium LMSCs are almost all transmitting to us via Leo Letendre's program, and the ones too small to invest time and training in this have found

USMS NATIONAL OFFICE

Database Administrator Continued

ways to accommodate us by getting the data to us electronically. We have also developed good routines for reconciling with each LMSC.

The project to come up with a unique identifier for each swimmer over their competitive lifetime is ongoing and may not be finalized in an election year. We have, however, added a temporary identifier to all the current and previous years' registrations so we will be able to run reports to compare the composition (ages, location, etc) of the membership going back to 1994. Unlike the Growth/Retention reports which will be run automatically at year-end, these reports will be produced upon request for each LMSC, or large clubs. A few have already been done. They require some picking over of previous years' data before we can produce them (e.g. cities have to be spelled the same way), but this helps get the databases updated.

It is common for us within USMS to remind ourselves that we are mostly a volunteer organization. But make no mistake about it – it is staffed by very professional people who just happen to generously volunteer their time and efforts. Our job at the national office is to off-load them as much as possible to give them more time for swimming, coaching, and other pursuits in life.

USMS OFFICERS REPORTS

PRESIDENT Continued

On behalf of Vice President Jack Geoghegan, Secretary Betsy Durrant, Treasurer Jeanne Ensign, Past President Mel Goldstein, Zone Chair Lynn Hazlewood, and Legal Counsel Jeanne Crouse, I thank you for your support, kind notes, suggestions, problems to solve, and most of all, the opportunity to serve the organization we value so highly. For me, it has been an opportunity to emphasize a management style that incorporates a myriad of leadership skills, talents, and teamwork, an opportunity to represent USMS and exchange ideas with international Masters leaders and swimmers, an opportunity for personal growth and realization of previously unknown aptitudes, and not least of all, the chance to get to know so many of *you*, the "movers and shakers" of United States Masters Swimming.

After the convention, though I will remain a part of the USMS Executive Committee for the next four years, I plan to use the 20-30 hours a week I now spend on USMS business to give more time to my paying job, to train for a successful new year in a new age group, and to spend evenings with my husband instead of my computer and phone. I can't begin to tell you what a fantastic and exciting experience it has been to serve as President of this exceptional organization. I thank you for the opportunity.

Yours in friendship and with thanks,

Nancy Ridout, President
United States Masters Swimming

BOARD OF DIRECTORS MEETING AGENDA

Wednesday, September 12

4:15-5:45 pm

1. Welcome, Introductions, Updates
2. Report of the Executive Committee
3. Concerns of the Board of Directors
4. Legislation Proposals of Interest or Concern to the Board of Directors
5. Election Schedule and Procedures
6. Other

VICE PRESIDENT – Jack Geoghegan

As your Vice President and candidate for retirement from the USMS administrations, I wish to express in this forum my deep appreciation for the opportunity of working for and with all of you over the past 20- yes it is that long-years. Others of the Executive Committee will detail in fulsome manner the myriad things with which we have been involved, but, here, I would like to tell you what a pleasure it has been to experience the dedication and enthusiasm of so many individuals all over our country during those 20 years. What makes our sport unique is the self governing, something I hope we will never lose. Personally, I am gratified at the expansion of recognition of our non competitive members and the effort to bring value to their membership. Going forward the future of our sport lies in younger hands and yet some of the wisest words I have read in the many e-mails and discussion forums have come from the earliest of our leaders, June Krauser and Ted Haartz. I believe our Past Presidents- all of whom continue to serve our organization- are an unmatched resource. Change is inevitable and, for the most part, a good thing, but we must assure we do not "throw the baby out with the bathwater." Also, when we communicate, we must show respect for each other and differing opinions, even though we disagree with them. We are all involved in Masters governance for the betterment of our sport, and civility is never out of fashion and must always be used. Recently, it seems, some of us have forgotten the good lessons our mothers taught us. I apologize for this polemic, but, personally, I felt the need to say it and having had my day; will wish you ALL: good health, good friends, good times and most of all, great FUN in Masters swimming. I'll see you in the pool!

USMS OFFICERS REPORTS

SECRETARY – Betsy Durrant

I want to thank everyone for giving me the opportunity to serve as Secretary and for helping me out when I needed it. It has been a lot of work, but I have learned a lot and have enjoyed working with and getting to know so many different people. I especially want to thank Nancy Ridout and the rest of the Executive Committee. They are truly dedicated to the spirit of Masters swimming. And finally, without the help of Tracy Grilli, any USMS job would be harder and less enjoyable.

Something new this year ... the minutes of the Executive Committee meetings and conference calls are posted on the website. This was in response to requests for copies and seemed the best way to keep those who are interested informed about the issues.

In response to suggestions at the Sunday session after last year's convention, I have spent time this spring and summer in revising the Committee Report form to make it easier to find each report and to read it. I have also revised the convention evaluation (or exit survey), incorporating suggestions that were on last year's evaluation forms.

In gathering delegate names from LMSCs, I have compiled a list of new delegates to this year's convention. I passed the list on to Lynn Hazlewood and the Zone Committee who are setting up a mentor program for new delegates.

I look forward to seeing you at the convention.

TREASURER – Jeanne Ensign

As always, issuing reimbursement checks to you for expenses incurred on behalf of USMS has continued to be the most visible part of my work. I write checks as authorized by the Controller and in addition to reimbursements, I pay all other ongoing expenses as necessary. I monitor registration and other income received by the national office. I continue to invest cash reserves in accordance with the Financial Operating Guidelines. I oversee employee wages and contractor payments which are prepared by an outside agency. Your donations to ISHOF and the endowment fund are forwarded. During the year I responded to a number of questions from teams, Clubs and LMSCs regarding IRS exempt status and filing requirements. I reviewed pending contracts for financial considerations. I reviewed financial records prepared by the Controller documenting income and disbursements.

It has been a busy and interesting year as part of the Executive Committee as well. In addition to our monthly conference calls, we had a productive and informative meeting in The Woodlands in January.

Following consideration of USMS' financial position and activities, a recommendation from our internal auditor and from outside legal counsel, the Executive Committee recommended an audit of the 2000 financial statements by an outside CPA firm. The audit is in process, and the report, which is not yet available, will be presented at convention. The audit and accompanying management letter will help us proceed professionally and competently into the future.

On a personal note, this is my fourth report to you as treasurer - the end of my second term. I'm honored to have been elected an officer of this special organization and to have served USMS in this capacity. My respect is undiminished for the volunteers that do the work on every level and in all areas to keep our organization thriving. I am grateful for the commitment and dedication of my fellow Executive Committee members and appreciate the teamwork attitude that makes our work easier. I lost count of the times I missed my 5 am workout because I stayed up too late doing something for USMS (but I can swim tomorrow because I know my coach always gets up).

USMS OFFICERS REPORTS

ZONE CHAIRMAN – Lynn Hazlewood

My first year on the Executive Committee has largely been devoted to "catching up" on three years of activities. It was very interesting to learn about the inner workings of the committee, but, I have to admit, sometimes I have felt like I was coming in at the end of a 3-year conversation. I'd like to thank the other members of the committee for their patience and willingness to revisit topics they had already left behind them. I have found the current Executive Committee a truly collaborative effort, with all members having the opportunity (and the obligation) to participate in the decision-making process.

Aside from doing my Executive Committee work and tending to the operations of the Zone Committee, my major project this year has been to run the national election where we will be electing a new President, Vice President, Secretary, and Treasurer. The candidates come from all over the country and include established leaders who have already served on the Executive Committee as well as those coming up from leadership positions on national committees and zones. The quality of candidates across the board is very high and we can truly say that this is an election that USMS "can't lose." The candidate pictures, questionnaires, and resumes are in this packet beginning on page 53.

A by-product of running the election was my decision to push forward the idea of consolidating the Election Operating Guidelines. The history of our modern guidelines is contained in 9 different documents, beginning with the guidelines passed in 1991 in the House of Delegates. The original document was amended in 1992 and 1996. Since that time, Zone Committees have recorded changes directly in meeting minutes without bringing forward the original guidelines with amendments. The historical record can be viewed on the USMS web site at www.usms.org/admin/election01/eog/eoghhistory.pdf. The many hours spent by myself and the Zone Committee on planning of this election convinced me that we needed a blueprint to guide future elections.

I first created a document which contains a compilation of the 9 documents in one place. I started with the basic document and then updated it chronologically through the June 2001 minutes of the current Zone Committee. It has also been reorganized to make it easier to read and amend. The current document plus proposed amendments is in the convention packet beginning on page 71 and will be discussed at the Friday meeting of the Zone Committee.

PAST PRESIDENT – Mel Goldstein



This will be my last report to you as Past President and I want to take this opportunity to thank all of you who had confidence in me to elect me president which allowed me to also serve as past president on the USMS Executive Committee this past 4 years. United States Masters Swimming has been a very important part of my life and I have enjoyed serving in this executive capacity for eight years for this wonderful organization. I have met and made many friends and hope to be a source of information for future USMS Executive Committees. At this convention you will

elect a new administration that will take USMS to another level with new ideas and changes. I hope you give them the support you have given the current executive committee and me. My responsibilities on the USMS Executive Committee the past few years has been to interact and act as liaison to the USMS Championship and Coaches Committees. Both of these committees have been very active over the past year. I would suggest you read their convention report on their activities. Again thank you for the opportunity to serve you. I look forward to serving USMS in any capacity the new administration deems necessary.

USMS OFFICERS REPORTS

LEGAL COUNSEL – Jeanne Crouse

During the past year, your Legal Counsel encountered a wide variety of assignments as I worked with and for the Executive Committee, including but not limited to drafting contracts with sponsors and answering questions from officers and members on topics ranging from insurance issues and sanctions to privacy matters and other intellectual property questions. We also have continued our fine tradition of keeping our Officers out of jail and other legal troubles. Even more notably, no litigation has prevailed against our organization; in fact, none has been reported currently as pending.

This year brought a new challenge regarding our corporate structure. As Nancy explains in her President's Report, we have faced significant growing pains this past year as well as questions about our corporate form, some of which have resulted in legislative proposals that will be considered in due course under the procedures set forth in our rules.

We are a large and growing – indeed, vibrant – organization. It likely is time for us to evaluate the way that we conduct our business and consider methods to streamline and improve our processes. In order to give you – our delegates -- a foundation upon which to carefully consider these issues as our organization moves forward, I sought and obtained with the Executive Committee's approval a formal opinion from an independent counsel analyzing the legal framework on which our organizational structure rests. Simply put, the USMS corporate structure is legal and proper.

As background, much of this discussion began late last year after our annual convention. At the mid-year meeting, the Executive Committee authorized me to engage Ross Wales to provide our organization with a legal opinion on our structure as well as guidance on various issues that had been raised. Meanwhile, by early spring, the rhetoric not only had escalated, but the discourse from certain members had deteriorated to nearly uncivil levels.

For those of you unfamiliar with Ross Wales, his USMS bonafides are considerable: Ross is a partner in the Ohio law firm of Taft, Stettinius & Hollister LLP in Cincinnati, where he specializes in the laws governing non-profit organizations and other corporate issues. He is well versed in the USMS corporate structure. He also has served as the President of then-US Swimming, the President of U.S. Aquatic Sports, and the Honorable Secretary of FINA.

Ross thoroughly reviewed all of our corporate documents, the 2001 Rule Book, and applicable law. His conclusions:

- There is nothing illegal or improper about the way our corporation is structured.
- We have filed all of the documents that Ohio law requires.
- Ohio law does not dictate that we follow a specific open meetings policy.
- Finally, given our growth, it would behoove us to obtain external audits periodically, although such audits are not required.

The bottom line here is that we are not required by law to make any changes to our structure, policies or practices. That being said, our organization continues to grow, and we might wish to review certain issues at this time and consider codifying policies that until now have been unwritten (such as our policy favoring open meetings) or consider changing previously longstanding practices. For example, we should strongly consider formally incorporating Roberts' Rules (or some form thereof) into our Rule Book. Because we have grown, external audits probably should be performed periodically. And, notably, this might be an ideal time to begin to re-evaluate the various roles that our Board of Directors, House of Delegates, and Executive Committee play and to debate possible changes to or clearer definitions of those roles.

These are serious questions that could have a dramatic impact on the way we conduct our business and, therefore, are worthy of thoughtful deliberation. Let us now move forward through our legislative process to

USMS OFFICERS REPORTS

LEGAL COUNSEL Continued

identify those changes or codifications we might wish to explore this legislative year and those issues that we might want to save for later action or to study in greater depth.

In the event that we should ultimately decide as an organization to adopt any or all of the legislative proposals we soon shall consider, so be it. But our delegates should not feel rushed into precipitous or premature decisions for fear that Ohio law requires change, because it does not. Our organization is in compliance with Ohio law.

Ross' formal letter is included in its entirety (following this report) for your review. If you should have any questions about his letter or any other legal issue, as always, please feel free to contact me.

March 30, 2001

VIA TELECOPY and REGULAR MAIL

Jeanne M. Crouse
Legal Counsel, USMS
600 Marcia Lane
Rockville, MD 20851-1510

Re: United States Masters Swimming, Inc., Corporate Governance

Dear Jeanne:

You have asked me to respond to a number of questions relating to the Ohio Nonprofit Corporation Law, Chapter 1702 of the Ohio Revised Code. I have responded below to the issues you raise, as well as a few others raised in the materials you have sent to me. My responses are in part based upon my general knowledge of United States Masters Swimming, Inc. ("USMS"), my retention by USMS and its predecessor at the time of its incorporation in the 1979-1981 period, and my review of the materials you sent me, including correspondence to USMS from Thomas N. Tripp, a copy of Part Five of the most recent USMS Rule Book, the Articles of Incorporation as on file with the Secretary of State of Ohio, the most recent Statement of Continued Existence on file with the Secretary of State, and a number of e-mails exchanged among USMS members over the last few months.

It is sometimes difficult to separate the legal issues from the political issues raised in the correspondence. Often there is no right or wrong answer to political issues raised, and my responses to the legal issues below may do little to quell debate among USMS members. Hopefully, however, I can at least clarify the legal issues so that there is focus provided to the political discussion.

I should also point out that the Ohio General Assembly recently passed amendments to the Ohio Nonprofit Corporation Law, which Governor Taft signed on January 8 and which take effect April 9, 2001. While the amendments do not change any of my answers below, I will point out where those amendments may effect the analysis.

I shall first respond to your questions in the reverse order that you raise them. I will then proceed to respond to a few Ohio legal issues touched upon in the correspondence.

Does Ohio law require open meetings for nonprofit corporations?

No.

There is no provision in the Ohio Nonprofit Corporation Law which speaks to whether or not others, including members of the corporation, have the right to attend meetings of the House of Delegates, the Board of Directors, or any committee or other entity of the corporation of which they are not members. Nor am I aware of any common law requirement of open meetings.

Ohio does have an Open Meetings Act, codified at O.R.C. § 121.22. This lengthy statute applies to boards of county commissioners, school boards, state college boards and many other governmental bodies, including their respective committees, but it does not apply to private entities, such as USMS, which are incorporated under Chapter 1702.

The Open Meetings Act provides a number of exceptions, where a public body is allowed to go into executive session to consider a specific list of matters. Charitable organizations such as USMS might use the list of exceptions as a starting point to craft its own internal legislation regarding when meetings should be closed, but there is nothing that requires a private entity such as USMS to be open at all.

I personally favor an open meetings rule in an organization such as USMS, for many of the reasons articulated in Mr. Tripp's e-mail of January 3, 2001. I believe his rule proposed as Exhibit A to his November 27, 2000, letter to Nancy Ridout, however, is more complicated than it needs to be. Hugh Moore's comments in his December 30, 2000, e-mail are also worthy of consideration; Ohio and other states have spent an awful lot of time litigating issues such as whether a few members of any public body getting together socially violate the Act. Clearly USMS would want to carefully draft any legislation relating to open meetings so as to avoid those kinds of disagreeable arguments.

No organization wants to publically discuss matters of an obviously sensitive nature, such as discipline problems of employees, volunteers or athletes, details of contracts, or questions relating to litigation. I can also imagine that there could be other issues, that cannot be predicted, that could come up that would suggest that some secrecy should be involved. I agree with the concepts enumerated in the draft proposed by Mr. Tripp in Exhibit A to his November 27 letter, but I believe it is too lengthy and legalistic. I am partial to the language in the preamble to USA Swimming's Regulations which, adapted for USMS, would read:

All meetings of USMS, its LMSC's and committees, shall be open to all members of USMS except in those situations where by majority vote of the meeting body it is determined to go into executive session in the best interests of USMS (e.g., those relating to corporate or committee personnel or legal matters).

Jeanne M. Crouse
March 30, 2001
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Does Ohio law require USMS to keep its books and records open to members or others?

To a very limited extent.

Tom Tripp correctly states in his e-mail to you of January 9 that O.R.C. § 1702.15 requires that books and records of a corporation shall be open to members, but he seems to carry his point further than is appropriate. The statute states in its entirety:

Each corporation shall keep correct and complete books and records of account, together with minutes of the proceedings of its incorporators, members, trustees, and committees of the trustees or members. Subject to limitations prescribed in the articles or the regulations upon the right of members of charitable corporations to examine the books and records, all books and records of a corporation, including the membership book prescribed by section 1702.13 of the Revised Code, may be examined by any member or trustee or the agent or attorney of either, for any reasonable and proper purpose and at any reasonable time.

(A number of changes to the quoted language take effect April 9, but none of them affect this analysis.)

I do not believe the statute is as expansive as Mr. Tripp implies. “Complete books and records of account” suggest financial statements and records of who was paid what; it does not permit a member to look at every single piece of paper of the corporation relating to finances. The statute is intended to cover all minutes of the corporation, wherever kept. The second sentence indicates that a member may examine books and records, “including the membership book¹” which is elsewhere defined as the list of names and addresses of each member with dates of admission to membership and classes if members are classified.

Section 1702.15 is limited by its last clause, which states that examination of books and records may only be “for any reasonable and proper purpose and at any reasonable time.” This clause at least

¹Or “membership record” as the revised statute will say.

Jeanne M. Crouse
March 30, 2001
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suggests that, before documents are publicly aired, there must be a request, and the request must state a purpose which is deemed by someone to be reasonable and proper. Courts have interpreted similar language to require some level of legitimacy by the person seeking the records, and I do not believe the good intentions of the seeker is enough.

Section 1702.15 must also be read in conjunction with Section 1702.11, which comments on the types of provisions which may be included in the code of regulations of a nonprofit corporation. In particular, Section 1702.11(A)(4) states that such regulations may include provisions with respect to the rights of members, how members vote,

and, in the case of charitable corporations, limitations upon or regulations governing their right to examine the books and records of the corporation....

Historically this provision has allowed a charitable organization to properly determine not to allow donors' names which are listed among "books and records" be available for examination by members by so stating in the corporation's code of regulations. The current amendments delete the phrase "in the case of charitable corporations," thereby suggesting that any nonprofit corporation is free, notwithstanding O.R.C. § 1702.15, to adopt regulations limiting members' rights to examine the corporation's books and other records,

As broad as the definition of "books and records" may be, it is not as broad as Mr. Tripp argues, and it certainly does not extend to e-mail communications among members of the Board of Directors of the corporation, even when individual members of the Board send blanket e-mails to all of the other members of the Board.

Again, Ohio has a Public Records Act (primarily O.R.C. § 149.43, but involving other provisions as referenced therein), which is much broader than section 1702.15, and which, like the Open Meetings Act, applies only to governmental entities. There is a provision in O.R.C. § 149.431 which applies to nonprofit corporations that enter into contracts with federal or state governmental entities, but I do not believe USMS fits that description.

There was a suggestion in the e-mails I reviewed that there may be minutes of some USMS meetings that were never created, and some which may have been generated but were not shared beyond a very small circle. I would recommend that USMS do its best to have the Board and every committee, as well as the House of Delegates, take minutes of all duly called meetings, and maintain those minutes at a centralized location. Of course, these minutes do not need to be verbatim transcripts or even begin to reflect everything that everybody said, but they should reflect what motions were made

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and the result of all votes. Indeed, it can be argued that until the action is reflected in the minutes of the corporation, it never occurred. All USMS minutes should be retained in a single location and be accessible to a member for a proper purpose. It may be that putting such minutes on a website is a good solution, but it is by no means legally required.

Is the payment of compensation to two volunteers, presumably as payment for work previously and concurrently done for the corporation, in accordance with Ohio law?

Yes. The answer to the question is simple, but it may be the wrong question.

There is nothing in the Ohio Nonprofit Corporation Law that prohibits payment of any sort of compensation to any individual, reasonable or unreasonable, for services in the past or contemporaneously with payment. An Ohio nonprofit corporation, however, need not be a charitable organization, exempt from taxation and to whom contributions are deductible under the United States Internal Revenue Code. In order to maintain its status as a tax exempt organization under section 501(c)(3) of the Code, USMS must be careful not to benefit individuals.

The private inurement concept relating to charitable organizations under U.S. tax law is also captured in the Amended and Restated Articles of Incorporation of USMS, Article Fourth, which states in part:

No part of the net earnings of the Corporation shall inure to the benefit of or be distributable to its members, directors, officers or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article III hereof.

Payment of reasonable compensation for services rendered to USMS is not contrary to the Articles or the Internal Revenue Code. Clearly, USMS can agree to pay Messrs. Volckening and Matysek a reasonable wage, salary or honorarium for services rendered.

Even the fact that payment was made after-the-fact as a compensatory thank you for services previously rendered to USMS should not jeopardize USMS's exempt status or be considered to be prohibited private inurement, so long as the total compensation received was reasonable.

Mr. Tripp argues in his letter to you of November 27, 2000, that the decisions to compensate violate the Financial Operating Guidelines, and that the Professional Management Guidelines were not

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properly adopted. I have seen neither of these, and do not know how they may have been adopted, so I am unable to say with any degree of certainty whether USMS followed its own rules.

Should USMS's corporate structure be changed, and do its Articles of Incorporation need amendment?

It is not necessary for the structure to be changed, but it may be desirable to do so.

In his letter of January 11, 2001, Mr. Tripp makes a number of confusing assumptions and inaccurate conclusions. Rather than try to navigate through his narrative, let me just state as follows:

Ohio Revised Code section 1702.30(A) states in part:

Except where the law, the Articles, or the regulations require that action be otherwise authorized or taken, all of the authority of a corporation shall be exercised by or under the direction of its trustees.

“Trustees” is defined at O.R.C. § 1702.01(L) to mean “the persons vested with the authority to conduct the affairs of the corporation irrespective of the name by which they are designated.”

In the original Articles of Incorporation filed with the Secretary of State of Ohio on April 19, 1979, under the name Masters Swimming Committee of the AAU, Inc., the names and addresses of the Initial Directors (“Trustees”) were listed, as O.R.C. § 1702.04(A)(4) then required (and will continue to require until April 9, 2001). Although I do not have copies of the USMS minutes from 1979-81, the normal progression would be for the Initial Directors to adopt an initial code of regulations which would have created a House of Delegates. I suspect that this was done at the 1979 AAU Convention in Miami Beach or at the latest at the first USAS Convention in Snowbird, Utah, in October of 1980.

I do have copies of the Code of Regulations of Masters Swimming Committee of the AAU, Inc., as it appeared at section 230.3 of the 1980 AAU Swimming rule book. The Board of Governors was the name then given to the voting members of the corporation, and the Board of Directors was the entity with “the authority to act for the corporation between meetings of the Board of Governors.” The responsibilities of the Board of Governors were enumerated then and were virtually identical to those responsibilities enumerated for the House of Delegates now at section 504.2 of the USMS Code.

One of the actions taken in Snowbird in 1980 was the vote by the Board of Governors to change the name to USMS; this action required the amendment of the Articles, which was accomplished by the Amended Articles filed April 20, 1981, with the Secretary of State.

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The Initial Trustees listed in the original Articles of Incorporation, would have no authority after a new Board of Directors was elected by the Board of Governors in 1979 or 1980.

Neither would anything need to be filed with the Secretary of State of Ohio to reflect USMS's current structure, no matter how much it has changed since 1979. Section 1702.04(A) of the Ohio Revised Code lists what **must** be filed with the Secretary of State: name, office location, purpose, and initial trustees. Section 1702.04(B) states that the articles may include other information, but usually that information is found in the code of regulations, which is Part 5 of the USMS rules.

I do not accept Mr. Tripp's assertion that section 504.2 delegates the power to act for USMS to the House of Delegates. Article 504.2 does list a number of specific powers that the House of Delegates has, but so too does Article 506.4 indicate that the Board of Directors has the authority to act for USMS between meetings of the House of Delegates.

Ohio law does not dictate whether the Board of Directors, the House of Delegates, or some other entity governs, controls, or has power or authority to exercise over the corporation, nor should it necessarily. When I spoke to Mr. Tripp in early January, he made it sound as if at some point USMS had determined that the Board of Directors was going to be powerless and that all decisions affecting the corporation were to be made by the House of Delegates. Nothing in Ohio law would prevent that from being the case, but my review of his correspondence and the Code of Regulations suggests that no such decision has ever been made. I would compare what I see in the correspondence to the situation in most for-profit corporations. General Motors, for example, has a Board with the power to control the corporation, but it also has an annual meeting of shareholders who can, and sometimes do, enact resolutions contrary to what the Board of Directors desires. The House of Delegates is a similar entity, meeting once a year, with the authority to second guess virtually anything that the Board of Directors has done in the last year, if it can merely muster a majority.

Although the general rule in Ohio could be construed to be that the board of directors of a nonprofit corporation has all authority of that corporation, O.R.C. § 1702.30(A) makes clear that the general rule can be modified by "the law, the articles, or the regulations". Clearly USMS has crafted its regulations over many years, and the authority of USMS is as Part 5 states it is. Mr. Tripp is incorrect in suggesting that the articles or the regulations must be amended to comply with Ohio law.

The more I have heard about the functioning of the Board of Directors, the more I do question its utility. If the Board is not meeting during the year except at Convention, it may be desirable to delete it and either call the current Executive Committee the Board or not have a Board at all. Either would be legal, although there is nothing illegal or improper about the way the Board is structured now.

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Is it necessary for the Board of Directors to meet after the House of Delegates to ratify its actions?

No.

I share Mr. Tripp's confusion, expressed in his letter of January 11, regarding the Board of Director's meetings to ratify actions of the House of Delegates. There would seem to be no need for the Board to do anything regarding actions taken by the voting membership, although there may well be reasons to meet to take other actions that were not considered by the House, presumably because they are not set forth in section 504.2.

Does USMS hold too much in reserve, thereby creating a tax problem?

No, I don't think so.

There could be a number of Internal Revenue Code issues relating to where USMS raises its revenues, and how it spends them. I don't wish to suggest that I have done a complete audit of the finances of USMS or even know its financial position. I would urge USMS to have an audit of its financial statements performed, if not yearly at least every few years, by a certified public accountant. I am also sure that USMS files a Form 990 with the IRS every year, and that the IRS is generally aware of the finances of USMS.

That having been said, I am virtually certain that having funds in reserve is not an issue that in and of itself should be of concern. I currently serve on the Board of a charitable organization that has approximately eighty million dollars (\$80,000,000.00) in reserve and has for a number of years. So long as the reserves are held for the charitable purposes of USMS, the mere existence of growing reserves should not be a problem.

Should there be a provision in the USMS Rules that all meetings shall be conducted in accordance with Roberts Rules of Order?

I think so. That doesn't mean that Robert's Rules trumps everything else, but it does give a person the knowledge that if things get out of hand they will be brought back into order in accordance with a set of procedures that aren't arbitrarily set by a dictator. The rule should allow for exceptions

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when the rules themselves say to do things differently, and of course Robert's Rules can always be suspended in accordance with Robert's Rules.

I generally agree with Mr. Tripp's suggestion in his letter of November 27. I would modify his suggested language only slightly so it would read:

At all meetings of USMS, its LMSCs and committees, Robert's Rules of Order shall be the governing procedural rules, unless otherwise modified in these regulations.

* * *

Please feel free to contact me with any questions. So there is no misunderstanding, I should add that I'm not anxious to join anyone's e-mail address list, and I think questions to me would be more expeditiously addressed if they came only through you or the President rather than a number of individuals.

Sincerely,

Ross E. Wales

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USMS COMMITTEE CHAIRMEN REPORTS

CHAMPIONSHIP – Sandi Rousseau

The Championship Committee has assisted Santa Clara Swim Club in hosting the Short Course National Championship Meet in Santa Clara, CA, and Pacific Northwest Association of Masters Swimmers in hosting the Long Course National Championship Meet in Federal Way, WA. Attendance at these meets was 1850 and 954 swimmers respectively.

We have continued to increase our usage of the on line entry system and achieved 45% internet entries for SC and 55% internet entries for LC. Utilization of the on line system continues to decrease the percentage of entrant errors and assists the meet host in smoother and less time consuming entry processing.

Santa Clara was the first national meet since the very early days of USMS at which we deck seeded the entire meet. With a lot of preparation and a skilled host group to try this with a large number of entrants, the meet flowed very well. There was time saved each day, there were fewer swimmers missing from the heats, and, therefore, the heats were more competitive. General acceptance was good with the major complaint being difficulty in tracking who was swimming in what lane and in which course. An analysis of the estimated time savings for both SC and LC will be completed prior to convention.

The committee is exploring ways to make deck seeding more palatable to the audience. We are also continuing to discuss alternatives for enhancing both the competition aspects for our national meets as well as controlling the meet length and still allowing participation by all USMS members.

To implement strategies delineated in the Strategic Plan, we have updated and improved our facility listings and contact personnel for all potential competition pools within the United States. This has assisted us in seeking out additional facilities for our championship meets. With the elimination of mandated meet rotation in 2000, we have seen a significant increase in the number of bid packet requests from varied areas of the country. We have continued to foster our liaisons with national sponsors and increase their exposure at national championships. We have also continued to foster good working relationships with officials within USA Swimming.

Meet liaisons are currently working with Hawaii Masters and Ohio Masters regarding the 2002 Short and Long Course National Championships in Honolulu and Cleveland respectively. While the bids for 2003 have not been turned in by the time of this report, with more requests for bid information than in recent years, we expect receipt of several excellent bids for 2003.

Thursday, September 13th - 3:30-6:20 pm **AGENDA**

1. Introductions / Conduct of the Meeting
2. Discussion of Bids for 2003 Short and Long Course National Championships
3. Emergency Rules Proposals
4. Legislative Proposals
5. Review of 2001 Short Course Championships – Santa Clara, CA – Barry Fasbender
 - 1650 / Relay Swimmers
6. Review of 2001 Long Course Championships –Federal Way, WA – Sandi Rousseau
7. Update on 2002 Short Course Championships – Hawaii – Janet Renner / Sandi Rousseau
 - Approval of Award Designs / Computerization Plans
8. Update on 2002 Long Course Championships – Cleveland, OH – Pieter Cath / Paul Windrath
 - Approval of Award Designs / Computerization Plans
9. Review / Update of Championship Policies / Procedures / Meet Issues
 - Date Requirement for 19 year olds' entry into Nationals
 - Lifeguard Requirements
 - Liability Release / Safety Waiver Signage
 - Deck Seeding vs Confirmed Seeding
 - Deck Seeding Evaluation
10. Discussion of Committee Recommendations to House of Delegates
 - Information Sheet to HOD

USMS COMMITTEE CHAIRMEN REPORTS

CHAMPIONSHIP continued Friday, September 14th – 9-10:20 am AGENDA

1. Analysis of House of Delegates Attendees at Nationals – Jerry Clark
2. Rules Proposals for 2002
 - Committee Selection of Site
 - Order of Events
 - Date Change for On Line Entries
3. Goals for 2002 and Beyond
 - On Line Bid Packets
 - Other

Friday, September 14 - 6:45 – 9:00 pm AGENDA

1. Championship Bid Presentations at House of Delegates
-

COACHES - Scott Rabalais

The thrust of the Coaches Committee over the past year has been to understand more about our coaches with respect to compensation and with the assessment of coaching in our LMSCs. Through such information, the Coaches Committee hopes, in the long run, to improve the level of Masters coaching for swimmers in USMS.

Through our Coaches Committee members and the LMSC coaching representatives, a report has been created detailing coaching activity and needs in various LMSCs. Though not all LMSCs were reported, there is valuable information in the report that will give our committee a wide scope of coaching as it stands in USMS today. This report will be presented in the Coaches Committee meeting in Dearborn.

The financial compensation survey, circulated through the Coaches Committee Quarterly, brought together useful information in understanding the general “market value” and professionalism of the Masters coach. Unfortunately, no Masters coach reported having hit the \$1 million/year earnings mark. However, it is rumored that a few coaches did get off of food stamps during 2001. The complete results of the survey were detailed in an issue of CCQ, and will be presented again at convention.

Masters coaches remain a large group, with over 900 USMS members reporting themselves as coaches. The idea of offering a stand-alone “school” for these coaches on an annual basis, that would cover both the business and training sides of Masters coaching, will be discussed at the convention meeting.

Camps and clinics continue to be offered to USMS members, and the Coaches Committee plays leading roles in several types. The Olympic Training Center camp in February was staffed by Masters coaches selected by the committee, while Mentor Coach and Open Water Clinics continue to be offered around the U.S.

The Committee continues to share its educational resources through the “Ask the Coach” articles in *SWIM Magazine* and its own newsletter publication, *Coaches Committee Quarterly*. Both the articles and the *Quarterly's* dispense information in a question-and-answer format. Programs such as the Video and Book Libraries and the Snooper Loan Program also serve the educational pursuits of Masters enthusiasts.

On-deck coaching has been available during warm-ups at National Championship meets and will be at convention workouts. The Committee wishes to continue its International Coaching Program in New Zealand at the 2002 World Championships. The plans call for three coaches to be sent to NZ to assist any USMS swimmers who so desire.

USMS COMMITTEE CHAIRMEN REPORTS

COACHES Continued

With the recent circulation of e-mails on the topics of marketing and growth in USMS, the majority seem to believe that by improving the local opportunities in Masters swimming (coaching, facilities, etc.), then USMS as a whole will grow. In the months and years to come, it is expected that coaches will play an important role in the development of our organization.

With regard to USMS's Strategic Plan, the Coaches Committee has established or continued programs that support its ideas. Particularly with regard to Strategy #6, the above-listed programs are in full alignment with the five points/actions listed in the Plan.

Thursday, September 13th – 3:30-4:50 pm AGENDA

1. Welcome and Introductions
2. Four Fine Years (by Chairman Rabalais)
3. Coaching in our LMSCs
4. Clinics, Camps & Schools
 - Mentor Coach and Swimmer Clinics
 - Open Water Clinics
 - Olympic Training Center Camps
 - Masters Coaching School
5. Education and Information
 - Coaches Committee Quarterly
 - Ask the Coach
 - Video and Book Libraries
 - MACA/ASCA
6. Coaching Programs
 - International Coaching Program
 - Snooper Loan Program
 - On-deck Coaching
7. Recognition
 - Coach of the Year Award
8. Financial
 - Discussion of 2002 budget
9. Other Business
10. New Business
11. Adjourn

COMMUNICATIONS – Hugh Moore

This has been a year of transition for the committee. The name of the committee was changed at last year's convention from "Computer Online" to "Communications". The committee's emphasis was also changed, from overseeing the USMS website, to providing guidance for communication. The website continues to be a major part of the USMS communication infrastructure. However, there are many other areas that we are also considering.

During December and January, Jim Matysek was exceptionally busy moving the USMS website to a new server. As normally occurs during such a move, numerous unanticipated problems popped up. However, due to Jim's experience and effort, he was able to quickly resolve the problems. I suspect that most website users were not aware that the change of servers occurred.

As committee chair, I have worked with Jim to help prioritize the lengthy list of requests for projects that he has received. Jim has made excellent progress on these tasks. If anyone has additional requests for projects to be added

USMS COMMITTEE CHAIRMEN REPORTS

COMMUNICATIONS Continued

to the website or if you'd like to know an estimated completion date for previous requests, please plan on attending the Communication Committee meeting or send me an email prior to convention.

Bill Volckening continues to provide excellent editorial support for SWIM Magazine. I feel that most USMS members appreciate the quality of SWIM.

There are many forms of communication within USMS. Tracy and Esther have done an exceptional job of maintaining address lists and email distribution lists so that the Executive Committee or the National Office can quickly contact members of the Board of Directors or convention delegates. We are working on methods to create and efficiently maintain other similar lists (e.g. LMSC officers, LMSC newsletter editors, LMSC registrars).

In short, the committee would like to provide tools to aid in the various communication areas within USMS. If you have any ideas to help improve communications within USMS, please plan on attending our committee meeting. We welcome new ideas.

Thursday, September 13th 5-6:20 pm AGENDA

1. Introductions (5 minutes)
 2. WebMaster Report (15 minutes)
 3. SWIM Magazine Editor Report (10 minutes)
 4. SWIM Editorial Calendar for 2002 (10 minutes)
 5. National Office Communications (10 minutes)
 6. Email Distribution lists (10 minutes)
 7. LMSC Communications (10 minutes)
 8. Tasks for upcoming year and beyond (10 minutes)
-

CONVENTION – Michael Heather

No Report – we do it all at convention.

Wednesday, September 12th - 6-6:30 pm AGENDA

1. Hospitality suite organization
 2. Certification table
 3. Reports, printing and distribution; electronic media
 4. Meeting setup reviews
 5. New business
-

FINANCE - Doug Church

The Finance Committee has dealt with several overbudget requests since the end of the last convention. In addition, the Finance Committee received proposed revisions in both style and substance to FOG from the Ohio LMSC as well as changes proposed by our Controller, Cathy Pennington. These proposals have been distributed to members of the Finance Committee in advance of Convention and are following this report for review by all delegates. They will be discussed and considered during meetings of the Finance Committee at convention. Budget submissions are being received and prepared for the initial budget submission during convention.

USMS COMMITTEE CHAIRMEN REPORTS

FINANCE Continued

PROPOSED AMENDMENTS TO FOG

Submitted by: Ohio LMSC

TITLE: Financial Operating ~~Guidelines~~ Rules
Change to "Financial Operating Rules" (FOR)

Rationale: It is proposed that USMS change its Financial Operating Guidelines to Financial Operating Rules. With over \$900,000 in our accounts at various times and with the increase in size of USMS and the complications and responsibilities that result from that growth, USMS needs to ensure fair, open, and fully accountable financial operating rules. The word "guidelines" can indicate an opportunity to ignore these operational requirements just at the moment when they should not be ignored. Written rules are like good fences; they keep us within our own intended bounds and keep us away from making momentary, hurried, and potentially bad decisions.

I. PURPOSE

Amend the Purpose section:

The purpose of the Financial Operating ~~Guidelines~~ Rules ("FOG" "FOR") is to list and maintain in one place all of the ~~operating~~ financial policies, and procedures and rules ~~currently in existence in~~ for United States Masters Swimming, Inc. ("USMS"). ~~FOG~~ The FOR will shall be the responsibility of and updated by the Finance Committee, with the approval of the House of Delegates, on an annual basis. Approval of and amendments to the FOR shall be in accordance with Parts 5 and 6 of the United States Masters Swimming Code of Regulations and Rules of Competition. Copies....

Rationale: The FOR and any changes to it should be the responsibility of the Finance Committee and approved by the HOD. Ultimate authority over the receipt and expenditure of USMS funds rests in the HOD (article 504.2.5). Elevating the FOR to formal status in the Rule Book places this responsibility before the HOD in the same manner as our other rules and regulations.

II. BUDGETING

Amend section A:

- A. Prior to and during each annual USMS convention, each member of the Board of Directors and the chair of each committee ~~assembled during the annual convention~~ shall submit written requests for budget allocations to the Finance Committee. Each request shall be detailed in both dollar amounts and categories of expenditure.

Rationale: The lined-through language is probably inappropriate. Whether a committee chair or cost-center head is present at a USMS convention should not have any bearing on the budgeting process.

As our organization grows and our budget becomes both bigger and more complicated, USMS needs to establish detailed categorized budgeting in order to understand both the subject matter of each facet of each budget request and its specific dollar amount. A detailed budget will also help define, when additional funds are sought, if the request is an over-budget situation; that is, if the category or subcategory of expense has been approved by the House of Delegates, or if a request is for new funds. Finally, a detailed budget will aid in future year budgeting by offering an accounting of which specific funds were requested, which were allocated, and which were spent, for comparison with the next year's budget.

In order to make the first year's detailed budgeting (2002) easier, the controller shall create a categorized detailed budget based on the categories and amounts that have been expended during fiscal year 1999, the last full-year budget that will be available for the 2001 USMS convention. This example and template will be made available to each cost-center head to help expedite the learning process and make the 2002 budgeting process move more smoothly.

Add new sections D, E and F:

USMS COMMITTEE CHAIRMEN REPORTS

- D. Requests for funding made at any time after a budget is approved by the House of Delegates, for new funds in an existing or new category, to be spent prior to the next budgeting process, shall be considered in the following manner:
1. A detailed request, showing, at a minimum, the category for which funding is requested and the amount, shall be forwarded to the chair of the Finance Committee.
 2. The chair shall distribute the request to the controller, and the Finance and Executive Committees if the amount requested is under \$5,000, and also to the Board of Directors if the amount is \$5,000 or more.
 3. After discussion of both the subject matter and the amount, the requested funding may be approved by the controller and a majority of the members of the Finance Committee and the Executive Committee, in that order, if the amount is less than \$5,000, or if the amount is \$5,000 or more by the controller and a majority of the members of the Finance Committee, the Executive Committee and the Board of Directors, in that order.
- E. Requests for spending authority in excess of the amount approved by the House of Delegates in existing line items, for funds to be spent prior to the next budgeting process, shall be considered under Section V, OVER-BUDGET PROCEDURES.
- F. A written report shall be made to the House of Delegates upon presentation of each annual budget, of all new funding and over-budget spending accomplished under Section II D and E, and Section V since the last annual meeting.

Rationale: Sections D and E outline the relationship between new funding requests and over-budget requests. Currently, there is a void in the FOG/FOR regarding new funding and Section D remedies this void. The requirement of a written end-of-year report of new or over-budget spending above the level approved by the HOD in its annual budget ensures the House can successfully engage in its oversight responsibilities (Article 504.2.5).

VI VENDORS, OUTSIDE CONTRACTORS, BID PROCESS, AND VENDOR PAYMENTS INDEPENDENT CONTRACTORS, AND EMPLOYEES

Rationale: The title should be modified to reflect the three entities with which this section deals.

(Introduction: Reinstate a program for hiring employees and independent contractors, using the old FOG and the professional management guidelines (PMG) as a base. First, and most important, legally, we need to separate employees from independent contractors in all cases, with a provision and process for each type of relationship. This is necessary for tax, worker's compensation, liability, employment law, and supervisory considerations.)

New Section C.:

C. Independent Contractors Providing Personal Services

1. Budgetary approval and a job description must be in place prior to soliciting bids to engage an independent contractor. After an independent contractor has been hired, the spending and contracting entities shall submit all documentation of both the bidding process and the contract to the controller.
2. Independent contractors who are to be paid \$1,500 a year or more, or \$2,500 or more for an individual project, shall be chosen by a search committee created for that purpose. This committee shall be created by the president, with the consent of the Executive Committee. A search committee shall be composed of at least three and no more than five members and shall include at least one member of the Executive Committee, the chair of the committee that would oversee the independent contractor, and one other member of the Board of Directors. The composition of the search committee shall be the final decision of the Executive Committee. The committee may use consultants if specific expertise is needed to determine and assess the qualifications and credentials of technical contractors.
3. A minimum of three competitive bids is required before entering into a contract for \$1,500 a year or more, or \$2,500 or more for an individual project, with any independent contractor. All contracts shall be approved by the search committee. The president or the president's designee shall be the contracting authority and shall act with the consent of the Executive Committee. If fewer than three bids are received, the reasons why shall be investigated and the request for proposals may be rewritten to encourage additional bids. If, after investigation and revisions, three competitive bids are not received,

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- then the president or the president's designee, with the consent of the Executive Committee, may let a contract from those bidders who have offered the service sought at reasonable and responsible cost. The hiring of outside legal counsel shall be excepted from the requirements of this section.
4. Independent contractors who are to be paid less than \$1,500 a year or less than \$2,500 for an individual project may be contracted for, with the consent of the Executive Committee, by the president or the president's designee, on an application or interview basis, and multiple competitive bids shall not be required. An open solicitation of bids or applications shall be required.
 5. Proposed contracts or agreements shall be reviewed by the chair of the Finance Committee or the chair's designee, and the legal counsel, prior to execution.
 6. It is not required that the low bid be accepted. However, if the low bid is not accepted, then the reasons and rationale supporting the choice of another bid shall be presented, for the record and in writing, by the Executive Committee to the controller. Further negotiations are permissible, prior to a contract being executed between a successful bidder and the Executive Committee in an attempt to improve a contract for the benefit of USMS.
 7. Multiple year contracts are permitted so long as full budgetary consideration is taken of the financial obligation incurred.

New sections D, E and F:

D. Employees

1. Budgetary approval and a job description must be in place prior to soliciting applications to engage an employee. After an employee has been hired, the Executive Committee shall submit all employment documentation to the controller.
2. Employees shall be hired through an application and interview process conducted by a search committee. The search committee shall be composed of at least three and not more than five members, not more than two of whom shall be members of the Executive Committee. All employees shall be hired by action of the president or the president's designee, with the consent of the Executive Committee. The terms of a proposed hiring shall be reviewed by the chair of the Finance Committee or the chair's designee, and the legal counsel, prior to execution.

E. Notice

Solicitation of applications for either independent contractors or employees shall be required. Such notice shall contain, at a minimum, a job description, a salary or funding range, an application procedure and, if reasonably determinable, a date by which services will commence. Publication of notice shall be placed, at a minimum, in the official USMS publication, on the USMS Website, and in the USMS newsletter.

F. Emergency Hiring or Contracting

If circumstances develop in which immediate compliance with these guidelines would not be in the best interest of USMS they may be waived by a majority vote of the board of directors. Once the emergency has passed the hiring/contracting provisions set forth herein shall be complied with regarding any new or replacement employees or independent contractors engaged during the emergency.

Rationale: Currently, USMS has given all hiring/contracting authority, for both employees and independent contractors, to a single person, the president or the president's designee, through the Professional Management Guidelines (PMG) and the recently amended FOG. The agreement by which an employee or independent contractor is engaged is subject to review by someone from the Finance Committee, but approval for the actual hiring/engagement is not required from anyone. To ensure consistent, fair, and open hiring practices and that no appearance of impropriety or favoritism in hiring is possible, and to ensure broad support for our independent contractors and employees, the input of various sectors of USMS should be sought, and checks and balances should be in evidence. When hiring employees or signing any contracts on behalf of USMS, approval of the entire Executive Committee should be a requirement, along with a substantive review by the Finance Committee chair or the chair's designee, and the legal counselor, prior to execution of any contract.

As the PMG and FOG stand, in the case of positions paid \$5,000 or less there are no measurable or even open requirements for the performance of the hiring/contracting function. For positions receiving compensation greater than \$5000 there is an announcement and undefined interview process only; no additional requirements are stated and multiple applications are not required. The process is left to the Executive Committee's choice. Competitive bidding by independent contractors and multiple applications for employment positions ensures an open process in

USMS COMMITTEE CHAIRMEN REPORTS

which all potential contractors/employees have an equal opportunity to win bids/jobs and where USMS has an opportunity to obtain the best services for the least cost.

The Executive Committee, already burdened with the responsibility of operating USMS, should not be further burdened with the preliminaries of our hiring/contracting duties as well. The burden of this obligation was one of the reasons given by the Executive Committee last year as to why they felt it necessary to waive the PMG immediately upon passage. Thus, in the first case where the guidelines were intended to be used for a job paying more than \$5000, they were not employed. Job descriptions were not created and, as of this date, job descriptions still do not exist for the SWIM Magazine Editor position or the Webmaster position. Without job descriptions performance evaluations will be difficult as there are no standards against which to measure performance. The Executive Committee used the same 'burden' argument when eliminating the use of any competitive process for positions being paid \$5,000 or less. The use of search committees to open up and spread these duties out and to engage technical assistance when necessary is a logical step in the hiring/contracting process, especially if, as is apparently the case, USMS foresees more paid positions being necessary. The search committee approach is offered to resolve our legal exposure, our need for expertise and checks and balances, and the time constraints of our officers. (Note 1)

XII. MISCELLANEOUS

- A. The giving of ~~memorial~~ gifts or awards is appropriate and consistent with the purposes of USMS and shall be encouraged. Such gifts or awards shall not exceed \$200 in value.

Rationale: Remove the word "memorial," since it means the person being honored is deceased, and the deceased rarely have a need for things of value. This does not suggest we cannot honor deceased members of USMS; we are just broadening our giving of gifts or awards to both living and deceased USMS members. Limit such gifts and awards to \$200. Currently there is no limit on the amount or nature of gifts or awards. An open-ended policy may encourage or enable future chance for mischief without some level of constraint and guidance.

New Section B, renumber existing B, C and D as C, D and E.

- B. Volunteer members of USMS shall not receive any salary or other compensation for their services; this does not preclude a member from receiving reimbursement for any expenditures necessitated or authorized in the performance of any authorized or assigned duty. This prohibition does not preclude any volunteer member from becoming an employee of or from independently contracting with USMS to provide goods or personal services.

Rationale: Prohibits payments to volunteers and requires that all payments for goods and personal services by USMS be contracted for before the fact.

- D. Reword and renumber as E:

- D. E The President or the President's appointee designee shall negotiate contracts or agreements between USMS and sponsors and vendors, independent contractors and employees for goods or services, with the consent of the Executive Committee. For vendors, for which budget approval has been must be obtained pursuant to Section VI prior to solicitation of bids. Proposed contracts or agreements shall be reviewed by a representative of the Finance Committee, appointed by the Finance Committee Chair, the chair of the Finance Committee or the chair's designee, and the legal counsel, prior to execution. Multiple year contracts are permitted so long as full budgetary consideration is taken of the financial obligation incurred.

Rationale: Negotiation of contracts for employees and independent contractors for personal services will now be governed by Section VI. Contract negotiations for vendors and sponsors will be governed by this section and will be performed and executed by the president or their designee with the consent of the Executive Committee and reviewed by the Finance Committee and the legal counselor. Change the word "appointee" to "designee" for consistency in the use of this term.

Melinda J. Smith, Ohio LMSC
Name of LMSC Chairman

/s/ Melinda J. Smith, Chair
Signature

USMS COMMITTEE CHAIRMEN REPORTS

NOTE 1:

If the amendments to Sections VI pass (regarding reinstatement of a formal competitive process for the hiring of certain independent contractors and employees), then a motion must be made from the floor of the House of Delegates to rescind the Professional Management Guidelines (PMG) passed at the 2000 USMS convention, as the PMG and the offered amendments to Sections VI are in direct conflict with one another. Regarding the one section in the PMG which is not addressed by the Ohio LMSC's proposed amendments to the FOG/FOR, performance review evaluations, this function is not substantive with respect to the FOG/FOR. A policy covering performance reviews can be reinstated by either the Finance or Executive Committees without HOD action. All other sections of the Prof. Mgt. Guidelines which will be lost with rescission of the PMG are addressed in these FOG/FOR amendments.

NOTE 2:

The Ohio LMSC requests that these and all other proposed amendments to the FOG/FOR, no matter by whom they are submitted, be published in the pre-convention materials sent to all members of the House of Delegates. These amendments will be formally submitted to USMS through the Finance Committee. Although there is currently no requirement of advanced notice to the HOD regarding amendments to the FOG, the House is responsible for approving the FOG itself and any amendments thereto under the authority vested in it in Article 504.2.5. If the HOD has no notice of these proposed changes until after they've been considered by the Finance Committee when the delegates are already in the middle of the convention, during which they will have myriad committee reports and action items to consider simultaneously, the House will not have adequate time for consideration or debate. If direct notice of proposed amendments appears in the pre-convention materials then delegates can not only consider these proposals themselves, they will have an opportunity to attend Finance Committee meetings to hear discussion and offer their own views. As was noted by the chair of the Finance Committee earlier this year, there is currently no formal process for amending the FOG and anyone can offer an amendment at anytime. Along with this freedom to involve themselves in the process, the delegates should also have direct access to and notice of the proposals which will be considered, through publication in the pre-convention packet.

Thursday, September 13^h – 1-1:50 pm AGENDA

1. Welcome, call to order, general comments and approval of 2000 minutes- Chairman, Doug Church.
2. Treasurer's Report- Jeanne Ensign
3. Controller's Report- Cathy Pennington
4. Internal Audit Report- June Mather
 - Follow on discussion of position of Internal Auditor- Jeanne Ensign
5. Old Business:
 - Report on 2000 overbudget items;
 - Consideration of pending overbudget items, if any;
 - Other old business.

Thursday, September 13th 5-6:20 pm

This session will be devoted strictly to a discussion of the FOG/FOR proposals and other amendments to FOG.

Friday, September 14th – 9-11:50 am

1. New Business:
 - 2001 Budget
 - a) Income
 - b) Expenses
 - c) Inventory
 - Other new business
 2. Adjourn
-

USMS COMMITTEE CHAIRMEN REPORTS

FITNESS – David Grilli

The Fitness committee had 3 Fitness events scheduled for 2001: the Check Off Challenge sponsored by New England Masters, the Y2K Triathlon Event sponsored by the Montgomery YMCA, Montgomery, Alabama and the Swim Around Revilla sponsored by the Ketchikan Masters, Ketchikan, Alaska.

This is the 6th year for the Check Off Challenge event. Information and a registration form were published in the November/December Issue of SWIM Magazine. A total of 66 people participated in the event this year. More effort will be placed in contacting the individual Clubs/Coaches next year in hope of increasing participation.

This was the first year that the Y2K Triathlon Event had been offered. A flyer was produced and sent to the contact person from all USMS registered clubs. A total of 30 swimmers participated from 5 different clubs. Unfortunately, the organizing committee ran into a number of obstacles along the way. The positive is that they learned a lot about organizing an event of this nature. The negative is that it was a very frustrating and expensive lesson and they have decided not offer the event in 2002.

The Swim Around Revilla sponsored by the Ketchikan Masters in Alaska, did not take place due to a lack of interest by the organizing body.

Friday, September 14th – 9-10:20 am AGENDA

1. Introduction
2. Fitness Award discussion
3. 2001 Events
 - Swim Around Revilla
 - Y2K Event
 - Check Off Challenge
4. Fitness Tips Editorial
5. 2002 Events
6. New Business

INSURANCE – Colleen Dirscoll

Our loss experience continues to be good and our premiums and broad coverages have evidenced our positive loss experience. Our committee, working with our insurance broker, took advantage of every multiyear program we could realizing that the insurance "hard market" would return. Unfortunately, the "hard market" is here and we are actively marketing all of our renewal business. It has proven to be very difficult even with our loss experience. We are pursuing every avenue open to us without compromising our broad coverages and limits of liability.

We have completed a new Insurance Grid which we believe will provide further clarification of our insurance coverage and it's application. We intend to distribute the Grid at Convention and provide a copy to all LMSC's. We continue to respond to many questions from our members and meet directors regarding our insurance coverage.

If anyone has any questions please let me know.

USMS COMMITTEE CHAIRMEN REPORTS

Insurance continued Friday, September 14th – 10:30-11:50 am AGENDA

1. Introduction of Insurance Committee members
 2. Appoint recorder
 3. Roll Call
 4. Introduction of insurance brokers from Risk Management Services and guests
 5. Vote on 2002 programs
 6. Projected 2002 and beyond
 7. Review of loss history and current reserves
 8. Old Business
 9. New Business
 10. Adjournment
-

INTERNATIONAL – June Krauser

Latycar 2001 – The Latycar committee chose Cost Rica for the meet this year. The meet is held every two years.

8th Pan Pacific Masters Swimming Championships – This meet will be held 28 October – 4 November 2001 at the Kowloon Park Swimming Complex, Tsimshatsui, Kowloon. The Hong Kong Amateur Swimming Association will conduct the meet. Entry blank and information can be found on their web site at: www.hkasa.org.hk Our FINA meeting is scheduled for November 3-4 in Christchurch and so I will be able to swim the first few days of the Pan Pacs in Hong Kong.

2002 FINA World Championships – These are to be held with two training days (March 22-23) and competition starting on March 24th and ending with the 3K on March 31st. March 23rd is the FINA Masters Congress. Entry booklets have been circulated.

FINA Masters Committee Meeting – This meeting was held on March 9-10 in Lisbon, Portugal. The Entry Booklet for Christchurch was approved. Our next meeting will be held in Christchurch, New Zealand on November 3-4, 2001. At that time we will review the facilities and review the rule proposals for the Congress meeting on March 23, 2002 in Christchurch.

5th Masters Officials List – This list was due by July 15th. Information was circulated to all five disciplines of Masters.

Proposed Rule Amendments – Any proposed rule amendments to FINA Masters Rules were due by July 27, 2001. Several Water Polo rule changes were proposed and one Swimming Rule change that I know of. It was in relation to the FINA rule proposal to allow no breaststroke kick in butterfly.

FINA Technical Swimming Congress – The FINA quadrennial Technical Congress for swimming taking place on July 19, 2001, in Fukuoka, Japan, passed the following rule changes. The new rules will be effective in two months. About sixty proposals were presented to the ratification of delegates of 108 National Federations.

The principal new amendments are the following:

1. All disqualifications will be subject to the decision of the referee.
2. In the future only the one start rule will be applied. The two-start rule has been eliminated.
3. Backstroke – During the finish, it shall be possible for the swimmer to be completely submerged. During the turn, when the body has left the position on the back, any kick or arm pull must be part of the continuous turning motion.
4. Breaststroke – The elbow shall be under the water except for the final stroke, not only before each turn but also during the turn and for the final stroke.
5. Butterfly – All up and down movements of the legs or the feet does not need to be on the same level, but they shall not alternate in relation to each other. A breaststroke kicking movement is not permitted.

USMS COMMITTEE CHAIRMEN REPORTS

INTERNATIONAL Continued

The butterfly kick rule presents a problem for Masters swimmers. The rule goes into effect in two months, and we cannot change it until at our Masters Congress in March of 2002. And then, it might not be changed. Both USA and Australia have presented a change. The FINA Masters Committee will vote on the proposed rule changes as approved by the committee in November. We have 4 votes but need 7.

Friday, September 14th – 10:30-11:50 am **AGENDA**

1. Introduction of Members
 2. Handouts
 3. USMS International contacts
 4. FINA Masters News
 5. World Records and Top Ten
 6. Old Business – complete results from Munich
 7. New Business – FINA Rules
 8. Adjournment
-

LEGISLATION – Elin Zander

You will find the 2001 legislation amendment proposals that will be considered by the committee elsewhere in this handbook and on the USMS website. Many of these proposals are complex. Some involve major changes in the structure of USMS. A number of them have already been discussed vigorously by members of the HOD. Please take the time before convention to review them carefully and to discuss them with other members of your LMSC. The Legislation Committee is looking forward to discussion that will focus on the merits of each proposal and its impact on USMS.

Thursday, September 13th – 1-1:50 pm **Thursday, September 13th – 2-3:20 pm** **AGENDA**

1. Roll call of committee members
2. Review of voting procedures
3. Discussion of the more controversial amendment proposals (to be determined).

Friday, September 14th – 10:30-12:45 pm **AGENDA**

1. Roll call
 2. Discussion of remaining amendment proposals
 3. Discussion of any new amendment proposals received at convention
 4. Legislation Committee Policies and Procedures Manual – Rob Copeland
 5. LMSC Handbook Projects
 - Sanctions – Bill Earley
 - 18 year old membership – Jane Moore & Steve Peterson
 6. New business/projects
-

USMS COMMITTEE CHAIRMEN REPORTS

LONG DISTANCE – Sally Dillon

The past year has been a productive one for the Long Distance Committee. The All-American Team (compiled by Marcia Cleveland) and the All Star Team (compiled by Marcia Benjamin) were published in SWIM Magazine. NIKE presented awards to the All Star Team members a few months later. An article about cable swimming and the other open water events (written by Sally Dillon) was published and it featured a new cable event in Austin, Texas. For the first time ever, the official entry forms for the 5/10 K and 3000/6000 yd Postal Championships appeared in SWIM Magazine. It is hoped that the increased availability of the forms will improve participation in these events.

An Open Water Clinic Manual (compiled by Randy Nutt and Marcia Cleveland and edited by others) was produced and is posted on the Long Distance web site. Randy used the manual at his open water clinic at Hollywood Beach in May and the committee is confident that it will be used often in the future. Lynn Hazlewood maintains the Long Distance Calendar on our web site and Tracy Grilli distributes the Open Water Manual through the National Office. Robert Zeitner continues to maintain the stock of long distance awards and distributes them to the meet directors upon request. He is obtaining bids from award suppliers again this year and we will make a selection at our convention meeting.

The 2001 National Championships have gotten off to a fine start. The One Hour Postal Swim set a participation record with 1928 participants. 124 swimmers competed in rough conditions off the Florida shore in the 5K swim at Hollywood Beach, FL, 89 swimmers competed in the 2 mile cable swim at Eagle Creek in Indianapolis and 152 swimmers competed in the 1 mile swim at Point Lookout Town Beach in Long Island, NY. At “press time” swimmers are heading to Elk Lake in Bend, OR for a 3000 meter swim and swimmers across the country are doing 5 and 10 K swims in their local pools. The final events for the year are the 6 mile open water and 3000/6000 yd postal events. All of the

championship events received packets of information for the directors, email and phone contacts from the chair and event evaluators, and assistance as needed.

“Timely” bids for the 2003 Long Distance National Championship events are due August 13 and reminders were included in the summer National Office Newsletter. Many bids have come in already and it’s expected that all events will have received bids by the deadline. “Untimely” bids will be accepted until 9:00 am on Friday, September 14 but they will be considered only if no acceptable bids are received.

The Long Distance Committee has had active email discussions about a number of issues this year. The discussion that began at the last convention regarding wet suits being “officially” allowed in national championships continued for a number of months. A final vote was taken by the committee who decided AGAINST allowing an official wet suit division in national championship meets. The committee has also discussed safety and sportsmanship issues for open water events and the “on line” posting of the new clinic manual. Peter Crumbine was welcomed back to the committee after a year’s absence and his contributions are always appreciated. I appreciate, as well, the thoughtful comments and participation of the other committee members this past year.

Friday, September 14th – 9-11:50 Am AGENDA

1. Introduction of committee members
2. Chair's report
3. Report on 2001 National Championship events
4. Review decisions made by the committee during the past year.
 - Wet suits in open water national championships.
 - “Full body” suits in any long distance national championship.
 - Other
5. Assign evaluators to 2002 National Championship events.
 - Discuss new evaluation procedures.
6. Miscellaneous activities.
 - Subcommittee reports
 - a) All American – Marcia Cleveland
 - b) Awards – Robert Zeitner
 - c) Records – Jill Wright

USMS COMMITTEE CHAIRMEN REPORTS

LONG DISTANCE Continued

- d) All Stars – Sally Dillon for Marcia Benjamin
 - Discuss the method of choosing the All Stars. Put a limit on the number of postal and open water swims? Do some people have an unfair advantage, especially in their ability to travel to open water events?
- e) Calendar and bids – Sally Dillon
 - Discuss ways to see that all events get listed.
- f) Open Water Manual review – Dan Gray
- g) Open Water Clinic manual – Randy Nutt
 - Decision regarding posting of Clinic Manual on the web site.
- 2002 Budget review
 - a) Review bids and select a vendor for championship medals.
 - b) Budget for funds to assist teams in starting cable swims?
- 2003 Long Distance National Championship Bid Selection
 - a) Discuss allowing “multi-event” weekends.
 - b) Review guidelines for selecting bids.
 - c) Select 2003 championships.
- New business
 - a) Foreign swimmers in open water swims – develop a policy.
 - b) Time limits in open water swims – fairness to older swimmers.
 - c) Set a policy about championship patches for postal events?
 - d) Rule proposals for 2002
 - e) Other

MARKETING/PUBLICATIONS – Debbie Morrin

Current projects completed or underway within the 2000-2001 marketing committee:

The Public Relations Task Force (Rich Burns, Tom Lyndon, Melissa Rinker) has developed a request for proposals for public relations development. The RFP was sent to more than 10 individuals/groups, with a July 13 deadline for receipt of proposal. Six proposals were received by the deadline and are currently being studied by the task force. Following review, analysis and recommendation(s) will be forwarded to the Executive Committee.

USMS traveling exhibit policy has been developed for usage at and shipping to local, regional, and national events for exposure of USMS and its benefits. The exhibit has been used at a number of national and local events across the U.S. this year. The usage included the National Recreation and Park Association's National Aquatic Conference where Jim Wheeler and Mel Goldstein also presented a session entitled "Discover the benefits of United States Masters Swimming."

Development of media contact list and strategies for national and local publicity (Linda McCowan and CJ Hall working with Betsy Durrant on media contacts and press releases).

Based on comments through e-mail discussions, the current "Building a Successful Masters Club," and other promotional materials, are not serving the purpose created for (assisting local clubs and LMSCs). Committee is looking at how the materials can be changed and made more visible as to be of greater assistance to local organizers.

MARKETING/PUBLICATIONS Sub Committee Report

Situation

At last year's convention the Marketing Committee discussed the merits of retaining public relations counsel to aid in promoting USMS. The committee moved to take to the House of Delegates a resolution authorizing the Executive Committee the discretion to authorize a contract of \$25,000, upon receipt and acceptance qualified proposals.

The motion went before the HOD and was approved as an action item.

USMS COMMITTEE CHAIRMEN REPORTS

MARKETING/PUBLICATIONS Sub Committee Report Continued

A sub-committee was delegated to write a Request for Proposals, distribute it, review submissions and prepare recommendations for the EC.

The sub-committee commenced the process and is currently in receipt of 6 qualified proposals. Inasmuch as the process was not completed in a timeframe that allowed the EC to act, the decision has been made to bring the sub-committee's recommendations to this year's HOD for review and ratification.

Background/Opportunity

With the appointment of the sponsor liaison a portion of the marketing committee's historic mandate has been transferred, and for the first time it's the singular focus is on membership growth. Members of the committee feel strongly that broader and more effective dissemination of our message will be vital to supporting the organization's mission. Especially the goals A, B and C.

- A. To encourage and promote improved physical fitness and health in adults.
- B. To offer adults the opportunity to participate in a lifelong fitness and/or competitive swimming program.
- C. To encourage organizations and communities to establish and sponsor Masters swimming programs.

The use of public relations to spread our message is a fundamental ingredient of the USMS Strategic Plan which calls for increasing the exposure of the USMS program and improving the organizational infrastructure in preparation for increased membership, with the goal of expanding United States Masters Swimming to an organization of 50,000 members by the end of the year 2005.

Many of the of the strategies for the plan, including, increasing USMS outreach to potential new members and increasing USMS exposure through the media and sponsorships, can be immeasurably enhanced with public relations outreach.

Action to be Taken

The sub-committee will complete its review of the public relations proposals.

At the convention the Marketing Committee will review the recommendations of the sub-committee.

Marketing will present to the House of Delegates its final recommendations. Recommendations are likely to include:

- 1. Move forward with the program.
- 2. Select the preferred provider of the public relations services.
- 3. Establish a USMS client liaison to the public relations consultant.
- 4. Authorize and appropriate the budget for the program. (There is currently \$25,000 approved for expenditure in 2001. To date, nothing has been spent. Options include commencing the program immediately and allocating some or all of the funds to be spent this year, re-appropriate the budget for 2002, or some combination of both. There is also the option to discontinue the initiative).

Marketing believes that it has some outstanding proposals and looks forward to presenting the possibilities at the convention.

Thursday, September 13th – 3:30-4:50 pm AGENDA

- 1. Review and evaluation of the RFP process and proposals
- 2. Discussion of currently available USMS materials (and why they don't seem to be getting the use and/or results) and development of USMS assistance/promotion /media kit for use at the local level
- 3. Development of a swimming "special event," with the proceeds to benefit the USMS Endowment Fund
- 4. Public Relations/National Sponsor Liaison activities

USMS COMMITTEE CHAIRMEN REPORTS

OFFICIALS – David Diehl

Adrienne Pipes, a member of the USMS National Officials Committee attended the USA Swimming officials workshop in San Diego, CA representing USMS.

Mailed the 2001 USMS technical rule changes to all LMSC Chairs, LMSC Officials Chairs and LMSC Newsletter Editors for dissemination.

I attended the USA Swimming Officials Committee meeting as the USMS representative on the Committee and presented the "Proposal for Agreement Between USA Swimming and USMS Swimming" for certification of USMS members as certified officials. Various issues and concerns were brought forward and discussed regarding the proposal. A USA Swimming sub-committee was established to work through the concerns. I re-wrote the proposal for circulation to the sub-committee for review and received a favorable response. The USMS proposal for official's certification will be brought before the USA Swimming National Officials Committee at the Convention for discussion and approval. The proposal will allow the individual LMSC to actually certify officials with the help of the USA Swimming procedures and tests.

A copy of the guidelines for the Officials Committee liaison to the SC and LC National Championships was sent to the corresponding liaisons and the appropriate coordination took place with the Championship Committee Chair.

A new Officials discussion forum was instituted on the USMS web site.

The Officials page on the USMS web site is scheduled for development but does not have a high priority for completion. Perhaps when the USMS official's certification process is put into place there will be a greater demand for this information.

Thursday, September 13th - 3:30-4:50pm **AGENDA**

1. Introductions
2. Review revised USA Swimming/USMS officials certification agreement and discuss USMS implementation if approved by USA Swimming
3. Review of proposed USMS Officials Web Site material
4. Review and modification of the Officials Committee liaison responsibilities to the SC and LC National Championships
5. Review any Rule change proposals for Officials Committee recommendations
6. Assignment of liaisons for the 2002 SC and LC National Championships

PLANNING - Nancy Miller

The Planning Committee has continued to ride herd on its recommendations from last fall. The Marketing Committee has developed and sent our new pre-packaged USMS information booth to approximately ten events across the country since our last convention in a continuing effort to stimulate interest about and attract members to our organization. Mel Goldstein has traveled to several of these sites with the booth.

The USMS Endowment Fund currently contains about \$40,000. Planning continues to encourage other committees to develop grant applications for the funding of programs which are of particular interest to them. It is my hope that a mechanism can soon be developed for creating a clearinghouse through which all grant applications must pass. Objective criteria must be formulated for reviewing each application in order to determine merit and the ultimate benefit to Masters swimming as a whole. We are also still hopeful that Marketing will schedule a special (postal?) event during 2001 (or perhaps 2002) with widespread participating and with proceeds earmarked specifically to benefit the Endowment Fund.

USMS COMMITTEE CHAIRMEN REPORTS

PLANNING Continued

Lucy Johnson and Clay Evans have begun setting up a database of information pertaining to recently-constructed pools. This information will be made available through the National Office to anyone exploring the possibility of new commercial pool construction.

Scott Rabalais served as meet director for the swimming portion of the National Senior Games in Baton Rouge recently. Planning continues to encourage Scott in his guise as USMS Liaison to the NSG to improve the quality and efficiency of this event – as well as the local meets leading up to it – and to bring it more in line with our USMS rules and standards in order to enhance the quality of the experience for our athletes. Virginia will host the national meet in 2003, and we have much to learn before that time!

Dore Schwab has volunteered to pursue a closer link with AARP and their vast network of members. A full one-quarter of our current membership (those USMS members who are 50 years of age and older) cross over into the ranks of membership within AARP, and it becomes a logistical extension to try to “sell” them on the benefits of our sport and organization as part of a healthy lifestyle for mature adults. Their publication, Modern Maturity, has a wide readership and could provide us with some very positive publicity.

Mike Heather is spearheading another committee effort. Planning is interested in creating some sort of liaison system between the national level of USMS (Executive Committee, BOD, individual committee members) and less-active LMSC's in order to stimulate interest, growth, and involvement in these areas. This would be a mentor system whereby the national contact would be in touch with the LMSC every month or two to discern problems and discuss solutions and resources.

Please bring your ideas to the Planning Committee meeting on Thursday, September 13th, from 5:20 pm. All are welcome.

Thursday, September 13th – 5-6:20 pm AGENDA

1. Welcome and introduction of committee members
2. Old Business
 - Status of database of information re., recently-constructed pools to be made available through USMS National Office (Lucy Johnson)
 - Status of event to be scheduled to specifically benefit USMS Endowment Fund
 - Update on USMS marketing display booth
 - Status of USMS Endowment Fund and grant application process (Doug Church)
3. New Business
 - Status of “swipe” card idea (George Cunningham)
 - Status of mentor-type system to link USMS national level with less-active LMSCs (Mike Heather)
 - Status of our involvement/interaction with AARP (Dore Schwab)
4. Adjourn

RECOGNITION & AWARDS – Mary Lee Watson

The 2001 Ransom Arthur Award recipient was announced at Short Course Nationals in Santa Clara. The presentation of a handsome, framed plaque was made by President Nancy Ridout to CAROLYN BOAK. It was most appropriate that the event took place within the LMSC where Carolyn has contributed so much. Husband, Tom, and her children were in attendance and she was completely surprised!!! The USMS “infamous” presentation will be made at the USAS Banquet at Convention in Dearborn.

The call for nominations for the USMS Dorothy Donnelly Service Award was published in SWI Magazine, Streamlines... and other publications. This award recognizes USMS members who's volunteer service has been outstanding. The persons chosen will be recognized and presented with a pin and certificate at the convention in September.

USMS COMMITTEE CHAIRMEN REPORTS

RECOGNITION & AWARDS Continued

Thursday, September 13th – 5-6:20 pm

AGENDA

1. Welcome, introductions and attendance
 2. Old Business
 - Ransom Arthur Award
 - a) Nomination Forms
 - USMS Dorothy Donnelly Service Award
 - a) Eligibility
 3. New Business
 - Pricing of replacement awards
 4. Adjourn
-

RECORDS & TABULATION – Pieter Cath

- TOP TEN – Top Ten Tabulations for 2000 Long-Course Meters, 2000 Short-Course Meters, and 2000/2001 Short-Course Yards, were sent to the printers and distributed. The World-Record listings in these publications were supplied by Walt Reid.
- The Top-Ten information is also available on the Web. Carl House continues to improve these presentations.
- Walt Reid continues to process all record applications and supplies the record information that is included in the Top-Ten Publications. The National Office maintains the Top-Ten subscription list and supplies mailing labels.
- ALL AMERICANS - Individual and Relay All American tabulations were completed. The Individual list appeared in SWIM Magazine and the Relay list was sent to all members of this Committee and to representatives of the listed Clubs. The Relay list is also available on the USMS web site.
- QUALIFYING TIMES - Tabulations of qualifying times for National Championships were compiled for SCY and LCM and sent to the Championship Committee. New software was developed to accommodate the new rules for qualifying times.
- RECORDS - The number of records that were processed during the last year for LCM is in excess of 126 (Women 47, Men 67, Relays 12), for SCM it is 147 (Women 51, Men 76, Relay 20), and for SCY 142 (Women 55, Men 72, Relay 15). Records for all courses are eligible for TYR Certificates. Tracy Grilli's help in this process is greatly appreciated.

Friday, September 14th – 10:30-11:50 am

AGENDA

1. Welcome and Introductions
 2. Individual Records – Ginger Pierson
 3. Relay Records – John Bauman
 4. Support for Rule Regarding Archive Committee
 5. Review of LMSC Handbook Instructions
 - Update software for Top Ten Recorders
 6. Top Ten subscriptions
 7. Other business
 8. Adjourn
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USMS COMMITTEE CHAIRMEN REPORTS

REGISTRATION – Sarah Hromada

Tracy and Esther continue their spectacular job processing the registrations at the National Office. Most of the local registrars are working in a digital system that transfers easily into the National database. Esther has spent many (uncountable) hours verifying names and data. The database is quite clean now. Most committee issues have been registration processes that need clarification.

The Registration Committee is discussing permanent id numbers, record maintenance, registration processes, and new software.

Friday, September 14th – 9-10:20 am AGENDA

1. Welcome and Introductions
 2. National Office Report: Tracy and Esther
 3. Legislative Proposals
 4. Review of Registration Handbook
 5. Record Maintenance
 6. Software
 7. Other Business
-

RULE BOOK – Meg Smath

Check out the cover of the 2001 rule book. Can you figure out what's different about it from previous editions? The difference is, it says "2001 Rule Book" and not "2001 Rules." This new format was done for two reasons: (1) everybody already *calls it* the "rule book," and (2) we didn't want people to think the book contained exactly 2,001 rules.

This year the Rule Book Committee went "where no Rule Book Committee has gone before" and proposed a substantive amendment (L-17). In the past, we had limited ourselves to housekeeping proposals. L-17 proposes elevating the ad hoc History and Archives Committee to standing committee status. We worked with Carl House, chair of that committee, on the wording, and discovered that there were many other committees and LMSCs who wanted to cosponsor the proposed legislation with us.

The rule book was printed this year by Gateway Printing, in the first year of a 2year bid. The 2002 rule book will be printed by Gateway for the same cost as the 2001 rule book. We were on a very tight publishing schedule this year because the 2000 convention was so late, and this had a domino effect and caused the rule books to be distributed later than usual. This should not be a problem for the 2002 rule book, because the convention will be in September, not October.

We reduced the print run for 2001, because we had so many left for 2000, and hope that 1200 full and 400 mini rule books will be an appropriate number. We will evaluate this at our meeting in Dearborn.

SWIM magazine published notices of the contest to design the cover of the 2002 rule book, and Tracy Grilli also included a notice in *Streamlines*. So far we have had several inquiries, but as yet no covers have been turned in at this early date. Deadline for cover designs is September 1.

We have been evaluating how our committee contributes to the USMS strategic plan, and feel that the rule book is one of USMS's primary communication tools. Part of the USMS mission is "supporting Masters swimming programs," and these programs could not exist without the guidelines published in the rule book. In addition, we are constantly striving to improve the layout and style of the rule book, in order to make it more "user friendly." Another part of the strategic plan calls for making "effective use of the USMS website to market our program to new users." This year a PDF version of the rule book was posted on the USMS website, making it available to anyone in the world with access to a computer. Finally, as part of the USMS strategy to increase USMS exposure through our sponsors, we instituted a new policy for the 2001 rule book, in which we printed the ads on blue paper, and inserted them between sections of the

USMS COMMITTEE CHAIRMEN REPORTS

RULE BOOK Continued

rule book. This served the dual purpose of providing more visibility for our sponsors and making the sections of the rule book easier to locate.

Thursday, September 13th – 1 – 1:50 pm **Agenda**

1. Appoint recorder, take roll.
 2. Choose cover design.
 3. Decide if current print run is appropriate.
 4. Make assignments for 2002 rule book.
-

RULES – Leo Letendre

The rules committee has, so far, had an uneventful year. No major controversies were encountered nor were any changes brought about due to actions by FINA or USA-Swimming. Three proposals were received for consideration this year under the provisions governing emergency submissions.

Thursday, September 13th – 5-6:20 pm **Saturday, September 15th – 10:30-11 am** **AGENDA**

1. Introductions
 2. Discussion of the criteria for accepting proposals as emergencies
 3. Action on proposed changes to the Rules
 4. Old Business
 5. New Business
-

SAFETY EDUCATION – Julie Paque Heather

Members of the Safety Education Committee have completed and reviewed the second draft of the Safety Handbook for Swimmers (formerly the Safety Handbook for Clubs). Due to legal/insurance concerns the handbook has been reduced by 25%, and it needs to be decided by the committee whether to continue with its publication and distribution. An article on water quality issues in open water swimming was published in the May/June issue of SWIM magazine. An article on the Top Ten Reasons not to Dive into the Pool is slated for the November/December issue.

Friday, September 14th – 9-10:20 am **AGENDA**

1. Introductions and attendance
 2. Current projects
 - Status of Safety Handbook for Swimmers
 - SWIM Magazine articles
 - Status of Safety Section for LMSC handbook
 3. Brainstorm new projects
 4. Proposed changes to the rule book relating to safety
 5. New Business
 6. Review/assign tasks for the coming year
 7. Adjourn
-

USMS COMMITTEE CHAIRMEN REPORTS

SPORTS MEDICINE – Dr. Jim Miller

The Sports Medicine committee continued diligently writing away to meet the needs of Swim and to provide information that will enhance the health and enjoyment of USMS. Such efforts will make our members more aware of the positive aspects of swimming on their health as well as helping coaches be more comfortable with our widely variable population. Many fitness athletes have contacted me this past year stating that the positive health aspects have encouraged them to continue their training and association with USMS. A summary of the survey results thus far from the Altitude Training Camps is ready and will be presented at this convention. Research topics will be formulated for presentation by the grant subcommittee to the Foundation for consideration at the appropriate time when funding is available.

I have received ~ 100 health related questions this past year from dermatologic to orthopedic to gynecologic in nature and everything in between. It has been a real experience to learn of the adversity that many of our members face due

to health issues. It is motivating to learn about their excitement in our sport and their unwavering dedication to improvement, and it has been fun to play a small roll in helping them succeed. The Sports Medicine Committee needs to look at ways to make themselves more available to the members of USMS for such interactions. Topics could be addressed on the Internet to reach out not only to our swimming community but others thereby marketing our organization and providing local support. If such an interaction were established on line, care must be taken to not involve individual cases due to confidentiality.

Friday, September 14th – 10:30-11:50 am

AGENDA

1. Introduction of committee members
2. Review of the survey summary
3. Revision of the survey based upon the direction of the results and consideration of potential for research
4. Assignment of articles for 2001-2002 with indication of due dates
5. Review with SWIM editor of ways to streamline the submission process and review
6. Review of Altitude Camp 2001 - Jane Moore, MD
7. Review of new Rules or new Legislation as it pertains to Sports Medicine
8. Reports of the Research Subcommittees working to establish the format of grant proposals and review and rewarding of the grants themselves
9. New Business
 - Roadmap for the next Sports Medicine Committee
 - Announcement of the Sports Medicine Lecture
 - Other
10. Adjournment

ZONE – Lynn Hazlewood

The Zone Committee has had a busy year preparing for the USMS National Elections. This year, the committee selected a slate of candidates for the positions of President (3 candidates), Vice President (2 candidates), Secretary (3 candidates), and Treasurer (1 candidate). A new feature of the election this year was the creation of an Election Web Site within the USMS web site to keep candidates and voters informed of the progress of the election. Check out the web site at www.usms.org/admin/election01.

The committee will also be handling the election process during convention. We will have nominations on Thursday in the House of Delegates meeting. A Meet the Candidates' Forum will be held on Thursday evening from 8:00 - 9:30 pm. The formal voting will be done during the Friday evening HOD session. Craig Campesi, Colonies Zone Rep, will be in charge of the vote counting process.

In addition to running the election, the committee has kept busy developing lists of events for each issue of Swim Magazine, conducting a survey of zone financing, discussing legislative proposals that effect Zone Reps, creating a set of Election Operating Guidelines to provide guidance for future elections, and organizing the mentoring program for new convention delegates.

USMS COMMITTEE CHAIRMEN REPORTS

ZONE Continued

Each Zone Rep also has the responsibility of being the chair of their zone. Following are their annual reports.

Breadbasket Zone – Rob Whitters, Zone Rep

The Breadbasket Zone Championships were held in Denver this year. The meet was very well run and well attended. However, us flatlanders did complain some about the altitude! After the Championship meet, some of the swimmers from Missouri Valley were given a tour of the Olympic Training Facility in Colorado Springs and came away very impressed, it's an outstanding facility.

Colonies Zone – Craig Campesi, Zone Rep

Colonies Zone has had a busy year since convention. We started the year with successful SCM championship at Rutgers University last December 9 & 10, thanks to the efforts of Ed Nessel and the Rutgers College Recreation Department. We then moved onto a successful SCY championship at the Goodwill Games Swimming & Diving Complex on April 21 & 22, thanks to the efforts of Lisa Bauman and the AquaFit Masters.

One Long Distance National Championship was held in Colonies Zone this year, a successful USMS One Mile Open Water Championship, July 14 at Point Lookout, Long Island, NY, thanks to the efforts of Bob Kolonkowski and Empire State Masters.

Colonies Zone held a zone meeting at the SCY Zone Championships on Saturday, April 20 after the last event of the day. The main focus of this meeting was to discussion of new zone awards and recognitions.

The first award will be the Dorothy Donnelly Colonies Zone Service Award – This will be a single award annual to recognize and honor swimmers in the Colonies Zone who amplify the spirit of Dorothy Donnelly in their love of participation in the sport and their work to further Masters Swimming in their LMSC. Nomination forms will be sent out to all LMSC Chairs and available on the web site. Nominations will be reviewed and selection will be done by a subcommittee at convention.

The second award/recognition will be for Open Water Swimming in the Colonies Zone – This award/Certificate will be given to all swimmers who complete at least three open water swims at Colonies Zone LMSC's sanctioned events in the year.

One other area of focus for this year at convention will be the improvement and development of Colonies Zone Championship guidelines, bid process and evaluation. Our goal is to provide clubs within the Colonies LMSCs with the information needed to run a successful Zone Championship.

Dixie Zone – June Krauser, Zone Rep

Newsletters – Four newsletters have been sent to all Dixie Zone clubs, convention delegates and Dixie Zone LMSC chairmen and newsletter editors. Copies have also been sent to the USMS National Office, the USMS President, Zone Chairmen and Zone Representatives.

2001 USMS Elections – I have received all E-mails concerning the elections from Zone Chairman, Lynn Hazelwood, and answered as requested. Lynn and the Zone Reps also participated in two conference calls.

Dixie Zone Records – Our records have been updated by our very able Records/Top Ten Chairmen – Dick Brewer and Ed Saltzman. I just found some FGC updated records dated 1989 which I have given to Cav Cavanaugh and so FGC will have a few more updates in the future.

Dixie Zone Top Ten – Dixie Zone Top Ten SCY dated 2001 is now available at our Dixie Zone web-site.

Our Dixie Zone Records have been updated by our very able Records/Top Ten Chairmen – Dick Brewer and Ed Saltzman. Also, our Dixie Zone Top Ten has been updated and along with the records is on our Dixie Zone web-site.

USMS COMMITTEE CHAIRMEN REPORTS

Dixie Zone Continued

Our Dixie Zone SCM Championships were held on Nov. 45, 2000, at the Sheppard Swim Center in Anderson, SC. 177 swimmers from 16 teams swam in the meet. Many State records, Dixie Zone Top Ten Times and National Top Ten Times were established.

Our Dixie Zone SCY Championships were held on February 18-19, 2001 at the 4th annual Auburn Masters SCY Invitational. Many fine swims were made.

Dixie Zone web-site: <http://home.att.net/~dixiezone>

Great Lakes Zone – Melissa Rinker, Zone Rep

The Great Lakes Zone has had an active year, from the Lake Erie LMSCs work towards LC Nationals in 2002, to the 2 & 6 Mile National Open Water Championships in Indianapolis. The Great Lake Zone continues to develop their website Greatlakeszone.org, and will make this an easy site to navigate to find information on competition and updates with officers and clinics. The Great Lakes Zone long course meet was held at Cleveland State in July and several world records were broken.

The Great Lakes Zone has two candidates campaigning for national office this September, Doug Church for Treasurer and Skip Thompson for the office of Secretary.

Northwest Zone – Dave Radcliff, Zone Rep

At this point the Northwest is pausing to catch its breath. LMSCs or Local Teams in the Northwest have just finished hosting 3 major National Events. In August PNA hosted the very successful LCM Nationals at the World Class Weyerhaeuser King County Aquatic Center and Central Oregon Masters hosted the 3000 National Open Water Championship high in the Cascades at beautiful Elk Lake. As we meet here in Dearborn, Central Oregon Masters is compiling the results for the 5K/10K National Postal Championship. A year ago at Convention time Rogue Valley Masters hosted the 3000/6000 National Postal event and in January of 2001 PNA hosted the 1 Hour National Postal event.

Three Northwest Masters are on the National Ballot for USMS offices. We wish Sandi Rousseau (President), Hugh Moore (Vice President) and Sally Dillon (Secretary) the best of luck at Convention. These three individuals and the National events listed above are just examples of the dedication to Masters Swimming and the philosophy of "Fitness for Life" that you find in the Northwest. Swimming is truly "A life's Passion" in the Northwest.

During the past year the Zone conducted very successful SCY, SCM and LCM Championships. Zone meetings were held as part of each Championship. Five newsletters, The Northwest Chatter, kept everyone aware of National and Zone happenings.

As the largest Geographical Zone we continue to look for ways to improve our communication among the Northwest LMSCs. This year we celebrated the establishment of the Northwest Zone Web Site. Many thanks to Jim Matysek, the USMS Webmaster for all his help and for hosting our Northwest site on the USMS server. This is a great free service that USMS is providing to the Zones.

This Convention marks our biggest success in helping delegates from our smaller LMSCs to attend. With financial help from the Zone we are able to welcome delegates from Montana, Inland Northwest and Utah. Snake River is also sending a delegate. For the first time 6 of our 7 LMSCs have delegates at Convention. With this type of participation from all of our LMSCs we are looking ahead to another exciting year in the Northwest. Come visit and swim with us.

USMS COMMITTEE CHAIRMEN REPORTS

Oceana Zone – Richard Smith, Zone Rep

Pacific, under the leadership of Doug Huestis, expects to surpass 9,000 in membership this year and is looking towards 10,000 by the end of the year 2002. This is being accomplished by working on retention of present swimmers using the National Registrar's re-registration notifications and by promoting our USMS theme SWIMMING – A LIFE'S PASSION Through a "bring a friend to practice" program. This past May the Santa Clara Swim Club hosted 1,849 swimmers for the year 2001 US Masters Short Course Nationals in Santa Clara at the George F. Hines International Swim Center. It was a highly successful meet at which 105 individual records and 14 relay record performances were swum.

Janet Renter continues to lead Hawaii to new heights each year. With Janet at the helm wonderful things are happening in the Aloha State swim world. When I wrote in last year's report, "Keep your eyes on Hawaii and you will find their group becoming one of the strong spots in our USMS program" little did I realize that this would come true almost before the ink had time to dry. At last year's annual convention Hawaii's bid won the year 2002 USMS National Short Course Championship. The Aloha State will host this meet on the beautiful Island of Oahu and my advice to one and all is to start planning your trip early.

South Central Zone – Larry Wood, Zone Rep

In the South Central Zone the State of Texas experienced it's inaugural short course and long course State meets. The Dallas Aquatic Masters group held short course States at SMU in Dallas. The participation was outstanding with over 120 swimmers dueling for those State titles. San Antonio hosted our long course State meet in late June and 70 swimmers made the journey to the Alamo City. Oklahoma will be hosting their long course State meet at the annual La Rue Finley meet at the end of August.

Our two Zone meets were both big successes this year. Kris Wingenroth and her group in Sugar Land hosted short course Zones in early April. Two hundred fifty Masters swimmers from our Zone participated in their nice new facility. The team race was exciting and competitive. Numerous Zone records were rewritten in their fast pool. For the long course Zone meet over 70 new Zone records were established at the Circle C pool in Austin, Texas. The water temperature was an outstanding 80 degrees for the 162 competitors that braved the 102-degree heat on Saturday and Sunday. The 162 entries made the zone meet the largest ever for long course in the South Central Zone.

The Austin Power Cable Swim was our first one and two mile open water cable swims contested in the South Central Zone in the past five years. Several swimmers traveled from places as distant as New Jersey and California. There were eight new National Records established at this open water competition.

Southwest Zone – Judy Gillies, Zone Rep

When our Zone voted in a new representative two years ago, Clay Evans and I were tied for the position. Clay took it the first year, and I have taken it this last year. Our Zone's number one goal this year was to work toward three Zone Meets, one for each course. Our Short Course Meters Meet was held at Long Beach in December sponsored by the SPMA-LMSC, our Short Course Meters meet was held in April at Tempe, AZ, and our Long Course Meet in San Diego, hosted by Coronado. SPMA's Long Beach meet has been a big success every year. The San Diego meet was a first time experience, and the turn out will only get better each year. However, the Short Course Yards Meet at Arizona State in Tempe was the biggest turn out we have ever had in Arizona. (Aside from the National Meet held there in 1994)

Individually, the Southern Pacific Masters Association is going strong with pool meets and ocean swims, much due to Clay's efforts at marketing. SPMA has used the USMS Public Service Announcement, on small cable channels, and because of specific contacts, some of the major channels as well. Southern Calif. Aquatic (SCAQ) also paid for a radio add, then filtered the incoming calls and passed them on to other clubs as well. Clay's team also lucked out when they gave ABC News Anchorman David Ono swimming lessons during one of their ocean swimming clinics. David Ono then swam in one of their ocean races, which in turn was covered by the TV station. Clay also admits that much of this could not have been done without the sponsorship of Nissan for many of their ocean races. They have pumped much money into the Festivals that go along with these ocean swims, and the Festivals (Nissan) have an agreement with ABC and Eyewitness News. Besides all this, Clay has worked with door to door deliveries of the SCAQ brochure, and a piece on the Discovery Health Channel, Yellow Pages ads, a USMS Display Booth, and emails

USMS COMMITTEE CHAIRMEN REPORTS

Southwest Zone Continued

and an electronic data tracking system connected to their web page. SPMA has also experimented with having conference calls to handle business between meetings, and working on some by-law changes for voting procedures. They are also working on combining the registrar, top 10 recorder and librarian as one position.

In Arizona, as mentioned we had a very successful SC Yards Zone/State Meet in April. We have two other large meets in Arizona. The Sun Devil Masters at Arizona State have also been hosting a very successful SC Meters meet each October. We just finished out most successful LC State Meet at the Phoenix Swim Club. Arizona also hosts three smaller meets throughout the year. The last two years the Arizona Mountain Masters in Flagstaff has hosted a successful SC meters meet during our rather hot June. We have a Brute Meet each July in Tucson. Along with this Ford Aquatics at the U.of A. pool in Tucson has hosted a Polar Bear meet each February. Besides our competitive schedule the AZ-LMSC Board has been very actively working on amending its by-laws to accommodate voting by mail through our LMSC newsletter. And lastly, we have been lucky to see a large increase in our membership, which may result in the largest registration we have ever had.

Lastly, San Diego has sanctioned 15 meets this past year, three of these are open water swims, four SC Meter Meets, and 3 LC Meter Meets. One of these LC meter meets is their long standing Pentathlon Meet. They hosted two events this year in practice for major events upcoming next year. San Diego will be hosting the National 5 mile Open Water

Championship Swim next year, and is hosting the 10K &5K Tour of the Buoys at the LaJolla Cove Sunday Aug. 5th in practice for next years National Championship. San Diego also put on their LMSC LC Meters Meet this year as practice (very successfully) for our first ever LC Meters Zone Meet which will be next August. Currently their registrations are running about the same as in the past years at just under 800 swimmers.

Also, each of the above LMSC's have their own web sites. Please feel free to contact any of these sites for further information. San Diego: Slmastersswim.org. Arizona: arizonamasters.org. Southern Pacific Masters Association: spma.net.

Friday, September 14th – 8-9:30 AGENDA

1. Call to order and roll call
 2. Zone Chair report
 3. Introduction of Zone Reps and Zone Reports
 4. Preparation for counting ballots in 2001 election
 5. Election Operating Guidelines
 6. Legislation Proposals effecting the Zone Committee
 7. Zone finances survey
 8. 2002 Zone Chair election
 9. 2002 Project—What is a Zone?
 10. Swim Magazine listings
 11. Adjournment
-

AD HOC HISTORY & ARCHIVES - Carl House

STATUS

Identification of swimmers we've named as All-Americans has continued with substantial effort by Barbara Dunbar and Esther Lyman with help from many others. We have "identified" all All-Americans who have had lots of All-American designations, all recipients of major awards from USMS, and all national officers since the beginning in 1972. We also have all Top Ten achievements since 1993. We have the ability to bring up from the web all these achievements and contributions to USMS. And, we can bring up what we have on any of these 11789 people with a single uncomplicated URL, which uses our "permanent swimmer ID".

USMS COMMITTEE CHAIRMEN REPORTS

AD HOC HISTORY & ARCHIVES Continued

We believe that the total number of All-Americans ever named by USMS is 3678.

There are still 8 All-Americans about whom all we know is their first initial and last name. There are still 246 All-Americans who are not claimed by any LMSC. There are 413 All-Americans whose birthday we don't know.

We have stories for 279 USMS people (30 are not yet complete), contributions in our Oral History from 33 persons, and 81 articles contributed for our on-line History.

We have 7827 webpages in our digital archives with 218,000 links connecting them (not counting graphics). These are available at <http://www.SwimGold.org/> or thru <http://www.USMS.org/>.

The most important improvements in our information from now on will come as local USMS people claim their All-Americans, as our members clarify their information, and as stories and oral histories are collected by and from more USMS people.

We have 594 photos in the "Photo Gallery" which is fully integrated with our archives. Links to these appear where the swimmer's name appears in our digital archives.

We have received all the photos published in Swim Magazine since 1995. This is more than 2000 photos on 32 CDs. These will produce photos good enough to print in newspapers and magazines for USMS publicity purposes provided that we get the appropriate permissions. (Most of the photos we have in the Photo Gallery that were sent by our swimmers are not good enough to place in print media.)

We have established a presence at the Henning Library at the International Swimming Hall of Fame by placing there the paper archives collected by our past Historians including Ham and Mildred Anderson and Joan Smith. Edie Gruender may have more to contribute. Our contractual relationship (approved by the HOD of delegates at last convention) has not yet been initiated.

The work begun by Dorothy and Carl is substantially completed. It is up to us to determine how well it will be carried forward. I think she is pleased.

PRIVACY CONCERNS

Our biggest effort during the past year was to redesign the swimmer ID so that birthday is encrypted. Conversion of all our files to use the new swimmer ID was a major effort in early summer. This was important because of privacy concerns. The use of birthdays in the early years of our effort was very important to our efforts to identify everyone with reasonable accuracy. It made our work easier and verifiable. If we had a correct birthday, someone was "identified". If we didn't have a birthday, they were not "identified".

OUR NEXT CHALLENGE

Our archives reside at SwimGold.org where they were placed when Dorothy Donnelly and Carl House began this work in 1996. Every page in our archives website has at least two links to USMS.org, and there are some links from USMS.org to SwimGold.org. That means there are about 20,000 links from SwimGold.org to USMS.org. There are probably fewer than a dozen links from USMS.org to our archives.

The biggest challenge facing us now is that we are being asked by the current administration of USMS to move all our information to the same server where USMS.org resides. This question is complicated for several reasons, and any such move should be done thoughtfully, with a good plan.

1. Maintenance of our information on two sites will require more effort. We are already at the maximum effort we can make in the current volunteer effort of our committee.
2. Moving our archives to USMS.org could require a great deal of work, depending on how it is done.
3. Our archives are managed with a particular approach which is very, very dependent on the permanent swimmer id. Administration of the permanent swimmer id is done on software that can run on the server currently in use by

USMS COMMITTEE CHAIRMEN REPORTS

Ad Hoc History & Archives Continued

SwimGold (NT Server). It would have to be adapted to run on USMS.org (Unix). Continuing our current development work for USMS archives can be more easily done on NT Server where it already resides.

4. There are tens of thousands of entries in major search engines whereby anyone in the world can type in one of our names and find information in our archives. Google, AltaVista, HotBot, Lycos and Yahoo do an especially good job of indexing our archives. The following search engines also index us, though not as deeply: FastSearch, GoTo, MSN, LookSmart and NorthernLight. If we eliminate the information from SwimGold all these links will fail and we will lose value we've created for our swimmers and for our organization in major search engines.
5. "SwimGold" is a good name for our archives. USMS could acquire the name if it wished to do so to preserve all this presence in search engines and to control the name for our archives forever.
6. Greater integration of our archives with USMS.org could be achieved in several ways without moving SwimGold from the server where it currently resides. We could provide better access from USMS.org to our archives. We could make our archive pages similar in appearance to USMS.org pages.
7. If we decide to move our archives to the Unix server where USMS.org resides, we could do several things to preserve our current strength. The name "SwimGold.org" could become subsidiary to USMS.org so that all of our archives could be equally available from either USMS.org or from SwimGold.org. A search on USMS.org would include all of our archives. We could also take steps to preserve our capability for managing our archives. More detail on this can be provided.

Thursday, September 13th – 1 – 1:50 pm AGENDA

1. Welcome and introductions. (Chairman, Carl House)
2. Current projects
 - All-Americans & All-Stars
 - Championship Meet Results (Mary Beth Windrath)
 - Current USMS Records
 - USMS Records Ever Set
 - Current FINA Records (held by USMS swimmers)
 - FINA Records Ever Set (by USMS swimmers)
 - Olympians in USMS
 - The Permanent Swimmer ID
 - Stories, History & Oral History
 - Photographs
 - Storing Paper Archives (ISHOF, catalogue)
 - LMSC Resource People
 - Evaluation (getting feedback from people we serve)
3. Principles by which archives will be maintained
4. New Business
5. Adjourn

AD HOC ISHOF NOMINATING - Ginger Pierson

All records and pertinent data are in place for nominating the USMS ISHOF candidates for possible selection into The Hall of Fame.

Updating and making corrections will be a part of an annual process to ensure accurate documents are submitted to ISHOF, as well as archiving all material.

USMS COMMITTEE CHAIRMEN REPORTS

AD HOC ISHOF NOMINATING Continued

Thursday, September 14th – 1-2 pm

AGENDA

1. Roll
 2. Minutes
 3. Masters Status with ISHOF
 4. Review Candidate selection policy/procedure (edit if needed)
 5. Project Review
 - Review tasks for 2001
 - Review tasks for 2002
 6. Married Names
 7. Corrections
 8. Update Records
 9. Selection of nominees and candidates for 2002 (3)
-

AD HOC LEGAL COUNSELORS – Jeanne Crouse

At Convention this year, we will address several legal issues. First, we will discuss the legislative proposals affecting our corporate structure, especially those that amend our current hearing process (otherwise known as Part 4). Second, we will discuss and attempt to craft a policy recommendation for registrars regarding how long they should retain original releases/membership applications and other official documents. We will also discuss briefly the current status of the Federal Electronic Signatures Act (E-Sign) and whether we should amend our existing privacy policy. Please join us at our meeting on Thursday, September 13.

Thursday, September 13th – 3:30-4:50 pm

AGENDA

1. Welcome & Introduction
 2. Discussion of Legislative Proposals
 3. Discussion of Recommended Policy for Registrars Concerning the Length of Time they Should Retain Original Releases, Other Documents
 4. Update on Federal Electronic Signatures Act
 5. Review of Privacy Issues/Policies for USMS
 6. Other New Business
-

USMS ENDOWMENT FUND BOARD OF DIRECTORS – Doug Church

The Endowment Fund has continued to grow since the last convention through both the check-off system and through other gifts and memorials. Efforts initiated during the last convention to generate grant requests in anticipation of future awards has been fruitful and we anticipate having at least two proposals in hand by convention which will be discussed by the Board of Governors during its meeting. Additional means of making USMS members aware of the Endowment Fund as a vehicle for memorializing friends and others will be a focus of discussion during the convention as well.

Friday, September 14th – 12-12:45 pm

AGENDA

1. Welcome - Chairman, Doug Church
 2. Report on check-off collections, matching funds and Fund status - Jeanne Ensign and Doug Church
 3. Discussion of Grant Proposals, if any
 4. Supplemental funding request
 5. New Business
 6. Adjourn
-

USMS SPECIAL ASSIGNMENTS & LIAISON REPORTS

CONTROLLER – Cathy Pennington

The Office of the Controller had been a busy place in the past year. Now that I've got a year of experience I'm trying to implement some changes and hopefully some improvements in our accounting and reporting functions. I've increased the frequency of reporting to provide monthly reports to the Executive Committee and have implemented quarterly financial reports to the Finance Committee. All Committee Heads still receive their quarterly statements of expenditures against their budgets.

I've also spent some time reviewing our procedures, including some in FOG, and have made or suggested changes to various areas to improve controls, provide consistency in our treatment of various items and prepare our financial statements for our upcoming audit in accordance with Generally Accepted Accounting Principles (GAAP).

In anticipation of our upcoming change to a new Treasurer I am currently working to upgrade to a newer version of our accounting software to make it easier for our new Treasurer to write checks and know our current cash balance.

My goals for the upcoming year are to break in the new Treasurer and examine ways to assist the LMSCs

FINA REPRESENTATIVE – June Krauser

The first meeting of the FINA Masters Committee 2000-2005 was held 9th – 10th March 2001 in Lisbon (POR) Portugal. Members included Victor Nogueira POR Chairman, Zvi Ruttert ISR Israel Vice Chairman, Frantisek Stochi CZE Czech Republic Secretary, Rose Cody PUR Puerto Rico, June Krauser USA, Lyall Mortimer NZL New Zealand, Ivan Wingate AUS Australia, Daniel Garcia URU Uruguay, Virenda Nananati IND India, Redouane Mohamed Salah ALG Algeria and Edward Evely CAN Canada. Absent was Tarja Lijestrom FIN Finland. Others present included Bureau Liaison Bill Matson NZL, Cornel Marculescu, FINA Executive Director, Walt Reid, Masters World Record Coordinator. A Strategy Plan for the next term of the committee was discussed: Development of Masters worldwide; World Championships; Safety; Medical certification; and Doping. The Entry Book for the IX FINA World Master Championships to be held in Christchurch, New Zealand from March 22 through April 4, 2002 was approved and has been distributed throughout the world. All proposals for amendments to the FINA Masters Rules were due July 23, 2001. These will be discussed at the next meeting of the committee to take place in Christchurch, NZ on Nov. 34 2001. The FINA Office has forwarded the request to all National Federations for names to establish the FINA Masters Officials List No. 5, effective from 1st July 2001 until 31st December 2004. The FINA Bureau did not approve the recommendation that a medical certificate be added to entry forms. They also did not approve of conducting doping control tests at FINA World Masters Championships. The Championships' entry forms include a clause on the "release from liability", with which the participants are responsible for their health conditions, and they carry all the liabilities themselves. The President of FINA recommended the creation of a professional group within FINA for control and conduct of the FINA Masters World Championships, including the financial aspects related to this event. The December and June FINA Masters News has been sent to all Federations and all individuals interested in receiving a copy. Also, the Top Ten Tabulation has been distributed. I am responsible for the content of the FINA Masters News but not for the set up or distribution, which is done by the FINA Press Commission. Walt Reid is responsible for the Top Ten Tabulation and World Records.

INTERNATIONAL LIAISON – Nancy Ridout

There were no international meets (Pan Pacific or World Championships) held since our last convention.

It was hoped that USMS would be able to host the 2001 Pan Pacifics but I was unsuccessful in securing a suitable site at an appropriate time. There *will* be a Pan Pacific Championship this year after all. The Hong Kong Amateur Swimming Association has stepped up to the plate and will stage this event October 28-November 4, 2001. Entry information can be found via email at HKASA@hkasa.org.hk (the Hong Kong Amateur Swimming Association web site is located at www.hkasa.org.hk/), phone (852) 2572 859, or fax (852) 2591 0792.

USMS SPECIAL ASSIGNMENTS & LIAISON REPORTS

INTERNATIONAL LIAISON Continued

Plans are well under way for the 2002 World Championships in Christchurch, New Zealand in March. Pool competition begins March 24th and concludes March 30th. A 3K Open Water Swim will be held on March 31st. Details and entry information can be found at www.eventnz.co.nz.

ISHOF LIAISON – June Krauser

World Open Water Swimming Championships Oct 29 – Nov 4, 2000 / Honolulu, Hawaii – Top open water swimmers from around the world convened in Honolulu, Hawaii to vie for the title of World Champion in the 5K, 10K and 25K events of the 1st FINA World Open Water Swimming Championships. Swimmers from 34 countries competed.

ISHOF Board Meeting in January 2001 – Besides the ordinary business of a Board Meeting, Sam Freas had an interesting announcement. A developer would like to swap ISHOF land for a city parking lot.

Meets Awarded – ISHOF and the Hall of Fame Aquatic Center were awarded the US National Outdoor Diving Championships to be held in August 2001. The YMCA Masters Nationals will be held in April 2002. The Masters SCY Championships will be held in Hawaii in May of 2002.

Fort Lauderdale City Commission Meeting – This meeting went from 3 to 7 PM with three developers interested in the city parking lot. The vote by the City Commission was three to two and the ISHOF lost. Several cities are interested in having the ISHOF in their city.

International Swimming Hall of Fame International Congress Meeting, Friday May 11, 2001 – 38 members were present. Elections took place for retiring Board members. Reports were given by Sam Freas, Lynn Rickert, Bob Duenkel and Preston Levi.

Special Selection Committee – Camillo Cametti of Italy and his committee have come up with some recommendations for selecting Honorees for ISHOF. 12 a year have been inducted and the committee suggests a maximum of 9 and preferable 5 or 6. There will be 9 categories. Anyone can be nominated. There will be a screening committee to decide who will be considered for selection.

International Swimming Hall of Fame Honors Recognition, May 10-12, 2001 – This year the festivities took place at ISHOF. The first night was the Awards Dinner and Banquet. The second night was the ISHOF Olympic Reunion & Athletes of the 20th Century. And on Saturday night the Honoree Induction Ceremony and Dinner and the Gold Medallion Presentation. Patty Robinson Fulton (USA)...Honor Masters Diver, 32 Masters World Diving Titles – 119 Masters National Championships. Her daughter Dallas received her award. Sandra Baldwin, President of the US Olympic Committee was presented with the Gold Medallion Award.

NATIONAL SPONSOR LIAISON – Mel Goldstein



This was the first full year for the USMS Public Relations / National Sponsor Liaison position. While I acted in this position on an interim basis in prior years, this year the USMS Executive Committee set forth certain objectives they wanted to see accomplished this year. I think we were successful in fulfilling most if not all of these objectives.

USMS now has eight USMS National Sponsors: Adolph Kiefer, Arena, Kast-A-Way Swimwear, MBNA, NIKE, The Victor, TYR and Ultra Swim. Three added this year, (Arena, TYR, Adolph Kiefer). In addition to our national sponsors we now have four USMS logo licensees (Circle City Swimwear, J. D. Pence, Kast A Way, Competitive Aquatic

USMS SPECIAL ASSIGNMENTS & LIAISON REPORTS

NATIONAL SPONSOR LIAISON Continued

Supply). These sponsors, and licensees have provided added value to our USMS membership, monetary contributions, and USMS program support. For the first time each of the USMS National

Sponsors and licensees had a coupon in the USMS Planner. The coupons offered discounts and products for purchases. All agreements with these sponsors and licensees were re-negotiated this year and will expire at the end of 2002.

The USMS tradeshow display unit was widely used this year. In addition to the National Parks & Recreation Convention, National Senior Games, and the ASCA World Coaches Clinic which I attended, the tradeshow display was used at health fairs, triathlons, and open water swims, in Texas, Louisiana, Florida, and California. The reports from these events were very positive as we tried to increase the awareness of USMS, hopefully the end result from this exposure will be the registering of new members for our various programs. At the National Parks & Recreation Convention, Jim Wheeler and I were included in the Conference Education Sessions, speaking on "Discover the Benefits of a Masters Swimming Program", this educational session went very well and was well attended.

In addition to traveling to tradeshows it was also my responsibility to interact with our USMS National Sponsors each month to see that their needs were taken care of prior to, and during the USMS SC & LC National Championships, this included everything from seeing their ads got into the meet program to security at the meet. In my effort to bring more awareness to our sponsors in Federal Way we tried something new. We gave each swimmer five \$1 coupons to be used at our national sponsors booths. When the swimmer purchased an item using the coupon he wrote his or her name on the coupon and each national sponsor had a drawing at the end of the meet. This was a "win" "win" situation for every one, USMS members received a discount and the national sponsor made a sale.

In response to USMS Executive Committee request a membership survey was developed and sent to a random portion of the USMS membership. I hope each of you have had the opportunity to appraise the report with the results and the concerns of our membership that was distributed.

The MBNA affinity card agreement was finalized this year and to create interest in the affinity card program USMS offered a free fleece vest to any member who signed up for the affinity card. There was a modest return on this promotion.

Dialogue was opened between USA Swimming and USMS to see how the two organizations could work together to get more exposure for swimming through both electronic and paper media. USA Swimming this year embarked on a TV project in conjunction with their magazine "Splash". The TV project "Splash TV" included 13 weeks of airing and even included 3 segments on Masters Swimming. The program aired on the Outdoor Life Network (OLN). We are working with USA Swimming to see how we can become further involved with this project.

Future projects include continued dialogue with USA Swimming, responding to membership needs, and seeking new major USMS National Sponsors.

SWIM MAGAZINE EDITOR - Bill Volckening

My second year as USMS Editor has been a challenging, productive and rewarding experience. During the year we have fortified a solid working relationship between USMS Editor, the USMS Executive Committee and the staff of SWIM Magazine. Together, we have maintained a diverse editorial balance and generated some wonderful content for the magazine.

During the year, the amount of work prepared by the USMS Editor has substantially increased. Last year, USMS was limited to 13 pages of content. This year, with no such limit the workload has doubled. The mid-year report contains a detailed account of many of the activities, along with a description of how the USMS Editor and SWIM Magazine work toward fulfilling the goals and objectives of the USMS Strategic Plan.

USMS SPECIAL ASSIGNMENTS & LIAISON REPORTS

SWIM MAGAZINE EDITOR Continued

We are currently preparing the finalists for the TYR / USMS Newsletter of the Year (NOY) Award. Once again, we are fortunate to have another group of outstanding finalists and an excellent panel of individuals who will evaluate these finalists. We look forward to recognizing all of the finalists and the NOY winner at the convention in September.

Personally, I would also like to recognize a few individuals who have worked diligently behind the scenes to help us deliver a high-quality magazine. For the second year, Kathy Casey, Julie Paque and Meg Smath have done an extraordinary job proofreading manuscripts for SWIM Magazine. Thank-you Nancy Ridout and the USMS Executive Committee for providing outstanding guidance and leadership. Thank-you Lynn Hazelwood for producing the USMS Calendar of Events; Mel Goldstein and Jack Geoghegan for producing "Making Masters Fun"; Sally Dillon for producing a variety of Long Distance materials; Pieter Cath for assisting with the USMS All-Americans and All-Stars; Scott Rabalais for producing "Ask the Coach"; Phil Whitten, Bob Ingram, Richard Deal, Karen Deal, Judy Jacob, Betsy Houlihan, Gerry Rodrigues, Michael Collins and the many workers from Sports Publications; Tracy Grilli for endless support; and the countless other contributors, sponsors and advertisers who help make SWIM Magazine the leading resource for adult swimmers.

USAS REPRESENTATIVE – Nancy Ridout

USAS business for 2001 consisted of planning for the USA athletes and dignitary meetings to be held at the World Championships, in August, in Fukuoka, Japan. USMS was not involved in the planning, as we do not participate in this event, but I was copied and kept informed.

Other priorities included nominating and securing new positions within FINA, planning for the 2001 convention, and investigating sites for future conventions.

USMS LIAISON TO USA SWIMMING – Ted Haartz

USA Swimming Board meeting in January and May in Colorado Springs, CO. Of prime interest to USMS and USA Swimming was a FINA water depth change for starts from 1.2 meters to 1.35 meters. USA Swimming Board of Directors responded to this change by voting to sponsor the following legislation: "The minimum water depth for teaching and practicing racing starts shall be measured for a distance of 3 foot 3 inches to 16 foot 5 inches from the end of the wall and shall be 5 feet in depth from starting blocks of all heights and the deck".

USA Swimming has formed a task force to look at Swimming's Governance with a prospect of a Request for Proposal, if determined necessary, to review and rewrite USA Swimming's Governance in 2002.

A second task force has been formed for the evaluation of their Club Grant programs. The purpose is to determine whether these programs need to be revamped or new programs created.

A 2003 national membership dues increase will be up for discussion at the next board meeting, Sept. 11, at the convention in Dearborn.

USA Swimming had revamped its in-house magazine SPLASH to make it of a "lifestyle" oriented format to give it broader appeal to the general public, promote USA Swimming as the organization responsible for promoting swimming in America and generate more subscriptions for SPLASH. Concurrent with this, USA Swimming ran a 13 week, Monday evening, SPLASH TV program during June, July and August on the Outdoor Life Network featuring well known Olympians and their coaches.

USMS SPECIAL ASSIGNMENTS & LIAISON REPORTS

US OLYMPIC COMMITTEE LIAISON – Hill Carrow

The USOC Liaison was relatively inactive this half of the year. There were no USMS camps at the Olympic Training Center (the next will be first quarter of 2002). The one other initiative where we had previously spent time was the possibility of membership in the USOC. After assisting another group interested in USOC membership within the last year and witnessing first hand the relatively hostile nature of the process by current members against potential new members, it was decided it would be best to delay our pursuit of the process at the USOC until, hopefully, there is a more receptive climate there. Since things are still unsettled with UOSC leadership at present, it may still be a while before we feel the timing is right to begin advancing the ball again in this area.

US SENIOR GAMES LIAISON – Scott Rabalais

Over the past year, USMS has worked in conjunction with the National Senior Games Association to promote USMS membership as well as to assist the NSGA in hosting quality competitions, both locally and nationally.

Two face-to-face meetings were held with NSGA personnel at the NSGA headquarters in Baton Rouge, La., to discuss how the two organizations might mutually benefit one another. Discussion ranged from giving USMS exposure at its local and national meets to USMS providing expertise in running swim meets. Other ideas discussed were standardization of local competitions and communication to the local and state swimming coordinators.

USMS was given great exposure at the swimming competition of the 2001 National Senior Games in Baton Rouge, La., in July. Although it was hot as hell outside, the participants enjoyed the portable air conditioning brought into the LSU Natatorium for the Games. USMS Sponsor Liaison Mel Goldstein, who wore the same shirt for four consecutive days, attended the Games and discussed the benefits of USMS membership with many of the athletes. The meet was run first-class according to USMS rules and all times of the USMS members will be submitted to USMS for Top Ten and Records consideration.

While the NSG is a very popular competition for the 50-&-Over sect, the focus of USMS efforts should be on the local levels where many thousands of non-USMS members participate. Our knowledgeable corps of swimmers, coaches and administrators is asked to get involved in the Senior Olympic movement to promote Masters swimming and to offer quality competitive opportunities for the Seniors.

The next National Senior Games (Summer) will be held in Hampton Roads, Virginia, in May-June, 2003.

USMS WEBMASTER – Jim Matysek

The big news this year is the premier of the dedicated USMS web server. Our new server was set up in December with the Southern Pacific LMSC as the first live site in December. The USMS site was launched on the new server in January. We are currently hosting live sites or sites in testing phases for 10 LMSC's and 3 Zones in addition to the USMS web site. Having our own web server has worked well for us, with excellent server uptime and no problems at all during the heavy traffic times during our national championships. USMS is still offering free web hosting for any LMSC or Zone that would like to move their existing site or establish a new site on our server.

Running our own web server has brought a new set of tasks for the webmaster. Many software tools have had to be installed, configured, and kept up to date in order to provide quality hosting services. I also need to keep up with the latest security updates for the server in order to try to stay ahead of the swarm of hackers out in cyberspace. In addition to basic tool and server support, I've also created a few custom services such as e-mail spam filtering, daily backups of web sites and databases, daily web access reports for each hosted site, and basic documentation to help LMSC webmasters get started on our server.

An ongoing prioritized task list for the web site has been developed and maintained together with Hugh Moore as chair of the Communications Committee. While I'm working my way through the list, several months worth of work still remain on the list. The list also does not include normal updates to various sections of the web site or server

USMS SPECIAL ASSIGNMENTS & LIAISON REPORTS

USMS WEBMASTER Continued

maintenance activities. With a prioritized list, we are able to address the topics that are most important to our members and the USMS administration first.

Use of the on line entry system for nationals increased significantly again this year, with 45% of all short course and 55% of all long course entries arriving on line. Many of the on line entry utilities were rewritten for the long course meet this year, which resulted in significantly improved administration capabilities. The USMS registration database was also used directly to verify swimmer's membership and point out discrepancies between how a swimmer entered on line vs. how they are registered with USMS.

One important aspect of the new web server is the database capabilities that we now have. I'm working through many different areas of USMS and converting information for database storage on our server so that it can be accessed via our web pages. The following information has all been incorporated into the database and used on the web site in various ways: places to swim, LMSC and zone info, USMS teams, LMSC & team web site links, on line entries, the USMS registration database, LMSC and national officers, e-mail aliases, the ISHOF Nominating Committee's database of past USMS records. There are many more areas to integrate into the database and many more ways that we can use the information we have captured. These efforts will enable us to provide more services in the future, such as expanded record processing and tracking, on line entries for local meets, on line registration or re-registration, personalized usms.org home page services for each swimmer, etc. All of this will take lots of time, but will benefit all members and hopefully help to increase member retention.

YMCA LIAISON – Stu Marvin

The YMCA of the USA got their Masters National Swim Meet back on track with a terrific meet in Sarasota this past spring. The 2001 edition of their meet was held April 26-29, 2001 at the Shelby Aquatic Center in Sarasota, Florida. The Sarasota YMCA Sharks Swim Team served as the meet host who ran a very energetic and efficient meet at their brand-new facility.

The meet attracted over 618 swimmers and their families from all over the country, including teams from Puerto Rico and California. The new 70-meter "stretch" pool at the Sarasota YMCA proved to be very fast with 119 YMCA and 9 USMS national records established over the four days of competition. The pool featured two bulkheads that afforded three 8lane, 25-yard courses with buffer lanes to accommodate competition and warm up. Colorado Time Systems donated their Myriad Outdoor Scoreboard to provide 16 lines of data along with on-site technical support. The highlight of the meet was the Athlete's Social held at Sarasota's Mote Aquarium. The event set a new standard for athlete's socials, with dining and dancing the likes of which may never be seen again!

Next year's YMCA National Masters Swim Meet will return the Aquatic Complex at the International Swimming Hall of Fame on April 18-21, 2002. Preliminary meet information will be available at the USAS Convention in Dearborn, MI.

CANDIDATES FOR USMS EXECUTIVE COMMITTEE



Betsy Durrant Candidate for President

Why are you interested in being USMS President and why do you believe you would be a good candidate for this position. I am committed to this organization and dedicated to serving in any way I can. I believe that I have the skills, the experience, and the time to do this job successfully. I work well with others and I know how to involve others in projects and decisions.

What do you consider to be the major issues facing USMS in the next four (4) years. As the USMS President, how would you address these issues. One major issue is USMS support of the LMSCs. The national organization can do more to identify what makes a successful LMSC and to make help available to those LMSCs who request it. While there are vast differences in geography and population within our LMSCs, I believe there are common characteristics of LMSCs with a lot of activities and involvement. We should begin by asking LMSCs to identify their strong points and their weak points. When we have compiled lists of what makes an LMSC strong and what problems exist, we can then search for solutions.

The issue of coached workouts and encouraging swimmers of all levels is related to the LMSCs, but even strong LMSCs may not have adequate coached workouts. Wouldn't it be wonderful if every adult swimmer in the country could find a coached workout? To work toward this, I believe we must establish or encourage relationships with YMCAs, colleges, and USA-Swimming teams.

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

- LMSC Chairman, 1980-1984
- LMSC Registrar, 1984-1995
- LMSC Newsletter Editor, 1996-Present
- Meet Co-Director, 1980-Present
- Race Co-Director for open water swim, 1984-Present
- Colonies Zone Representative, 1986-1991
- USMS Zone Chairman, 1991-1995
- USMS Secretary, 1997-2001

Resume for Betsy Durrant

Education

- B.A., Religion, 1963, Duke University, Durham, NC
- M.S., Education, 1987, Old Dominion University, Norfolk, VA

Employment Experience

- Secondary Mathematics Teacher
 - 1963-1976—Virginia, California, New Jersey, Kansas, North Carolina
 - 1976-1998—First Colonial High School, Virginia Beach, Virginia (Mathematics Department Chairman, 1986-1998)

Masters Swimming Experience

- Began training/competition, North Carolina, 1973-1976
- Continued training/competition, Virginia, 1978-Present

LMSC Involvement

- Chairman, LMSC for Virginia, 1980-1984
- Registrar, 1984-1995
- Newsletter Editor, 1996-Present, LMSC and team newsletter, published monthly
- Meet Director or Co-Director for fall meet, 1980-Present
- Race Director or Co-Director for open water swim, 1983-Present

CANDIDATES FOR USMS EXECUTIVE COMMITTEE

USMS Involvement

- Colonies Zone Representative, 1986-1991
- Zone Chairman, 1991-1995
- Top Ten Subscriptions, 1992-2000 (Ex-officio to Records & Tabulations Committee)
 - Maintained data base of subscriptions/renewals, prepared labels for each issue
- Chairman, Ad-Hoc Committee for Executive Secretary, 1994-1996
 - Committee developed job description and established procedure for hiring new Executive Secretary. Received all applications, resumes, etc., and reproduced all materials for Executive Committee.
- Chairman, Subcommittee on Executive Director Position, 1995-1996
- Part of Planning Committee. Developed, conducted, and tabulated survey of convention delegates and LMSC Chairmen.
- USMS Secretary, 1997-2001



James W. Miller, MD Candidate for President

Why are you interested in being USMS President and why do you believe you would be a good candidate for this position. I have found a great deal of self-fulfillment through service to USMS over the years in many capacities. My involvement in other organizations both in and out of the world of medicine has served to renew my commitment to our unique body. The concept of an organization of athletes run by their peers with the good of the sport solely at heart is both unique and gratifying.

I bring a unique mix of skills to the Presidency. As a corporate owner, I am familiar with the organization and the day-to-day operations of a professional corporation. I believe that USMS requires such a professional management background in its leadership to continue to successfully address the issue of growth with an expanding base of volunteer and paid positions. The time management skills that I have developed over the years will stand me in good stead in allowing me to devote professional leadership to the running of our organization.

Within USMS, I have chaired three committees: Sports Medicine, Coaches, and Ad Hoc One-Day Registration. I have served on two others: Championship and Long Distance. In addition, since 1984 I have held the position of coordinator of medical care for our national championships, overseeing the conduct of health delivery systems at each of our long course and short course nationals.

I have authored many articles and chapters for USMS as well as USA Swimming. Some of these appear as chapters in medical periodicals and textbooks. They vary between articles on defined topics related to sports medicine to the manual concerning the conduct and running of the cable swim.

Between 1993 and 1997, I served as Vice President of USMS and, in that capacity, represented us at international forums and at the National Aquatic Summit. In 1993, I was able to meet with USA Swimming to investigate the potential for Masters swim camps in Colorado Springs. This was a vision which Nancy Ridout has gone on to establish as a regular event. I was fortunate enough to serve as a coach at the first two of these USMS/USA Swimming training camps.

The past four years I have served as one of the eight traveling team physicians with USA Swimming for their national team and have coordinated the speaker series for the USA Swimming Sports Medicine Society. Since 1993 I have also worked with the USOC serving multiple other sports on both a national and an international basis, serving to broaden my background in sports management through exposure to other NGB's.

On the local front, I have remained active within the Virginia LMSC, coaching on a regular basis and contributing within the local committee structure. I have served as LMSC Chair, team president, and meet director for local events as well as for our two-mile cable swim national championships.

CANDIDATES FOR USMS EXECUTIVE COMMITTEE

USMS has recognized and rewarded my contributions by naming me Coach of the Year in 1986 and the recipient of the Ransom Arthur Award in 1999. In return, I would like to dedicate my vision and my unique professional and USMS background to carrying our organization forward.

What do you consider to be the major issues facing USMS in the next four years? As the USMS President, how would you address these issues? Our organization is struggling with growing pains. On the one hand, we jealously guard the volunteer organization to which we have all given so much time and talent unselfishly for the pure good of a sport which symbolizes a true passion for many of us. Under this guise, any attempt to run our corporation as a service organization with a core of paid employees has met with resistance.

At 42,000+ members, this system has struggled, resulting in the addition of one paid position at a time seemingly without a master plan as to the final corporate makeup. It remains difficult to define or reach our goals without the ultimate end being clearly defined.

I view USMS as a corporation of volunteers with a support staff whose role is to promote and integrate our committee plans and efforts. The leadership and voting power must remain in the hands of the volunteer House of Delegates and the committee structure with the independent contractor positions clearly defined under contract. Thus, one of my platform issues is to establish a committee to map out the future contractor positions for consideration by the House of Delegates with implementation timetables in place.

Having served for many years on the Championship Committee, I have come to realize that we are facing increasing difficulty in conducting our national championships and in attracting quality experienced hosts. USMS must move quickly to take responsibility for running the "paper" side of the meet, thereby allowing the meet host to devote more time to organizational and fundraising efforts and to developing a high-quality support staff of volunteers, timers, and officials.

The national championship is our showcase for each of our competitive seasons, but those who run the meets are frequently the least qualified to understand the complexities of such an event. There is no reason for us to continue to suffer through their learning curves year after year. We are currently facing long debates within the Championship Committee regarding the conduct of a quality national championship. Is a 9 PM start time conducive to a high-quality performance? Is a timer who has never worked a swim meet conducive to quality? Are semi-empty heats with two to four swimmers conducive to quality?

We need to give as many athletes as possible a chance to experience the thrill of national championship competition by creating a subcommittee within the Championship Committee dedicated to the actual running of these meets. If this is not done, we will see increasing limitations on who and how many can compete. Our first responsibility with regard to the quality of the meet is to run the events as efficiently as possible with head-to-head competition within a timeframe that makes sense. Learning from meet to meet and handling the paper side of the competition is a start in the right direction. This is not a new concept. It was first presented by Championship Committee Co-Chairs Mel Goldstein and Bill Barthold over a decade ago. The time has come to implement it.

USMS has a duty to provide an ever-improving program for fitness and competitive athletes. In multiple surveys, membership retention and growth are seen to be enhanced by creative, quality coaching. Organization at the top of USMS can be no better than the strength of the programs at the local level. USMS must actively strive to expand programs aimed at developing local coaching and leadership. Support of developmental programs must expand, and it is time to raise the level of coaching quality by encouraging educational experiences which will stimulate their interchange of ideas and styles. Utilizing the day prior to the beginning of our national convention to offer a coaching track has been advantageous. It would also be an ideal forum for coaches to receive safety, CPR, or first aid training, moving toward those national safety standards for coaches endorsed by the current Safety Committee Chair, Julie Paque, as early as short course nationals at USC and, more recently, by Scott Rabalais, Coaches Committee Chair. By beginning instruction at this level, it would then be possible to expand these opportunities to the LMSC's via joint efforts of the Safety, Coaches, Sports Medicine, and Marketing Committees.

In further support of our mission, I would propose escalating support for sports medicine and coaching research specific to Masters swimmers in conjunction with the USMS Endowment Fund.

CANDIDATES FOR USMS EXECUTIVE COMMITTEE

Please list any other experience that relates to your qualifications for office. My wife and I have dedicated a tremendous amount of our effort, time, and love to helping mold United States Masters Swimming both locally and nationally. Indeed, these standards carry down to our children, who are both now organizing and coaching a swim team together while swimming at the Masters level themselves. USMS is a large part of our family, and I am prepared to devote my considerable energies as well as my broad base of experience to leading it in its next steps forward.

Resume for Jim Miller

Education

- BA - University of Virginia, 1972 - Chemistry / Psychology
- MD - University of Virginia, 1977
- Family Practice Residency - Riverside Hospital, Newport News, Virginia, 1980
- Induction as Fellow of American Academy of Family Physicians, 1986
- Procedural Certification by American Academy of Family Practice for Esophagogastroduodenoscopy, Nasopharyngoscopy, Colonoscopy, and Colposcopy
- Subspecialty Sports Medicine via Certificate of Added Qualifications

Present Positions

- President, Family Practice Specialists of Richmond, P.C., Richmond, Virginia
- Medical Director, Riverside Wellness & Fitness Center - Briarwood, Richmond, Virginia
- Team Physician, James River High School, Midlothian, Virginia

Memberships, Affiliations, Activities

- American Medical Association
- American Academy of Family Physicians
- American Medical Society for Sports Medicine
- American Geriatrics Society
- Virginia Academy of Family Physicians
- Medical Society of Virginia
- Richmond Academy of Medicine
- Assistant Clinical Professor, Medical College of Virginia
- Assistant Clinical Professor, University of Virginia
- Adjunct Professor, James Madison University
- Physician, United States Olympic Training Center
- U.S. Olympic Sports Medicine Society
- ACLS Instructor

United States Masters Swimming

- Recipient of Ransom Arthur Award 1999
- Vice President, 1993-1997
- Representative and Strokes & Turns Official, FINA World Championships, 1995
- Medical Coordinator, National Championships, 1984-Present
- Local Masters Swim Committee for Virginia, Chairman, 1989-1993
- Championship Committee, 1991- current
- Ad Hoc One-Event Registration Committee, Chairman, 1991-1993
- Coaches Committee, Chairman, 1987-1989, 1989-1997 (member)
- Sports Medicine and Research Committee, 1984-Present (Chair 1996 - current)
- Long Distance Swimming Committee, 1984-1988
- Virginia Masters Swim Team, President 1985-1989
- USMS "Coach of the Year" 1986
- Vice President, Masters Aquatic Coaches Association, 1984-1988

USA Swimming / USOC

- USA Strokes and Turns Official, 1988-Present
- Physician, Olympic Trials, 1995,2000
- Medical Director Women's NCAA Division I National Championships, 1997, 2000

CANDIDATES FOR USMS EXECUTIVE COMMITTEE

- Team Physician World University Team, 1997
- Team Physician World Championships, Perth Australia, 1997
- USOC Physician Goodwill Games, 1998
- Team Physician, FINA Open Water World Championships, Hawaii 2000

Publications

- Author, "Injuries and Considerations in Masters Aquatics Sports", Clinics in Sports Medicine, April 1991
- Co-author, "Swimming and the Older Athlete", Clinics in Sports Medicine, April 1991
- Author, "The Organization and Conduct of Cable Swims", September 1989



Sandi Rousseau Candidate for President

Why are you interested in being USMS President and why do you believe you would be a good candidate for this position. I want to be President of USMS because I would like to continue to serve USMS in a strong leadership role. I believe that I am qualified to lead USMS, capable of surrounding myself with enthusiastic and knowledgeable volunteers, and confident enough to seek out the opinions of others when I do not know the answers. I possess demonstrated leadership skills in my work at the national, LMSC, and local levels. I have an ability to delegate responsibilities and yet continue to keep abreast of the progress of plans and tasks, and can build consensus when decision making is necessary. I am able to motivate USMS members to assume volunteer positions, and I possess communication skills

that facilitate group interactions and allow for all viewpoints to be presented. I believe my style of "hands on" leadership fits well within this organization, and I believe that I can develop and lead a cohesive Executive Committee and Board of Directors. I am organized, efficient, detail oriented, tactful, and responsive. I have recently retired from my full time profession and now work part time with flexible scheduling, so I have the time to dedicate to being President of USMS. Masters swimming has provided me with over 20 years of wonderful camaraderie and fitness, and I would like to continue to give something back to the organization.

What do you consider to be the major issues facing USMS in the next four (4) years? As the USMS President, how would you address these issues? USMS faces many issues in these next few years. Some of the key issues that I see are as follows:

1. **Volunteerism and Paid Positions:** I believe USMS is a volunteer driven organization and should strive to remain that way. While I think payment for certain tasks and projects is warranted, this area needs to be critically considered in relation to the future implications for the organization and the impact that significant changes will have on our current volunteer base. I support having appropriately formed search committees for paid positions.
2. **Treasury Excess / Endowment Fund:** Our treasury has a substantial balance for the size of this organization. While we need to keep enough monies to fund our insurance reserve and general operating reserve, we need to assess whether continued build up of yet more funds is warranted without specific purposes. I support no increase in dues, perhaps a decrease in national dues from the LMSCs, and detailed budgeting from all USMS bodies that have budgets. Funding some special projects may well be feasible with thoughtful proposals that will be good utilization of the excess funds. Currently, there is no definite plan for the Endowment Fund, and I would like to see us specify these funds for a worthy project(s). I would also like to see USMS pursue a Planned Giving program (willing of monies at death) with marketing of this program to our members.
3. **Membership Growth:** I support continued and steady membership growth, but we need to put more emphasis on membership retention. Continuing to look at ideas to gain information regarding why members do not renew will be important particularly in gaining insight into any avenues of dissatisfaction

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with USMS and services that no longer seem attractive to members or are not considered a worthwhile value. Marketing USMS and the value that a Masters program can bring to local pools, park districts, and community organizations through education of the local Masters swimmers should become a higher priority. We should also consider marketing the benefits of Masters swimming to health organizations.

4. **Recognition of the Non-Competitive Swimmers:** I believe we need to provide more services to the rank and file fitness swimmers who choose not to enter competitions. Providing more fitness events and expanding on the types of events offered would be attractive to some. Promotion of more special interest articles, comeback stories, and personal accomplishments might also be ideas to consider.
5. **Coaches:** To promote Masters swimming we need more Masters coaches. The continuation and expansion of clinics for potential Masters coaches, increasing the visibility of MACA, continued education to other coaching organizations regarding Masters coaches, and providing assistance/information to clubs or local teams who may not have a coach could all be beneficial.
6. **LMSC/Club Assistance:** I believe that there is more USMS could do to assist clubs, local teams, and workout groups in organizing at the local level. Providing bylaws, job descriptions, coaching agreements, etc., could be beneficial for the growth of start up groups of swimmers. A challenge will be to determine how to seek out these groups to offer assistance and support. I would also like to propose that USMS consider a fund with specific guidelines for usage to encourage small LMSCs with very limited funds to send representatives to convention.
7. **Recognition of Volunteers:** One can never recognize volunteers enough! This is particularly important for USMS which is volunteer driven. USMS has established numerous avenues to recognize our volunteers, but we can improve on that more and should do so. We should look for ways to acknowledge local volunteers in the national spotlight and recognize the volunteers that work on our national committees. Utilizing our web site for volunteer recognition is one idea that could be considered.
8. **Communication:** USMS has made great strides in improving member communication via the web, SWIM magazine, Streamlines, mailings to LMSCs, and through our National office staff. However, we can always improve on these avenues of communication and should continue to evaluate if we are utilizing our assets to the greatest degree possible. Our web site has proven to be one of our strongest communication links to our members at the local level and the world. We need to continue to explore even more innovative ways for utilizing this valuable resource.
9. **Relationships with Other Organizations:** Continuing our quest for enhanced liaisons with other fitness organizations such as YMCAs, Park and Recreation Districts, Community Centers, and swimming related organizations such as the International Swimming Hall of Fame, FINA, etc. are important to the continued health of this organization. Strengthening our liaisons with USA Swimming and USA officials and other certifying organizations for officials is also important.
10. **Sponsors:** Evaluating the area of USMS sponsorships for maximum benefits for our members and the organization's visibility and monetary benefit will continue to be important. Considering different or additional mechanisms for encouraging our members to support sponsors could also benefit members as well as attract potential sponsors to the organization.

USMS has a wealth of knowledge, ideas, and skills residing within our members. I have spent a great deal of time during the past year educating myself regarding aspects of the organization with which I have not had much exposure in the past. I believe I am prepared to lead USMS as President. My goal will be to leverage this information to define what is important for the future of Masters Swimming, and lead USMS in that direction. With the assistance of our volunteers, we can continue to improve on the successful start that we have had in the 20th century.

Please list any other experience that relates to your qualifications for office: I have had leadership roles in organizations unrelated to swimming, e.g. President of a time share Condominium Association and numerous roles as chair and committee member within my profession and employment organization. I have participated in

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several communication seminars, and these have helped fine tune my skills in working cooperatively and collaboratively with people.

Resume for Sandi Rousseau

USMS Experience—National

- Oregon LMSC Delegate 1985-2000 (excluding 1988)
- Championship Committee Chair 1993-Present
 - Solicit, coordinate, and review bids for National Championship meets
 - Provide guidance and advice to meet hosts
 - Coordinate projects within Championship Committee including: Update of Meet Manager's Manual, Development of Entry Processing Workbook, Development of Meet Liaison Guidelines, Revision of Championship Bid Application, Meet Contract Updates, Rules Proposals from Championship Committee, Top Ten Survey, and On Line Entry Process
- Championship Committee Member 1985-1993
- Co-author of Championship Meet Contract
- Author of Championship Meet Evaluation Forms
- Author of Article on National Meet Limitations for USMS Newsletter
- Authored and Tabulated Survey on National Qualifying Times – Santa Clara, CA, Nationals 5/93
- Liaison to National Championship Meets: Federal Way, WA - LC (8/92); Tempe, AZ - SC (5/94); Cupertino, CA - SC (5/96); Federal Way, WA - SC (5/97); Indianapolis, IN - SC (5/98); Minneapolis, MN - LC (8/99); Federal Way, WA - LC (8/01); Honolulu, HI - SC (5/02)
- Ad Hoc Computer Registration/Top Ten Committee Member 1995-1996
- International Committee Member 1990-1991; Chair of Ad Hoc Committee to recommend changes to MSI Bylaws/Constitution
- Sports Medicine and Research Committee Member 1986-1992
- Convention Committee Member 1988-1989
- Safety Education Committee Member 2000 - Present
- Marketing Committee Member Ex-Officio (Interactions regarding Sponsorships) 1998 – Present
- Attendance at 25 USMS National Championship Meets
- Attendance at 4 International Competitions: New Zealand 1984, Australia 1988, Indianapolis, IN 1989, Portland, OR 1998
- Recipient of USMS National Championship Meets Award – 1998

USMS Experience—LMSC

- Member of Oregon Masters Swimming 1977-Present
- Attendance at LMSC Board Meetings since 1983
- LMSC Board of Directors
 - Secretary 1983-1984; Chair 1985-1986; Safety Chair 1994 - Present
 - Awards Committee Chair 1991-1992
 - Author of OMS Meet Contract - 1986
 - Author of Association Meet Guidelines - 1980s
 - Author of OMS Safety Guidelines and Warm-Up Procedures - 1983
- Meet Director of USMS Long Course Nationals -1986
- Entry Processing Committee for 1995 LC Nationals
- Founding Member of Tualatin Hills Barracudas (Local Team) - 1981
 - Co-author of THB Constitution and Bylaws
 - Secretary 1981-1983; President 1984-1986, 1992-1993; OMS Liaison 1996-Present; Meet Director 2000 - Present
 - Meet Director for several local meets hosted by the Barracudas 1980s - Present
 - Author of Team Brochures 1980s
- 1998 NIKE World Masters Games Swimming Commissioner (8/98)
- Recipient of OMS Ole' Barnacle Award 1986 (Meritorious Service/Leadership to Oregon Masters Swimming)

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- Recipient of OMS Connie Wilson Memorial Award 1987 (Outstanding Long Term Leadership/Service to OMS)
- Recipient of OMS Special Service Award 1998

Professional

- Adult Nurse Practitioner, Internal Medicine, Kaiser Permanente, Portland, OR
- Staff Nursing / Head Nurse – University of Colorado, Denver, CO

Education

- Bachelor of Science in Nursing, Indiana University, 1969
- Masters of Science in Nursing, University of Colorado, 1971
- Adult Nurse Practitioner Certification, University of Colorado, 1973

Other Organizational Experience

- President - Wild Bird Interval Owners Association (Condominium Association), Sun Valley, ID 1988-1997
 - Board of Directors 1988 - Present
- Kaiser Permanente Westside Leadership Council - 1990s
- Kaiser Permanente Affiliated Clinician's Council - 1980s
- Kaiser Permanente Nurse Practitioner Council - 1980s

Other Facts / Interests

- Hiking, Backpacking, Snow Skiing, Bicycling, Gardening
- Amateur Radio Operator WB7NED
- Pear Farmer in the Hood River Valley
- Married 23 years; One Husband/Three Cats



Hugh Moore Candidate for Vice President

Why are you interested in being USMS Vice President and why do you believe you would be a good candidate for this position. I wish to continue to serve USMS. I strongly believe that USMS should increase its efforts to provide events and programs to motivate all members of USMS toward improved fitness.

I feel that being Vice President would be an excellent use of my communication and organizational skills. I also believe that my broad experience at team, LMSC, and national levels has enabled me to appreciate the diversity of our 40,000 members.

What do you consider to be the major issues facing USMS in the next four (4) years. As the USMS Vice President, how would you address these issues. I feel that the major issues currently facing USMS are primarily related to our growth. These issues include managing our growth, managing our professional staff, continuing to improve communications, and providing programs for all members, including novice swimmers as well as elite athletes.

Most issues must be addressed by harnessing the energy and ideas of our members. We must continually make efforts to solicit the ideas of our 40,000 members. We must improve our infrastructure of coaches, administration, communications, and pool availability, so that we can continue to grow at a controlled rate.

Please list any other experience that relates to your qualifications for office. My experiences at work keep me abreast of current technology. I feel that evolving technology, such as the internet, computers, and software, is important to our communications infrastructure and event management.

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Resume for Hugh Moore

USMS Experience—National

- Chairman, Communications Committee, 2000-present
- Zone Committee Chairman 1997-2000
- Chairman ad hoc Professional Management 1998-2000
- Chairman, USMS Officials Committee 1993 - 1997
- Chairman, USMS Planning Committee 1991 - 1992
- Member, USMS Planning Committee 1985 - 1994
- USMS Convention Delegate 1986 - present
- Member, USMS Marketing Committee 1987 - 1989
- Chairman, Registration Computerization Program 1987 - 89
- Member, ad hoc Computerization 1989 – 1991
- Ad hoc History and Archives Committee 1999-present

USMS Experience—LMSC (Pacific Northwest)

- Meets Committee Chairman 1997-present
- LMSC President 1985 - 1987
- Member Board of Directors 1983 - present
- Registrar 1984 - 85, 87 - 89

USMS Experience—Team

- President Federal Way Masters 1984 - 87, 1989 – 90, 1998-present
- President SWIM (Swimmers of Wichita - Inland Masters) 1979 - 83

USMS Experience —Meet Organization

- Meet Director of the following Meets:
 - 2001 USMS National Long Course Championships
 - 1997 USMS National Short Course Championships
 - 1992 USMS National Long Course Championships
 - National Preview Meet (June, 1992)
 - Four Northwest Zone Championships (1991 - 1996)
 - Seven Pacific Northwest Association Championships (1991 - 2001)
 - Region XII Short Course Championships (April, 1990)
 - Six local meets in Wichita, KS (1978 - 82)

Professional Experience

- B.S.E.E. (1976) University of Idaho
- M.S.E.E (1977) University of Idaho
- Employed as Electrical Engineer by the Boeing Company 1978-present

Personal Information

- Married to Jane Moore since 1979
- Daughter – Sarah born 1986

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Scott Rabalais Candidate for Vice President

Why are you interested in being USMS Vice President and why do you believe you would be a good candidate for this position. I wish to continue being of service to United States Masters Swimming and employ my talents and abilities to the Executive Committee of USMS. I believe I am a good candidate for Vice President for the following reasons:

- 1) I have knowledge in various areas of USMS from the positions in which I have served over the past 13 years. The main positions are Coaches Committee Chairman, USMS Editor for SWIM Magazine, Dixie Zone Representative, LMSC Chairman, Convention Delegate and Masters Coach & Swimmer.
- 2) I have strong ties and contacts with other swimming bodies, primarily USA Swimming, National Senior Games and High School Swimming.
- 3) I am a TEAM PLAYER, which is essential in the role of Vice President and as an Executive Committee member. On a local level, I advocate that every swimmer consider their role as a team player, as I believe having a strong, unified force is a key to success in any organization.
- 4) I have strong leadership qualities, developed and expressed through positions both in USMS and other swimming-related opportunities.
- 5) I have a strong work ethic. This is particularly important in our organization, as our officers must often balance the demands of family, work, swimming and other interests along with volunteer obligations.

What do you consider to be the major issues facing USMS in the next four (4) years? As the USMS Vice President, how would you address these issues?

- 1) Redefine our mission, goals and objectives to provide a clear and concise path for USMS to follow in the years to come. As Vice President, I will contribute valuable input for this vision based on my previous experience and my assessment of the desires of our current membership.
- 2) Build a more “program-oriented” organization that centers on the club as the main benefit-provider for our swimmers. In my opinion, the greatest benefit a USMS member can experience is being a part of a viable local club, run by capable coaches and administrators, where swimmers function as a team and have the opportunity to achieve their personal goals. As coach of a very viable club for the past 17 years, I can share valuable insights on how this may be accomplished nationwide.
- 3) Increase “broad-based” appeal for Masters swimming. In other words, while there are many adult swimmers in our national population, only a small percentage are members of USMS. I can offer input as to how we may increase our membership base substantially through a program-based USMS.
- 4) Improve our web-based communication and education. The USMS web site has become a major communications tool over the past few years, and it is likely that demands on the site will increase in the years to come. By and large, USMS swimmers have a hunger for knowledge of swimming, and the web, as well as written publications, can help to fulfill this need for the swimmers.
- 5) Improve the relationships with other aquatics-related bodies, particularly USA Swimming, YMCA and National Senior Games. The number one priority should be to educate the young swimmers of USA Swimming as to the benefits of a lifetime of swimming, thus increasing the chances that their vast membership will become Masters in the years to come.

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- 6) Improve volunteer contributions within our national committees and on a local level through education of the importance of effective volunteerism in USMS.

Resume for Scott Rabalais

Current and Former Employment

- Director & Masters Coach, Crawfish Aquatics, Baton Rouge, La. (1998 to present)
 - Oversee multi-faceted aquatic organization consisting of a USA Swimming team (150 members), Masters team (75 members), High School Swim League, Summer SwimAmerica Swim Lessons, and various aquatics-related classes.
- Coach of Crawfish Masters Swim Team, Baton Rouge, Louisiana (1984 to 1998)
 - Coached over 1,000 Masters swimmers with a typical team size of 100 swimmers. While coach of Crawfish Masters, served as creator and coordinator of the February Fitness Challenge from 1992 to 1998.

Masters Swimming/Positions Held

- USMS Coaches Committee Chairman (1997 to present)
 - During tenure as chairman, Committee instituted the following: USMS coaches registration/database, LMSC Coaching Representatives, USMS Open Water Clinics, *Coaches Committee Quarterly* (newsletter), *Ask the Coach* (SWIM Magazine feature), International Coaching Program and Masters Coaches Compensation Survey. The committee also worked extensively in continuing its established programs and contributed to the Masters training camps at the Olympic Training Center.
- Coach/Coordinator – USMS/USA Swimming High Altitude Training Camps (Camps 1-4), Colorado Springs, CO, at Olympic Training Center
- USMS Liaison to National Senior Games (1999 to present)
- USMS Editor for SWIM Magazine (1993 to 1997)
- Dixie Zone Representative (1991 to 1995)
- Member, USMS Fitness Committee (1991 to 1993)
- Southern LMSC Chairman (1989 to 1993) – also Newsletter Editor and Sanctions Chair
- Meet Director, over 70 local Masters meets (1986 to 2001)
- USMS Convention Delegate (1988 to 2001 – except 1990)

Other Positions Held

- Meet Director for Swimming, 2001 National Senior Games (1,000 participants – est.)
- Meet Director for Swimming, 1993 National Senior Games (860 participants)
- Meet Director for Swimming, Louisiana State Senior Games (1988 to present)
- Meet Director for Baton Rouge High School Swim League (1996 to present)
- Meet Director, 2000 Louisiana State Long Course Swimming Championships
- Official, Baton Rouge Area Special Olympics Swimming, 1990 to present
- Chairman, Southside Summer Swim League (1988 to 1989)
- Meet Director/Creator: Baton Rouge Summer League Championships (1996 to 1998)

Major Awards

- USMS Coach of the Year (1995)
- Masters Aquatic Coaches Association Lifetime Achievement Award (2000)
- USMS Fitness Program Award, Crawfish Masters for February Fitness Challenge (inaugural award - September, 1997)
- Inductee: Southern Masters Hall of Fame (August, 1997)

Writing

- Fitness Editor, SWIM Magazine (1997 to present)
- Published in numerous other magazines and publications, including Swimming World and Swimming Technique.

Clinics Conducted

- Vichy, France Houston, TX
- Baton Rouge, LA Rochester, NY
- New Orleans, LA Richmond, VA

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- Bahamas New York, NY

Athletic Achievements

- Four-time USMS All-American, 1500 meter freestyle (LCM & SCM)
- Three-time USMS National Champion (800/1500 meter freestyle)
- Former USMS record-holder, 5 Kilometer Swim
- Former USMS record-holder, 3000 Yard Swim
- Two-time USMS Long Distance All-Star and All-American
- Two-time Southern Masters Outstanding Male Swimmer
- US Triathlon Series National Rankings, 4th place, 1986
- Two-time Hawaii Ironman and professional triathlete (1980 to 1986)
- Louisiana State University varsity swimmer (1978 to 1980)

Personal

- Born September 4, 1958, in Baton Rouge, Louisiana
- College: B.S. in Psychology, Louisiana State University (1976 to 1980)
- Married to Muriel Downs Rabalais; two sons, Ross, age 4, and Ryan, age 1



Joan Alexander Candidate for Secretary

Why are you interested in being USMS Secretary and why do you believe you would be a good candidate for this position. I am interested in running for the USMS office of Secretary. I will have completed most of my current obligations, and will be free to devote much time to the demands of the office. I enjoy working with people and trying to help them resolve problems and consider a variety of solutions as seen through many scenarios. I feel that I am qualified to hold this position because of my background in Pacific LMSC. I have completed one 2-year term and am currently serving my second term. I have been active in our LMSC since 1995, and have attended all conventions since 1996.

What do you consider to be the major issues facing USMS in the next four (4) years? As the USMS Secretary, how would you address these issues? Although we are growing at a steady rate, I feel the major issues facing USMS in the next four years are retention of the current membership, and the need to help small clubs and LMSCs grow. This entails finding pools and pool-time for them and I think this can be done through a community education program. I did talk to several people at convention last year who were having this problem and I believe it needs to be addressed.

Please list any other experience that relates to your qualifications for office. Other qualifications and experience are: I have served as President and Vice President of Ridgeview Homeowners Association (219 units) for 5 years; President of the Pleasant Hill District Arts Commission, (a 3 year term); Secretary of Las Juntas Artists for 2 years and Walnut Creek Masters for 4 years. I do understand the procedures of how a meeting should be run, the decision making process, and a willingness to listen to any point of view. I love working with people and feel that I have something to offer USMS.

Resume for Joan Alexander

LMSC positions held:

- Secretary, 1999-2002 (2 terms)
- Hospitality, Chair 1997-1998, Co-Chair 1995-1997

National Convention & Committees

- My first convention was in 1996. I attended almost all of the meetings and took notes to determine which committees I would be interested in. I decided that Marketing, Planning and Fitness were my top

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choices, although International, Sports Medicine, and Championship were close. I was assigned to the Marketing and Planning committees. I have attended every convention since then. I do attend other meetings as time allows.

Swimming

- In 1984, I was an injured runner (Track & Field) and was told to swim while my injury healed. I did not swim as a child, so I had to be taught to swim. I missed most of 1985, but then decided to stay with the sport in 1986. Since then I have placed in the Top Ten Nationally and Internationally almost every year in all pool courses. I am now at a place in life (retired) where I have the time and want to give back to Masters Swimming.

Positions Held in Other Organizations

- President of the Pleasant Hill District Arts Commission, 2000-2003
- Secretary of Las Juntas Artists (local), 1998-2000
- Vice President and then President of Ridgeview Homeowners Association (219 units), 1997-Present
- Secretary of Walnut Creek Masters Swim Team and Newsletter Editor, 1989-1996
- Vice President and then President of Casitas Homeowners Association (406 units), 1985-1987



Sally Dillon Candidate for Secretary

Why are you interested in being USMS Secretary and why do you believe you would be a good candidate for this position. For a number of years I have provided focus to the Long Distance Committee and it's time for that leadership role to change hands and for me to move on to other areas of participation. I will bring excellent organizational skills to the position of Secretary and am prepared for the challenges and responsibility the Executive Committee provides. Being careful and complete is important to me and I take the time to see that any task is done correctly. I have the technical skills (word processing, etc.) and the organizational skills that will enable me to perform the job of Secretary at the highest level expected.

Masters Swimming has been a huge part of my life since 1972. It has given me so much enjoyment over the years that I treasure the opportunity to "give back" to the organization. I am a retired school teacher with plenty of spare time and a very flexible schedule.

What do you consider to be the major issues facing USMS in the next four (4) years? As the USMS Secretary, how would you address these issues? We must assure that USMS's growth in numbers will lead to improvement in the way we do things within the organization, not just additional dollars in the "kitty."

Our competition schedule and special event offerings need to grow as well. As USMS Secretary, I would initiate communication with LMSC's, teams and even pool facilities to help USMS expand activities into new areas.

As a volunteer based group, we need to be mindful of member concerns when we expand programs and/or bring on salaried positions. Communication is extremely important and the Executive Committee must be open to constructive criticism and interested member's suggestions. As Secretary, I would prepare minutes from Committee meetings and make them available to the membership. I support the USMS Goals and would like to see the current Strategic Plan come to fruition and be expanded in the future.

Our convention procedures have improved significantly in recent years but they can be further streamlined and our meeting minutes can be simplified for ease in reading and understanding without losing important content. USMS committees need to be conducted efficiently and according to Robert's Rules of Order. I would like to see workshops and information be made available to the chairs in order to accomplish this.

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Please list any other experience that relates to your qualifications for office. I have experience taking minutes at meetings and have coordinated large mailings (such as the Long Distance National Championship entry forms and Calendar of Events). I have conducted surveys and compiled handbooks and manuals. I have led workshops, chaired meetings and conducted special events for various organizations.

Resume for Sally Dillon

Qualifications

- I have been a committee chair and member of the Board of Directors since 1990 and have prepared my own convention committee minutes each year. I communicate by letter and E-mail to my committee members and others in the organization throughout the year and I have participated in the production of a number of documents (such as the Long Distance Open Water Manual). My minor in college was English and I have good writing skills. I have equipped my MAC with all of the necessary equipment to read and exchange documents with other computer users.

USMS Experience—National Level

- Convention Delegate (1977 and 1987-present)
- Long Distance Committee Chair (1994-present)
- Long Distance Committee member (1988-present)
- Ad Hoc Officials Chair (1990-1993), Ad Hoc Officials member (1990-present)
- Insurance, Ad-Hoc Professional Management

USMS Experience—LMSC Level

- PNA Awards Chair (1998-present), PNA Long Distance Chair (1998-present)
- PMS occasional member of subcommittees (I lived 3 1/2 hours away from the LMSC meeting location and attended on an irregular basis only so I was never on the Board)
- SPMA Secretary and Top Ten Tabulator (approximately 1974-1978).

USMS Experience—Team Level (I have lived in 3 different LMSC's)

- Joined Masters Swimming in 1972, provided leadership and organization to Long Beach Masters, directed meets in Long Beach for SPMA (1976-1978).
- Founded and directed Truckee-Tahoe Swim Team Masters (1979), the Donner Lake Open Water Swim (1980-1994) and the Truckee Winter SCY Meet (1979-1993). Co-founded Sierra Nevada Masters (1982). Secretary and Treasurer until 1997 and wrote the team newsletter for many years.
- Joined North Whidbey Masters (1997) and direct the Annual "multi-distance" Pentathlon (1998-present). It is a team within the PNA.

Work Experience

- Lifeguard and swim instructor (1965-1974) at Long Beach, CA pools.
- Teacher of Physical Education in Long Beach, CA (1974-1978)
- Substitute teacher in Truckee and Tahoe City, CA (1978-1981)
- Teacher of Aquatics and High School Mathematics in Reno, NV (1982-1992)

Volunteer Experience

- USA-Swimming Official (1975-present)
- Founder and Head Coach, Truckee-Tahoe Swim Team (age group), Truckee, CA (1979-1997)
- Director, Truckee-Donner Park and Recreation District (1986-1994) and Chair (1990-1992)
- President, Nevada/California Swim League (1992-1995)
- Member, American Association of University Women (1985-present); past president, membership chair, treasurer, public policy chair, program chair, special events coordinator, director of numerous events.
- Director, Surfcrest Homeowner's Association, Whidbey Island, WA.

Education

- BA -California State University, Long Beach 1974 (Physical Education major, English and Math minors)
- MS - University of Nevada, Reno 1989 (Physical Education major, English minor)

Interests (beyond swimming)

- Dancing (country, swing, ballroom), movies, travel, sailing, yoga, grandchildren (in no particular order)

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Frank "Skip" Thompson Candidate for Secretary

Why are you interested in being USMS Secretary and why do you believe you would be a good candidate for this position. I am interested in the position because it represents a sequence in my involvement and the continuation to serve USMS at the National level of our organization. I am very pleased to have the opportunity to influence the future direction of a great organization.

I have a broad range of experience at Club, LMSC, and National levels. I have been a Swimmer, Coach, Meet Director, and LMSC Volunteer at all levels of the Michigan LMSC. I served as the Great Lakes Zone Chair for 7 years following 4 years as an LMSC Chair. I have been a convention delegate for 12 years and served on 4 committees during that time. I have been involved in special projects such as National Elections, National Time Standards, and the ongoing USMS History Project. As a Swimmer and Coach, I have been active every year since I began in 1982. I would like to continue to contribute to USMS and use my background to contribute to the Executive Committee.

What do you consider to be the major issues facing USMS in the next four (4) years. As the USMS Secretary, how would you address these issues.

- 1) The most significant issue to assure the future success of USMS (or and even the LMSC) will be the development of programs for the large part of our membership which does not participate in competition. As an organization, we have a commitment to provide programs in fitness for these members.
- 2) Membership retention and growth are two areas that remain as a critical aspect to the future health of USMS. Communicating to our membership a product that they can value which can best be reflected by their continuing support and membership.
- 3) Professional/ Paid positions verses Volunteer positions will have to be addressed in the future similar to what we have done in the last 4 years. USMS has to look objectively at this.
- 4) USMS should become more involved and have successful interaction with other bodies such as the YMCA, NSG, FINA, USS, and Park departments. Our involvement with these organizations could carry USMS to the next level in membership and allow our many resources to be utilized by a much larger constituency.
- 5) In addition to developing programs that will increase our membership, we have to expand our marketing concepts to broaden our financial base so that we do not rely strictly on registration fees to run our organization. Support of corporate sponsors who have sought to assist us as loyal partners needs to be continued and explored in the future.
- 6) Effective communication between all levels of our organization, from National Office to LMSC and LMSC to members. The development of effective lines of communication with the LMSC's and their respective members is imperative.
- 7) Another major issue I see is the lack of enough younger volunteer talent to contribute at both the local and national level. This is very important because these people will be the leaders of USMS in the future.

Please list any other experience that relates to your qualifications for office. I work as a Project Manager / Applications Engineer for the second largest automotive supplier in the world, Visteon. I work very well with people in a very collaborative way. I am a good listener and communicate and organize effectively. I have proven leadership abilities as demonstrated by my employment and by my volunteer work on the National and Local levels of USMS.

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Resume for Skip Thompson

USMS Responsibilities

- 1992 - 1999 - Great Lakes Zone Representative
- 1992 - 1999 - USMS Board of Directors
- 1992 - 1999 - Zone Committee and Nominating Committee
- 1999 - Present - Coaches Committee
- 1993 - Present - Planning Committee
- 1989 - 1993 - Championship Committee
- 1989 - 2000 - USMS Convention Delegate

LMSC Responsibilities

- 1991 - 1993 - President - Chairman of the Michigan LMSC
- 1989 - 1991 - Vice President/Vice Chairman of the Michigan LMSC
- 1987 - 1991 - Treasurer of the Michigan LMSC
- 1999 - 2001 - Secretary of the Michigan LMSC.
- 1984 - 2001 - Coach/Team Rep of Michigan Masters Club at USMS Nationals
- 1984 - Present Coach/Team Representative Plymouth YMCA at YMCA Nationals
- 1993 - 1994 - Fitness Chairman of the Michigan LMSC
- 1993 - 1997 - Records Chairman of the Michigan LMSC
- 1987 - Received YMCA Service Award from Greater Detroit Metropolitan YMCA
- 1991 - Received Chetrick Award for Outstanding Service to the LMSC
- 1995 - Received Lawrence Award for Outstanding Swimmer for the LMSC
- 1999 - Received USMS Service Award for Outstanding Service
- 2000 - Received USMS National Coach of the Year Award

Meet Administration

- Meet Director - Michigan Master State Championship-1985,1989,1991,1992,1996,1999
- Meet Director - Great Lakes Zone (LCM) Championship - 1988 - Dunworth Pool
- Meet Director - Great Lakes Zone (SCM) Championship - 1990 - Univ. of Mich
- Meet Director - Great Lakes Zone (SCY) Championship - 1997 - Eastern Michigan
- Meet Director - Local SCY SOS Club Swim Meet - 1984 - 1991 - Oakland C.C. Meet Director - Local LCM SOS Club Swim Meet - 1984 - 2000 - Dunworth Pool. Meet Director - Local LCM Ann Arbor Swim Meet -1992 - 2000 - Fuller Pool. Meet Director of the First outside event (1989 SCY State Championship Meet) at the Canham Natatorium - University of Michigan. Meet Director of the First Short Course Meters Zone Championship (Nov.1990) in the Great Lakes Zone at the Canham Natatorium - University of Michigan.

National Championships Meet Administration

- Records/Top Ten National Liaison - 1996 LC Nationals – University of Michigan
- Championship Committee - Served as a Meet Evaluator/Liaison for the following USMS National Championships - 1990 SC Nationals USC Los Angeles, 1991 LC Nationals Elizabethtown KY, and 1992 LC Nationals Federal Way, WA

Coaching - Team Accomplishments Coach

- Team Treasurer/Administrator of the Plymouth YMCA/SOS from 1984 to the Present. Responsible for administering workouts 12 months a year. The team has been Michigan Masters State Champions (82,85,89,90,91,92,93, 94,95,96,97,98,99,00) more than any other team in Michigan Masters history. Coach/Team Coordinator for the Plymouth YMCA which were Overall Small Team Combined National YMCA Champions (1993). Men's National YMCA Champions (1993) and Women's National YMCA Champions (1994).

Committee Project Assignments and Accomplishments

- Championship - USMS Time Standards
- Planning / Zone - USMS Election Survey
- Great Lakes Zone - Implementing a Zone Championship Meet for all 3 courses
- Ad Hoc History/Archives - Contributed as a key member in the early stages
- Coaches Committee - Chair of the 2001 Coach of the Year Award and parameters

CANDIDATES FOR USMS EXECUTIVE COMMITTEE



Douglas D. Church Candidate for Treasurer

Why are you interested in being USMS Treasurer and why do you believe you would be a good candidate for this position. I have served as Chair of the Finance Committee of USMS for the past three years and served on the Finance Committee for several years prior to that. I have served as Treasurer of my LMSC for the last 10 years. I have expressed an interest in the general operations of USMS since beginning my tenure as a delegate to the convention and I am prepared to devote the time and energy to the job of Treasurer and Executive Committee member.

What do you consider to be the major issues facing USMS in the next four (4) years. As the USMS Treasurer, how would you address these

issues. Two responses:

First, as Treasurer, I will do my best to handle the responsibilities of that office effectively, which is to say, to see there is effective coordination of the financial affairs of the corporation; that checks are written and bills paid in a timely manner; books and records of the corporation are maintained as they should be; funds deposited and invested in accordance with FOG and in accordance with sound practice for a not-for-profit organization.

Second, as a member of the Executive Committee, I will be an advocate for good planning, good management and balanced representation of our membership. I believe that our major challenges are (1) to encourage growth of the organization throughout the country; (2) to continue the movement toward professional management of the organization; (3) to acknowledge and address the diverse interests of our membership, from the very competitive to the fitness swimmer; (4) to encourage ways and means of good communication to all members. USMS is uniquely positioned to be the voice for all adult fitness swimmers and we need to find a way to give that voice full volume. This organization can be a "big tent" that will provide quality opportunities for the elite competitive swimmers, fitness swimmers, triathletes, water aerobics participants, open water swimmers, and so on. I should also be clear on my support for the USMS Endowment Fund. As a tool for research and development of information and opportunities for Masters swimmers and all adults, the potential is incredible and, as yet, untapped. I will continue to pursue development opportunities for increased funding of the Endowment Fund in order to begin making grants for worthy projects.

Please list any other experience that relates to your qualifications for office. I have coached the Noblesville Adult Swim Team (NASTI) for 21 years. I have served as a co-meet director for 2 USMS National Short Course Championships and on the Local Organizing Committee for the FINA Masters World Championships, the Pan Pacific Masters Championships and numerous regional meets.

Resume for Doug Church

Personal

- Douglas Denton Church, born on January 22nd, 1944, at Methodist Hospital in Indianapolis, Indiana. Married to the former Kathleen Ann Gilpatrick of Evansville on August 20, 1966. Father of two children: Julia, born May 19, 1969, a graduate of Indiana University, AB, and Loyola University Law School in Chicago, JD, currently employed as a law clerk for the Honorable Allen Sharp, Judge, Federal Court for the Northern District of Indiana, married to Jeffrey Kozicki; and Jordan, born July 25, 1970, a graduate of Wabash College, AB, and Indiana University Indianapolis School of Law, JD, married to Hillary Harmless. Jordan served two years as a VISTA volunteer in Iowa City, Iowa, and Concord, New Hampshire, prior to beginning law school. Jordan is a partner in the firm of Church, Church, Hittle & Antrim. One Grandchild: Joseph Douglas Allen Kozicki, born August 22, 1998! Two more on the way!

Educational

- 1962 graduate of Muncie Central High School; 1966 graduate of Indiana University (AB); 1970 graduate of Indiana University School of Law (JD); President, Phi Delta Phi Legal Fraternity, Willkie Inn, 1969;

CANDIDATES FOR USMS EXECUTIVE COMMITTEE

Law Clerk, Indiana Appellate Court, 1968-70; graduate, Harvard Law School, Program of Instruction for Lawyers, 1986; certified civil mediator since 1995.

Professional

- **Bar Admissions:** Indiana Supreme Court, May 20, 1970; Federal Court for the Southern District of Indiana, May 20, 1970; United States Court of Appeals for the 7th Circuit, May 17, 1995; Federal Court for the Northern District of Indiana, March 13, 2000.
- **Other:** Managing Partner, Church, Church, Hittle and Antrim Law Partnership, (celebrated it's 120th anniversary in the year 2000); Member: Hamilton County Bar Association (President, 1979-81); Indiana State Bar Association (Member, Board of Governors, 1999-2000; Chairperson, Young Lawyers Section, 1982; Chairperson, Local Government Section, 1983; Chairperson, Budget and Finance Committee, 1996-98; Chairperson, Facilities Review Committee; Treasurer, BARPAC); American Bar Association (7th Circuit Governor, Law Student Division, 1969; Gold Key recipient, 1969; National Co-Chairperson, Small Firm Litigation Management Committee, 1993-2000); Master Fellow, Indiana Bar Foundation; Advocate Rank, American Board of Trial Advocates; Member, Indiana Trial Lawyers Association; Noblesville City Attorney 1987-1995; Fishers Town Attorney, 1980 to present; Member, Board of Directors of the Indiana Municipal Lawyers Association, 1995 to present, President, 1999-2000; occasional faculty member, Indiana Continuing Legal Education Forum and other continuing education organizations, on the subject of municipal law and litigation issues. Articles: **Recent Developments in Planning and Zoning**, ICLEF Municipal Law, 1984; **A Brief Review of a Few Current Cases**, ICLEF The Nuts and Bolts of an Automobile Negligence Case, 1987; **Quality of Life: The New Zoning Agenda**, American Society of Farm Managers and Rural Appraisers 59th Annual Convention, 1988; **Hedonic Damages: Laying the Foundation**, ICLEF Hedonic Damages, 1994; **Planning: What Is It and Why Do It?**, IMLA/IACT, Municipal Law XIII Handbook, June, 1996; **Road and Access Law In Indiana:** Authored chapters on Ethical Considerations, Litigating the Road Case, Transaction Considerations. National Business Institute, 1999. Member, Board of Reviewers, *The Journal of Cognitive Rehabilitation*.

Civic and Charitable

- Hamilton County Leadership Development Academy, Board and Faculty Member, Dean (1992), President (1996-98); Immediate Past Chairperson and Member, Board of Trustees, Conner Prairie, Inc. an Earlham Museum; Member, William Conner Society; President, Hamilton County YMCA Advisory Board (1996-97) and Member of the Board of Trustees of the Greater Indianapolis YMCA (1996-2001); Member, Board of Trustees, United Theological Seminary, a seminary of the Methodist Church (2000-2005); President, Hamilton County Progress Committee (1997-98); President, The Friends of Central Pool, Inc. (1997-2001); Chairperson, Board of Governors of the United States Masters Swimming Endowment Fund (1997-2001); Chairperson, Finance Committee, United States Masters Swimming, Inc.; Co-Meet Director, 1998 and 2000 United States Masters Swimming Short Course National Championships; member, Board of Directors, Hamilton County Extension Service, 1997 to present; former Board Member, Tri-County Mental Health; former Board Member, Hamilton County Cancer Society; former Board Member, Indiana University Indianapolis Law School Alumni Association; Noblesville Chamber of Commerce, President (1983-85) and Board Member (1981-87); Chairperson, Initial Fund Drive (1977-78), Life Member, Riverview Hospital Foundation.

Honors, Awards & Recognition

- Certificate of Merit and Appreciation, The Appellate Court of Indiana, 1970; American Bar Association Gold Key Award, 1970; Indiana State Bar Association Citation of Merit, 1982; Irv Merritt Award, Greater Indiana Masters Swim Association, 1989; Volunteer of the Year, Hamilton County Branch, Greater Indianapolis YMCA, 1996; Man of the Year, Hamilton County Branch, Greater Indianapolis YMCA, 1997; Frank Campbell Service Award, Hamilton County Bar Association, 1997; Hamilton County Citizen of the Year Award, Topics Newspapers, 1997; Josiah K. Durfee Award Recipient, Noblesville Preservation Alliance, 2000; Indiana State Bar Association "Cinch Strap" Award, 2000.

USMS Committees

- Finance (6 years), Coaches, Legal Counselors, USMS Endowment Fund Board of Governors (Chair).

Miscellaneous

- Coach, Noblesville Adult Swim Team; Treasurer, Greater Indiana Masters Swim Association; member, Columbia Club; member, First United Methodist Church of Noblesville; member, 50 Club of Hamilton County.

2001 LEGISLATION AMENDMENT PROPOSALS

L-1 507.3.11 & 507.3.17 p 88-89 Convention Committee

507.3.11 – Marketing/Publications Committee

The Marketing/Publications Committee shall define the marketing goals and objectives that are supportive of the purpose and philosophy of Masters Swimming, and shall execute the activities and produce materials necessary to accomplish these goals and objectives.

507.3.17 – Rule Book Publications Committee

The Rule Book Publications Committee shall design, edit, and produce the rule book, and other materials or media, as approved by the House of Delegates.

***Rationale:** The Marketing Committee has historically been hamstrung in its ability to fulfill its primary functions by being required to follow the entire process through, once the House approves a project. This results in a continuous and repeated struggle on the part of the committee to try to balance its desire to be a creative body with the need to also be an operational committee concurrently. By combining the operational requirement with a committee that already performs the needed function on a continuing basis, there will be a streamlined effect on the marketing efforts of the corporation. Both the Rule Book and Marketing Committee chairmen endorse this proposal.*

L-2 507.3 p 86 Legislation Committee

507.3 STANDING COMMITTEES

The president shall appoint...Whenever possible, each committee shall have representation from each zone. If the relocation of a committee member results in a committee no longer meeting zone representation requirements, the committee chair shall notify the President. With the approval of the Zone Committee, the President may choose to retain that committee member or name a replacement as the situation merits. Standing committees shall...

***Rationale:** Certain committees require a specific number of committee members from each zone, but there are no guidelines as to how to deal with the relocation of one or more members out of their initial zones. Replacement of a member who moves close to the time of convention can disrupt the work of the committee for that year. This amendment would allow the President and the committee chair to consider each situation and replace a member who relocates when and if appropriate.*

L-3 601.2 & 601.4 pp 91-2 Legislation Committee

601.2.1—Authorization

Changes to the ~~USMS Code of Regulations and Rules of Competition~~ USMS Code of Regulations and Rules of Competition may be proposed only by an LMSC ...

601.2.4—Publication of Proposed Amendments

All proposed changes to the rules or code shall be published...

601.4 ADOPTION OF PROPOSED AMENDMENTS

The ~~USMS Code of Regulations and Rules of Competition~~ USMS Code of Regulations and Rules of Competition may only be altered...

***Rationale:** Housekeeping. Change the language to make it clearer.*

2001 LEGISLATION AMENDMENT PROPOSALS

L-4 Parts 5 & 6 pp 81-92 Ohio LMSC

Series of amendment proposals to elevate the Financial Operating Guidelines (FOG) to Financial Operating Rules (FOR) and to set in place procedures to amend the FOR.

507.3.5 p 87

507.3.5-- Finance Committee

The Finance Committee shall consist of The Finance Committee shall:

A: Develop policies and rules pertaining to the financial affairs of the corporation and implement and oversee the financial operating rules of USMS.

Rationale: *The Finance Committee is charged with the obligation to oversee the financial health of USMS and with the FOG (financial operating guidelines) being elevated to the FOR (financial operating rules) and being given formal status, the Finance Committee needs to be formally charged with oversight of these rules. See additional rationale at 508.1 below.*

508 p 89

Add new 508.1 and re-number existing 508.1 et. seq. as 508.2 et. seq.

508.1. FINANCIAL OPERATING RULES

The financial operations of the corporation shall be governed by financial operating rules (FOR) which are contained in appendix (X). Oversight of the FOR shall rest with the Finance Committee (see article 507.3.5A) and the FOR shall be approved by the House of Delegates in accordance with Part 6.

Rationale: *Gives formal status to the FOR and directs how it is to be overseen and how amendments are to be offered and voted upon. If adopted, the Rule Book Committee shall assign a letter reference for the new appendix.*

601 p 91-92

Introduction: The Financial Operating Rules, which shall be approved by the House of Delegates, shall be amended in accordance with Part 6. Implementation of the following amendments to Part 6 will effect the necessary references and requirements for such amendments.

New 601.1.4, renumber existing 601.1.4 as 601.1.5:

601.1.4—Proposed changes to the financial operating rules shall be considered by the Finance Committee for report and recommendation to the House of Delegates.

Rationale: *Adds a formal process by which the FOR may be amended and places the FOR on an equal basis with USMS's other rule making operations and authority.*

601.2.3—Submission Deadline

Proposed changes by an LMSC must be submitted to the chair of the Rules, Legislation, Finance, or Long Distance Committee not later than July 10.

Rationale: *Adds FOR to the list of changes proposed by an LMSC which must be offered to the Finance Committee on a schedule which allows for appropriate review.*

601.2.4—Publication of Proposed Amendments

All proposed changes to the rules, financial operating rules, or code shall be published and mailed....

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Rationale: Add FOR to the list of changes which must be offered to the HOD before the convention in order to allow for appropriate notice, review, comment or debate.

601.3. MODIFICATION OF PROPOSED AMENDMENTS

Proposed amendments may be modified in any manner by the Rules, Legislation, Finance, or Long Distance Committee, where appropriate, while under consideration by said committee. Such modification must be germane to the subject matter and intent of the proposed change.

Rationale: Adds the FOR to those amendments which may be modified by the reviewing committee.

601.4.4 Financial Operating Rules

Add new 601.4.4 and renumber existing 601.4.4 et. seq. as 601.4.5 et. seq.

601.4.4—Financial Operating Rules

In any year, the financial operating rules may be adopted or amended by a majority vote of the House of Delegates members present and voting if amendments to them are submitted to and recommended by the Finance Committee, or by two-thirds vote of the House of Delegates members present and voting if amendments to them are submitted to and NOT recommended by the Finance Committee.

Rationale: Adds voting requirements for adoption of amendments to the FOR.

Summary of Amendment Procedures, following article 601.5 (Left out of 2001 Rule Book in error. May be found on p 88 of 2000 Rule Book).

Summary of Amendment Procedures	Even Years	Odd Years
...		
Legislation (Preamble, Goals and Objectives, Glossary, Part 2, Part 4, Part 5, Part 6, and Appendix D)		
If recommended by committee	*	Majority
If NOT recommended by committee		2/3
Financial Operating Rules (Appendix X)		
If recommended by committee	Majority	Majority
If NOT recommended by committee		2/3 2/3

Rationale: adds a summary of FOR voting requirements to the summary box.

L-5 508.3 p 89 Ohio LMSC

508.3 INTERNAL AUDITOR

The internal auditor shall be appointed by and serve at the pleasure of the Zone Committee president and shall report to the House of Delegates through the Finance Committee. The report of the internal auditor shall be simultaneously delivered to the Zone, Finance, and Executive Committees. The internal auditor shall:...

508.3.4 Present the financial statements listed in article 508.3.3 to the Finance, Executive, and Zone Committees as soon as practical...

Rationale: The executive side of USMS is organized to operate the corporation and is responsible for collecting funds and spending them in accordance with the instructions of the HOD. The internal auditor is to review the financial operations of USMS to ensure that the

2001 LEGISLATION AMENDMENT PROPOSALS

requirements of the HOD are carried out and that funds flowing into and out of the corporation are levied and used in accord with that mandate. As such, the auditor must be appointed by and

report to someone other than the authority they are responsible for overseeing. It is suggested that the Zone Committee can best serve this function as the other elected body representing the members of USMS and as the body independent from the jurisdiction of the Executive Committee.

The internal auditor's budget shall be increased to cover travel to the controller's place of business for the purpose of reviewing the originals of all USMS financial records, internal and external.

Article 507.2.5 foresees using the Zone Committee in the fashion suggested in this amendment. "The (Zone) committee shall carry out the responsibilities assigned to it by the policies of the House of Delegates, the president, the USMS Code of Regulations, and the stated need of the LMSCs." The broad range of potential tasks envisioned in this charge contemplates the Zone Committee filling in wherever it is needed. Presiding over the audit function via the charge contained in 507.2.5 seems a perfect opportunity to meld the Zone Committee's independence and the necessity of removing the audit responsibility from the executive chain of command.

L-6 505.1.D p 84 Ohio LMSC

505.4. DUTIES OF OFFICERS

The duties of the officers shall be as follows:

505.4.1—The president shall:....

D. Appoint legal counsel who shall serve at the pleasure of the president. The legal counsel shall be an ex-officio member of the Board of directors and all committees, and shall have voice but no vote.

Rationale: A reclassification of the role of the legal counsel is suggested as part of this series of amendments to the rule book. The first action is to make the legal counsel an ex-officio member of the Board of directors and all committees to allow that person to oversee all USMS activities in order to ensure compliance with both USMS and external legal requirements. The president of USMS currently serves as an ex officio member of all committees (Article 505.4.1 C), it is suggested that the legal counsel have the same status. Ex officio status does not require attendance at the meetings or participation in the operations of any committee or the board, it only ensures a right of access and participation in all meetings of the body in which one serves as an ex officio member. See further rationale stated after proposed amendment of 507.1.1.

L-7 505.4.1.E p 84 Ohio LMSC

505.4. DUTIES OF OFFICERS

The duties of the officers shall be as follows:

505.4.1—The president shall:....

E. Serve as president of the board of directors.

Rationale: Currently there is no designated or elected president or chair of the board of directors. The president of USMS is an elected officer, and a member of the board of directors, but no one is designated as chair or president of the board and the board, acting on its own, has never elected a chair or president. This provision will fill that void. It is noted that the secretary of the corporation is designated to act as secretary for the board of directors. The failure of the bylaws

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to state that the president of the corporation shall also be the president of the board of directors appears to be an oversight.

L-8 506.1 p 85 Ohio LMSC

506.1. MEMBERSHIP

The Board of Directors of this corporation shall consist of:

506.1.1—Each elected member of the Executive Committee.

506.1.2-- Each zone representative

506.1.3-- Past presidents, who shall serve as ex officio members, with voice but no vote.

~~506.1.4—The chairs of all standing committees~~

~~506.1.45—The liaison from USA Swimming, who shall serve as an ex officio member, with voice but no vote.~~

Rationale: Recognizes that there shall be voting and non-voting members of the Executive Committee. The voting members shall be those officers who are elected, as opposed to those who are appointed or serve because of their status. See further rationale on this point stated after proposed amendment of 507.1.1. Currently there are approximately 45 members of the board of directors, roughly half of whom are appointed by the president. (The reason there is not an exact number of members on the board is that several people are on the board in more than one capacity, i.e., past president and committee chair or zone representative, etc.) Past presidents hold a position on the board of directors by virtue of their status, and not by appointment or election. It is suggested that a 45 member board of directors is too large to be effective for the purpose for which it was designed, which is to act on behalf of the House of Delegates when it is not in session (Article 506.4)

By reconstituting the board of directors as those officers and zone representatives who are currently elected we use the pool of elected officials we already have. It is possible that we could create a third elected body, the board of directors, but so far no good reason to create this additional class of elected members seems to have arisen. Although committee chairs would no longer be members of the board, this action would not appear to affect their status as chairs. Past presidents would be ex officio members of the board for the obvious knowledge, experience and judgment they bring to that body. It is not proposed to give them an ex officio vote, as the number of past presidents, currently 6, which will be 7 in September, could eventually comprise the largest single element on the board, somewhat defeating the elected nature of the board. Additionally, continuing to add past presidents would again make the board unwieldy in size, doing the opposite of what this legislation is proposing to do. Finally, having our officers and zone representatives who are elected in alternate years by separate constituencies, comprise the board of directors creates an internal check and balance in USMS operations and brings to the executive level all concerns of the organization through the varied officials who represent each USMS constituency.

The USA Swimming liaison is on the board of directors in an ex officio status because of past cross agreements between the two organizations as to such representation and the close relationship of the goals and operations of USMS and USA Swimming.

L-9 506.2 p 85 Ohio LMSC

~~506.2 TERM OF OFFICE~~

~~Directors shall be elected or appointed for a 2-year term.~~

Rationale: If the amendments to 506.1 pass then 506.2 becomes irrelevant as members of the board of directors would serve for their elected terms on the schedule covered in other sections of the rule book. Additionally, it is gratuitously noted that 506.2 is not fully accurate as currently past presidents are deemed members of the board of directors and as such they are neither elected

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nor appointed nor do they serve for 2 years. Because of their never-ending status as past presidents they would serve until they die. If 506.1 does not pass, 506.2 should be rewritten so it is accurate. The Legislation Committee has been given the authority regarding this proposal from the Ohio LMSC, which is proposing these amendments, to take this action.

L-10 507 p 86 Ohio LMSC

Amend 507.1.1 and add new 507.1.2 and renumber

507.1 EXECUTIVE COMMITTEE

507.1.1—*The voting members of the Executive Committee of this corporation shall consist of:*

- A. The president, the vice president, the secretary, and the treasurer*
- B. The Zone Committee chair.*
- C. ~~The legal counsel.~~*
- D. ~~The immediate past president.~~*

New 507.1.2—*The non-voting members of the Executive Committee shall consist of:*

- A. The legal counsel.*
- B. The immediate past president.*

Rationale: *Remove the vote on the Executive Committee of the legal counsel and the immediate past president. The legal counsel, as an appointee of the president, is in place to ensure that USMS, at all levels and in all activities, operates in accord with our own rules and regulations, and the laws of those venues wherever we are present. The counsel's views and advice should be independent of the politics and policies of USMS activities and operations and certainly independent of the politics of the Executive Committee. It is inappropriate to ask a lawyer to act as an independent counselor and reviewer as to the legalities or even propriety, ethics, and appearance of the corporation or its officers and then ask that person to vote on those very same actions and decisions. The legal counselor's presence on the committee is necessary; to give this person a vote is a conflict of interest between their duties to the law and our rules, and their potential involvement in the politics of USMS, at any level.*

In conjunction with the action of making the legal counsel a non-voting member of the Executive Committee, this person is also, by the reclassification of this position in articles 507.1.1 and 506.1, removed from membership on the board of directors. However, the legal counsel, as legal advisor to the corporation, would have a right of access to all meetings at all levels of USMS as an ex-officio member by virtue of position in order to allow them access to perform their function. This right of access is codified in the proposed amendment of article 505.4.1 D.

The immediate past president will remain on the Executive Committee as an ex officio member by virtue of article 507.1.2, and the board of directors by virtue of article 506.1.3. Currently there is no mechanism to remove past presidents from any position, and they are answerable to no one.

They represent the results of previous elections and their constituency is now expired, both legally and actually. Their experience, insight, and knowledge are valuable to the currently elected officers, and the presence of the immediate past president on the Executive Committee is both useful and wise; however, to give any of the past presidents a vote in current USMS matters through either the Executive Committee or board of directors is both unnecessary, because the currently elected representatives are to guide USMS, and inappropriate, because the past president no longer represents the will of the House of Delegates. This latter point would be especially true were a president to be turned out of office after a first term. The past presidents, like the legal counsel, should be removed from the current politics of the Executive Committee and board of directors and act as a senior counselor rather than an operational partner.

2001 LEGISLATION AMENDMENT PROPOSALS

L-11 **New Article 509** (renumber existing 509 to be 510)

p 89 Ohio LMSC

ARTICLE 509: OPERATING AND MEETING POLICIES

509.1 OPEN MEETINGS

Meetings of United States Masters Swimming shall be open, except as noted in article 509.2. "Open" means that the business of the meeting shall be open to all, but participation may be limited to members of the entity holding the meeting. Others may attend but shall have no voice without the permission of the chair or a majority of the committee. A meeting shall be defined as any gathering (in person or by electronic means) formally called for the purpose of conducting official business.

509.1.1—Notice of all meetings of the House of Delegates, Board of Directors or USMS Committees shall be placed on the USMS website 21 days prior to the date and time for the meeting, or when the meeting date and time are set, whichever is later.

509.1.2—Minutes of all meetings of the House of Delegates, Board of Directors or USMS Committees shall be published on the USMS website as soon as practical. Minutes shall also be made available by mail through the executive secretary.

509.2. CLOSED MEETINGS

Meetings of USMS may be closed for the following reasons:

509.2.1—Personnel matters, including hiring, dismissal, discipline, promotion or demotion, compensation, or to investigate charges or complaints by or against employees, volunteers, or independent contractors. Such meetings shall be open at the request of the affected person(s).

509.2.2—Conferences with an attorney, either the USMS legal counsel or outside counsel, for the purpose of discussing USMS legal matters.

509.2.3—To prepare for, conduct, or review contractual negotiations.

509.2.4--To protect medical confidentiality.

509.2.5--To conduct an investigatory process before or a deliberative process after a hearing, at any level of USMS, but not to conduct a hearing.

509.3. EXECUTIVE SESSION

An executive session may be held during a regular meeting but only for the purposes listed in article 509.2. The purpose of the executive session shall be stated in the minutes, and no other matters may be discussed during the session.

***Rationale:** USMS has no meeting or minutes policy. This article establishes the ground rules for conducting USMS business in the open. Because USMS is a 501(c)3 non-profit organization, there would appear to be no need for secrecy in its everyday operations except as noted within the proposed article. In addition, the Internal Revenue Service and the State of Ohio (USMS is an Ohio corporation) have certain regulatory and statutory requirements, which this section is designed to satisfy.*

L-12 **New Article 509.4 (see L-11)**

p 90 Ohio LMSC

509.4. RULES OF ORDER

Unless otherwise specified, and subject to all standing rules, the current *Robert's Rules of Order* shall govern all USMS meetings and proceedings, at all levels.

***Rationale:** Currently, USMS has adopted no rules of order. It is necessary for the membership to know, in advance, what rules govern meetings. Robert's is a standard text with regard to such*

2001 LEGISLATION AMENDMENT PROPOSALS

matters. Robert's, or any other regulations regarding rules of order, can be modified, suspended, or amended at any time by the body using them. By using Robert's to govern meetings, USMS is not committing to using or operating under Robert's in all facets at all times, and informally run meetings may still occur, but by being formally recognized, Robert's can be called upon at any point to standardize proceedings and procedure.

L-13 504 p 83 Ohio LMSC

Add a new Article 504.4

504.4 VOTING

504.4.1—Votes may be conducted by voice, show of voting cards, or secret ballot. For the election of officers, voting shall be conducted by secret ballot. Voting by secret ballot may be conducted in other instances by a majority vote of the House of Delegates.

A. If there are two or fewer choices to be voted on, the choice receiving a majority of the vote shall be elected.

B. If there are three or more choices to be voted on, and no choice receives a majority of the ballots cast, the choice receiving the least votes shall be eliminated from the next round of balloting. Balloting shall then continue between the remaining choices until one choice receives a majority of the votes cast. On each successive ballot the choice receiving the least votes shall be eliminated and the next round of balloting shall proceed until a choice receives a majority of the ballots cast.

Rationale: *Currently there is no prescribed method of voting in the House of Delegates. These provisions establish minimum voting requirements and procedures, especially for the two types of elections now conducted by ballot. Where there are more than two candidates for one office, or more than two sites competing for national championship venue selection, we will now have a formal requirement of a majority vote for election.*

L-14 601.3 p 91 Ohio LMSC

601.3 MODIFICATION OF PROPOSED AMENDMENTS

Proposed amendments may be modified ~~in any manner~~ by the Rules, Legislation, Finance or Long Distance Committee, where appropriate, while under consideration by said committee, in any manner that retains the primary subject matter and intent of the proposed change. ~~Such modification must be germane to the subject matter and intent of the proposed change.~~

Rationale: *Allows the reviewing committee to modify proposed changes, but only in a manner that retains the intent of the originally offered amendment. The language has been re-worked for clarity.*

L-15 507.3.7 p 87 Pacific LMSC

Add History and Archives as a standing committee and renumber.

507.3.7 – History and Archives Committee

The History and Archives Committee shall record, collect and preserve documents, stories, photos, exhibits, oral histories and other memorabilia in an appropriate repository to ensure that the achievements of USMS and Masters swimmers will be maintained for posterity.

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Rationale: *An ad hoc committee is usually established for a limited duration and for a specific purpose. This is an active ad hoc committee that takes its work very seriously. The task of documenting and preserving the history and records of the organization is a worthy (and ambitious) endeavor, that will continue for as long as USMS exists.*

L-16 201.1.1 p 59 Pacific LMSC

201.1.1-Eligibility

Swimmers age ~~49~~ 18 and over are eligible for membership in USMS. If an individual who has not achieved the age of ~~49~~ 18 applies for USMS membership, the registration date shall be the individual's ~~49th~~ 18th birthday.

Rationale: *This proposal enables certain swimmers who might otherwise be excluded from the benefits of swimming to be part of our swimming community (excluding competition per current USMS rules). For example, some Masters programs utilizing the facilities at colleges and universities are restricted from allowing 18 year-old students from membership in USMS. The prospects of swimming with an age group team may be remote and/or undesirable. Refusing such perspective members the opportunity to participate in USMS is a disservice to that community and for Masters swimming.*

Other articles which may change as a result of this amendment:

102.1.1 p 18: To be eligible for competition, swimmers must be ~~49 years of age or over as determined by article 402.2~~ registered with USMS or their nation's recognized Masters Swimming governing organization.

102.3.2A p18

102.3.2B p18

Appendix A p93

Appendix B p129

L-17 507.3.7 p 87 Rule Book Committee, Florida Gold Coast LMSC, Long Distance Committee, Pacific Northwest LMSC, Connecticut LMSC, Records and Tabulation Committee, Connecticut LMSC, Kentucky LMSC.

Insert new article 507.3.7 and renumber

507.3.7—History and Archives Committee

The History and Archives Committee shall construct and maintain a permanent recorded history of USMS, in both paper and electronic formats. The committee shall make as much of the archived information as possible available on the web.

Rationale: *This is currently an ad hoc committee. "Ad hoc" means "formed or used for specific or immediate problems or needs." Thus, an ad hoc committee would be formed to deal with a specific issue, and then once its mission was completed it would disband. Because this committee's function is actually permanent and ongoing, it should be a standing committee.*

L-18 201 p 59 Minnesota LMSC

201.1. MEMBERSHIP OF ATHLETES

201.1.2 - Annual Registration

Athlete registration is for the period January 1 through December 31 of each year. Swimmers applying for registration on or after November 1 shall be issued a registration card valid 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.

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201.1 REPRESENTATION

201.2.2 – 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: *To clarify that a club must register annually before the swimmers may start to register for that club.*

L-19 Appendix B p 130 Kentucky LMSC

USMS AND WORLD RECORD APPLICATIONS

Documentation requirements for USMS records:

- ~~Completed~~ Complete the “Application for USMS and/or World Record.”
- Compile the following supporting data: copy of the tape from the electronic timing device bearing the signature of the meet referee *and/or* the time card bearing the times from three stopwatches, the signature of each timer, and the signature of the meet referee.
- Forward the supporting data to the LMSC records and tabulation chair, who shall then forward the supporting data to the chair of the USMS Records and Tabulation Committee for verification.
- Upon verification, the chair of the USMS Records and Tabulation Committee shall immediately publish the new record on the USMS website.

Documentation requirements for USMS long distance records:

- ~~Completed~~ Complete the “Application for USMS and/or World Record.”
- ~~Completed~~ Complete the “Application for USMS Long Distance Record.”
- Provide proof of achieved time or distance swum.
- For postal events, provide a lap-count check-off sheet listing all split times and bearing the signature, name, address, and phone number of the lap counter/timer.
- For cable swims, provide the technique used to measure the course, and the signature, name, address, and phone number of the person who measured the course.
- Forward the above to the USMS Long Distance Committee chair for verification.
- Upon verification, the USMS Long Distance Committee chair shall immediately publish the new record on the USMS website.

Rationale: *With the availability of the Internet, USMS membership should be informed, in a timely manner, of any new USMS record once it has been verified by the USMS Records and Tabulations chair or Long Distance chair. At the 2001 Short Course Nationals, there were five national records in the 19-24 age group that had been bettered 10 weeks before the start of the Nationals. All of the supporting data was in the hands of the USMS Records and Tabulations chair within 2 weeks of the swims, yet the published records at the Nationals did not reflect these records being bettered.*

If the above legislation is passed, the following changes will need to be passed in parts 1 and 3 for conformity:

Part 1, p. 48

105.3.10—When a record is claimed, an official record application form shall be filled out, signed by the designated officials, and transmitted immediately following performance with all supporting data, including official meet results, the primary printout tape, and/or copy of the entry card with timers’ signatures, to the LMSC records and tabulation chair for the LMSC in which the event was sanctioned or recognized. Responsibility for this lies with either the LMSC records chair or the official scorer of the meet. The LMSC records and tabulation chair shall send the supporting data to the chair of the USMS Records and Tabulation Committee for verification. Upon verification,

2001 LEGISLATION AMENDMENT PROPOSALS

the chair of the USMS Records and Tabulation Committee shall immediately publish the new record on the USMS website.

Part 3, p. 74

306.1.2—Record times shall be swum in a sanctioned meet and shall be routed through the meet host to the Long Distance Committee chair. Upon verification of a new record, the Long Distance Committee chair shall immediately publish the new record on the USMS website.

L-20 **202.1** p 60 Metropolitan LMSC

202.1. SANCTIONS

Times achieved at sanctioned events are considered for USMS national records, ~~and~~ Top Ten times, and world records.

***Rationale:** This is to clarify that a world record must be achieved at a sanctioned meet and not at a recognized event.*

L-21 **Part IV** p76-79 Metropolitan LMSC

Add new article 402.3

402.3—Power of Review

USMS, through the Executive Committee shall have the authority to affirm, vacate, modify, stay, reverse, or extend any decision taken by an LMSC acting pursuant to article 406

Add new article 406

ARTICLE 406: JURISDICTION AND AUTHORITY OF LMSCs

406.1. LMSC JURISDICTION

An LMSC receiving a report pursuant to article 403.1. has the authority to:

406.1.1-Determine the eligibility of any athlete to participate.

406.1.2-Impose and enforce penalties, including censure, suspension, or expulsion from membership, for any violation of the rules and regulations of USMS or the LMSC for actions that bring disrepute upon USMS, the LMSC, or the sport of swimming.

406.1.3-Affirm, vacate, modify, stay, or reverse any decision or order properly submitted for review, or remand the matter for further action.

406.1.4-Issue such interim orders as may be necessary pending a final decision.

406.1.5-Review any exercise of powers by an LMSC committee.

406.1.6-Require the production of any available evidence bearing on an alleged violation.

406.1.7-Transcribe all testimony in any hearing.

406.1.8-Assess costs and fees of the investigation of a reported violation against the losing party.

406.1.9-Consult with USMS, USMS officers, or USMS committees for advice or interpretations.

406.1.10-Refer the problem to USMS.

406.2. LMSC LIMITATIONS

LMSC jurisdiction is limited to:

406.2.1-Individuals members and club members registered through its LMSC.

406.2.2-Events sanctioned/recognized by the LMSC.

406.3. LMSC RESPONSIBILITIES

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- 406.3.1-Each LMSC shall comply with the procedures and requirements outlined in article 403.
- 406.3.2-All appeals shall be referred to USMS.
- 406.3.3-A report including a copy of all physical evidence and written decisions pertaining to any matter reviewed by an LMSC shall be filed with the executive secretary of USMS.

***Rationale:** Part 4 does not give an LMSC adequate guidance on the procedures to be followed when notice is given to an LMSC chair about a violation of rights in 403.1.*

L-22 505.2.3 p84 Zone Committee

~~505.2.3—The Zone Committee shall act as the Election Nominating Committee. The committee shall canvass qualified and interested persons and present one or more candidates for each office to the national office by August 1 of the year in which elections are held. Additional candidates may be nominated at the annual meeting by two members of the House of Delegates, provided the nominee(s) gives written consent.~~

- A Develop Election Operating Guidelines pertaining to running of USMS National Elections.
- B Accept nominations, qualify candidates, and present one or more candidates for each office to the national office by August 1 of the year in which elections are held.
- C Accept and qualify additional candidates nominated from the floor of the House of Delegates during the annual meeting.
- D Conduct election activities and voting during the annual meeting.

***Rationale:** The current legislation states that the Zone Committee is the Nominating Committee and specifications of the committee's responsibility end after the slate is announced. The Zone Committee, by tradition, has also run the election at convention. These changes recognize that tradition.*

The requirement for developing election guidelines will make our elections run more smoothly and consistently from election to election. In addition, all people involved (candidates, evaluators, and voters) will know what to expect before the election process begins.

L-23 PART 4 p 75 Legislation Committee

PART 4: ATHLETE'S RIGHTS, HEARINGS, AND APPEALS

***Rationale:** Part IV applies to all participants in USMS activities, not simply athletes.*

Article 401 p 75

ARTICLE 401

ATHLETE'S BILL OR RIGHTS RIGHT TO PARTICIPATE

***Rationale:** This article is not a 'bill of rights' but offers rules with respect to a specific right, the right to participate.*

401.1 & 401.2 p 75

Delete existing 401.2. and replace with the existing 501.3. Delete 501.3 and renumber.

401.1 PROTECTION PARTICIPATION

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USMS and its LMSCs shall respect and protect the right of every individual person or entity who is eligible and qualified to participate in all USMS administrative activities and sanctioned/recognized events for which they are eligible and qualified. No member of USMS, nor any organization affiliated with USMS, may deny or threaten to deny any person or entity the opportunity to participate in USMS activities. It is not a violation of this article to restrict an individual's participation in competition only based on one or more of the following:

401.1.1--The swimmer's age.

401.1.2--Membership in the organization that is conducting the event.

401.1.3--Qualifying times.

401.2 RIGHT TO PARTICIPATE EQUAL OPPORTUNITY

No member of USMS, nor any organization affiliated with USMS, may deny or threaten to deny any eligible individual the opportunity to participate in USMS administrative activities and sanctioned/recognized events. It is not a violation of this article to restrict an individual's eligibility based on one or more of the following:

A. The swimmer's age.

B. Membership in the organization that is conducting the event.

C. Qualifying times.

Membership in the corporation, and participation in all of the corporation's activities, shall not be denied by virtue of race, creed, gender, religion, political affiliation, disability, sexual orientation or national origin.

501.3 EQUAL OPPORTUNITY

Membership in the corporation shall not be denied by virtue of race, creed, gender, religion, political affiliation, disability, sexual orientation, or national origin.

Rationale: Article 501.3 is our statement of non-discrimination. Article 401 deals with the right to participate. Subsumed in that right are provisions for non-discrimination, thus these two sections belong together. The protection in the old 401.1 and the right to participate in the old 401.2 are the same, saying we are going to protect the right and then guaranteeing the right are identical in that once the right is guaranteed it is protected. In 401.1, changing the word 'individuals' to 'persons and entities' recognizes that we have club members as well as individual members and also recognizes we have non-members who participate in USMS activities. Using the word 'person or entity' covers (hopefully) everyone and every entity. Removing the words 'sanctioned/recognized events' and 'administrative activities' and using the generic 'activities' (hopefully) broadens the scope of the right to participate to everything USMS, or its affiliates, offers, even swim practices, social events, charitable activities, etc.

L-24 402.1.6 p 75 Legislation Committee

402.1.6 Issue such interim orders as may be necessary, in the interest of fairness and justice, pending a final decision of any entity granted and exercising jurisdiction within USMS.

Rationale: *Creates a standard by which the Executive Committee may intervene in an ongoing process of investigation and decision making. The current standard "as may be necessary" is subjective, i.e., what is necessary, in whose judgment, etc. With a parameter of 'fairness and justice' it is clear the Executive Committee shall only step in during an ongoing investigation when something is awry and not whenever they feel like it, such as when things are proceeding in a fashion with which they simply do not agree.*

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L-25 402.1.7 p 75 Legislation Committee

Delete and renumber

~~402.1.7 Review any exercise of powers by a USMS committee.~~

Rationale: *The bylaws of USMS give the Executive Committee no authority or jurisdiction to 'review' the exercise of powers by a USMS committee as all committees (unless created by the Executive Committee and specifically constituted to report back to the committee) report directly to the House of Delegates. Additionally, the word 'review' has no meaningful purpose if the committee cannot also take some action pursuant to a 'review' authority, and, there is no authority for the Executive Committee to take action in lieu of a committee's own authority.*

L-26 402.1.10 p76 Legislation Committee

~~402.1.10 In cases of frivolous or meritless allegations or appeals, Assess the costs and fees of the investigation of a reported violation a hearing against the losing party.~~

Rationale: *To be able to assess the costs of an investigation against a losing party without notice of whose costs and what costs are included and what standards shall apply as to when these costs may be assessed is a denial of the guarantee of both equal protection and due*

process. These undefined costs (or defined, apparently, at the will of the Executive Committee, and, most importantly, AFTER the fact, i.e., after the decision) could total thousands, if not ten thousand dollars or more for a single hearing. To have such a grievous potential penalty, without standards as to when it can be imposed, is so intimidating that few would risk the burden no matter how sure they were of victory or vindication. By setting a standard of allowing the costs of a hearing, not the entire investigation, to be assessed against a losing party, and only when that party has engaged in a frivolous or meritless allegation or appeal is a reasonable and justified approach to discouraging such actions while not subverting or undermining anyone's rights because of financial considerations.

L-27 402.2.3 p76 Legislation Committee

Add new section.

402.2.3--Grievance Committee

A Any matter arising within an LMSC that is not resolved at the LMSC level, pursuant to article 403.1, shall be heard by the Executive Committee or its designees, who shall function as a grievance committee, in accordance with article 403. The composition of said grievance committee shall be at the discretion of the Executive Committee.

B Any matter arising within a zone or at the national level, or involving an employee or independent contractor, shall be delegated to a grievance committee constituted as follows:

(1) At the zone level, the grievance committee shall consist of the Executive Committee, less the Zone Committee chair.

(2) At the national level, the grievance committee shall consist of the full Executive Committee, including the Zone Committee chair, unless the matter being considered involves the Executive Committee or any member of the Executive Committee.

(3) If the matter being considered involves the Executive Committee or any member of the Executive Committee, the grievance committee shall consist of the Zone Committee, less the Zone Committee chair.

Rationale: *Currently there is no specific venue where grievances or complaints against a zone rep., a national committee chair or member, an independent contractor or employee, a national*

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non-elected officer, former national officer, etc., or a member of the Executive Committee itself can be heard. This section remedies this venue vacuum.

403.5.3 p 77

403.5.3--An investigative officer or committee, known as the grievance officer or grievance committee, may be appointed to consider the reports and.... The ~~investigative grievance committee~~ may consist of....The legal counsel may be...(hereinafter, "investigative committee/officer").

403.6 p 77

403.6 WRITTEN DECISION

The USMS Secretary shall...the written decision of the investigative grievance committee/officer...

404.2 p 78

404.2 FINAL APPEAL

An appeal may be made...the judgment of the investigative grievance committee/officer.

404.4 p 79

404.4 APPELLATE PROCESS

The appeals board shall...only the evidence presented to the investigative grievance officer/committee...

Rationale: *As the grievance procedure now contains rules allowing a complaint to be filed against any and all individuals or entities at any and all levels within USMS, and as 402.3 now allows for the constitution of various hearing authorities depending on against whom a grievance is filed, all further references to the committee should be to the "grievance committee" so that these rules apply to whichever entity judges the grievance.*

405 p 79

405 DOCUMENTATION

405.4 The executive secretary shall maintain a permanent file of all physical evidence and written decisions pertaining to any matter that is reviewed by the Executive Committee or its designee, or the grievance committee, pursuant to Part 4.

Rationale: *Adds a requirement that the USMS maintain records of the grievance committee as well as the Executive Committee with regard to matters involving Part 4.*

L-28 403.1 p76 Legislation Committee

403.1 REPORTING

Any ~~individual~~ person or entity, or the estate of any individual person (hereinafter, "grievant") that alleges that a violation of rights (~~including, but not limited to, those rights enumerated in article 404 or any of the matters enumerated in article 402~~) or of the administrative rules or regulations of USMS, or its constituent parts, has occurred, or is about to occur, as a result of inaction or actions taken by any person or organization within USMS or affiliated with USMS, shall notify either the chair of the LMSC in which the violation occurred or is about to occur, or the president and/or executive secretary of USMS by filing a written notice of complaint. The LMSC chair or the president or the president's designee shall use whatever means deemed appropriate to resolve the matter. If all attempts to resolve the problem by the LMSC or the president or the

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president's designee have failed, the grievant may then file a written report of the alleged violation with the executive secretary file a formal request that the notice of complaint be acted on by a grievance committee, pursuant to article 403. Any such report notice of complaint shall include the following:....

Rationale: *There needs to be one place where people can go to find out what to do if something isn't right within USMS. This language tells everyone how to begin to remedy, at either the local or national level, whatever it is that they feel has gone wrong. A written report is required, for a verbal report is no report at all. The option of filing a complaint, and where the complaint is to be filed, is left with the grievant. If they file a complaint at the national level regarding something which is a purely local matter the president of USMS may refer the matter back to the appropriate local entity. In theory all LMSCs should have their own grievance or arbitration rules in their bylaws to handle such local matters.*

- L-29 403.1.4 p 76 Legislation Committee
403.1.4 Documentation of any correspondence between the grievant and the LMSC concerning the alleged violation.

Rationale: *In order to proceed the investigatory or hearing officer(s), need to see all correspondence, not just that between the grievant and the LMSC.*

- L-30 403.4.1 p 77 Legislation Committee
403.4.1 A concise statement describing responding to the alleged violation.....

Rationale: *The description of the alleged violation would be contained in the grievant's statement, we are looking for a response to that charge. This is obviously a technical point but precision is of value in these circumstances.*

- L-31 403.4.2 p 77 Legislation Committee
403.4.2 Any documents and/or names, addresses, and phone numbers of any witnesses, as well as the substance of what they will offer in evidence say and prove, which would verify the appropriateness of the reported action.

Rationale: *The current wording asks for argument, at this point the investigators or hearing officers are looking for evidence, not argument. Again, this is a technical point.*

Proposed Amendments to the USMS Rules of Competition

The following proposals have been submitted to the USMS Rules committee in accordance with 601.2.

R1 104.5.2 p40 Ohio – Changes Championship Schedules 1 and 2

A Meet Schedule 2001-2002

Schedule 1 2002 Short Course	Schedule 2 2001 Short Course 2001 Long Course
<u>1st Day**</u> 800/1000 freestyle 1500/1650 freestyle <u>2nd Day</u> 400 IM 50 back 200 freestyle 100 breast 200 fly 200 medley relay 200 free relay <u>3rd Day</u> 400/500 freestyle (men) <u>200 mixed medley relay</u> 50 fly 200 breast 100 back 50 freestyle 200 IM 200 mixed medley relay <u>4th Day</u> 400/500 freestyle (women) <u>200 mixed free relay</u> 100 IM* 100 fly 50 breast 200 back 100 freestyle 200 mixed free relay	<u>1st Day**</u> 800/1000 freestyle 1500/1650 freestyle <u>2nd Day</u> 400 IM 50 back 200 freestyle 100 breast 200 fly 200 medley relay 200 free relay <u>3rd Day</u> 400/500 freestyle (men) 50 fly 200 breast <u>200 mixed medley relay</u> 100 back 50 freestyle 200 IM 200 mixed medley relay <u>4th Day</u> 400/500 freestyle (women) 100 IM* 100 fly <u>200 mixed free relay</u> 50 breast 200 back 100 freestyle 200 mixed free relay

Rationale: This proposal is only asking that relays at USMS National meets not be the final event of the day. Entire National meets are now deck seeded, so the logistics of moving relays should not be a problem for the officials. Which relays are moved where is not the purpose of the proposal, just that relays not be the final event, especially on the final day of the meet.

Theoretically relays involve the greatest number of swimmers on deck at a national meet. Also many swimmers consider the relay events the most fun. Relays at the end of a long day cause many swimmers great inconvenience:

1. very late dinners
2. canceled dinner arrangements
3. miss the "meet social"
4. arrange to take last flight home (red eye)

Proposed Amendments to the USMS Rules of Competition

5. miss relays because of flight times disappointing 3 other club members.
Moving relays, especially on the final day of the National meet, to an earlier time would give swimmers who travel long distances greater flexibility with travel arrangements. It would also help with “scratched” relays on the final day of the meet.

Moving relays towards the middle of the day, would result in swimmers that may be swimming only an “early” event in the day staying to swim on a relay, as well as allowing those swimming a late event to not need to come early and spend the entire day.

R2 105.5 p 48 Metropolitan LMSC

105.5. WORLD RECORDS

Applications and documentation for world records (25 meter and 50 meter courses only) shall be supplied to the USMS Records and Tabulation Committee chair as detailed in Appendix B (see also article 103.13.3). World records may be achieved at a sanctioned event only.

If approved, the following changes would be required:

202.1 p 60 (subject to approval of the Legislation committee)

202.1. SANCTIONS

Times achieved at sanctioned events are considered for USMS national records, ~~and~~ Top Ten times, and world records.

APPENDIX B p 130

USMS AND WORLD RECORD APPLICATIONS

Documentation requirements for world records:

Add additional requirement

- Record must be achieved at a sanctioned event.

Rationale: This is to clarify that a world record must be achieved at a sanctioned meet and not at a recognized event.

R3 105.3.10 USMS National Records p48 Kentucky

105.3.10—When a record is claimed, an official record application form shall be filled out, signed by the designated officials, and transmitted immediately following performance with all supporting data, including official meet results, the primary printout tape, and/or copy of the entry card with timers’ signatures, to the LMSC records and tabulation chair for the LMSC in which the event was sanctioned or recognized. Responsibility for this lies with either the LMSC records chair or the official scorer of the meet. The LMSC records and tabulation chair shall send the supporting data to the chair of the USMS Records and Tabulation Committee for verification. Upon verification, the chair of the USMS Records and Tabulation Committee shall immediately publish the new record on the USMS website.

Rationale: With the availability of the Internet, USMS membership should be informed, in a timely manner, of any new USMS record once it has been verified by the USMS Records and Tabulations chair or Long Distance chair. At the 2001 Short Course Nationals, there were five national records in the 19-24 age group that had been bettered 10 weeks before the start of the Nationals. All of the supporting data was in the hands of the USMS Records and Tabulations chair within 2 weeks of the swims, yet the published records at the Nationals did not reflect these records being bettered.

If the proposal passes, the following changes to Appendix B (page 130):

Proposed Amendments to the USMS Rules of Competition

Documentation requirements for USMS records:

- ~~Completed- Complete the~~ “Application for USMS and/or World Record.”
- ~~Compile the following supporting data:~~ copy of the tape from the electronic timing device bearing the signature of the meet referee *and/or* the time card bearing the times from three stopwatches, the signature of each timer, and the signature of the meet referee.
- Forward the supporting data to the LMSC records and tabulation chair, who shall then forward the supporting data to the chair of the USMS Records and Tabulation Committee for verification.
- Upon verification, the chair of the USMS Records and Tabulation Committee shall immediately publish the new record on the USMS website.

...

Documentation requirements for USMS long distance records:

- ~~Completed- Complete the~~ “Application for USMS and/or World Record.”
 - ~~Completed- Complete the~~ “Application for USMS Long Distance Record.”
 - Provide proof of achieved time or distance swum.
 - For postal events, provide a lap-count check-off sheet listing all split times and bearing the signature, name, address, and phone number of the lap counter/timer.
 - For cable swims, provide the technique used to measure the course, and the signature, name, address, and phone number of the person who measured the course.
 - Forward the above to the USMS Long Distance Committee chair for verification.
 - Upon verification, the USMS Long Distance Committee chair shall immediately publish the new record on the USMS website.
-

USMS SPORTS MEDICINE LECTURE

Core and Shoulder Stabilization – Matt Wren

Avoiding painful shoulder injuries will keep you in the water and make you a more competitive swimmer. This easy-to-follow program of shoulder stabilization helps you not only by showing you what to do, but by explaining why you're doing it. That can make all the difference.

Instructor Matt Wren is a physical therapist with extensive sports medicine experience. he also swim competitively for 15 years and competed at the 1984 Olympic Trials. a swimming coach for six years, he brings a special combination of talents to your training program - a thorough understanding of both swimming and body mechanics.

Competitive. Maybe even better than that. Is that what you're striving for? Then core stabilization is a must. The edge that turns a good swimmer into a competitive one and a competitive swimmer into a champion is hard to find. The core stabilization exercises taught by Mike Wren can be the difference. The why's and how's of core stabilization - they're all included in this easy to follow program.

USMS 2003 National Championship Bids

Short Course Nationals	Plantation, FL	San Antonio, TX	Tempe, AZ
	Plantation Aquatics Complex	Josh Davis Natatorium	Arizona State University
Proposed Dates	April 24-27	May 7-11	May 15-18
Proposed Course	SC Yards	SC Yards	SC Yards or Meters
Location	7 mi west of Ft. Lauderdale	10 min from airport	10 min from airport
Pool A Size	50 m x 25 yd	25 yd x 25 m	50 m x 25 yd
Pool A Depth	4' to 14'	7' to 13'	7.5'
Pool A # Lanes	10 competition	8 competition	8 competition
Pool A Location	Outdoor	Indoor	Outdoor
Pool A Built	1982	2001	1981
Pool B Size	50 m x 25 yd	25 yd x 20 yd	50 m x 25 yd
Pool B Depth	5' to 6"5"	5' to 12'	7.5'
Pool B # Lanes	9 competition	8 competition	8 competition
Pool B Location	Outdoor	Indoor	Outdoor
Pool B Built	1997	1962	1981
Warm-up Lanes - Total	12	14	8?
Seating Capacity A	500 tented	1500	2000 total with some tenting
Seating Capacity B	500 tented	750	in stands and on deck
Timing System	CTS-5	Colorado	Colorado
Computerization	HyTek	HyTek	Hy-Tek
Women's lockers	60	200	0
Women's showers	6	14	17
Women's toilets	18	12	12
Men's lockers	60	200	0
Men's showers	7	14	17
Men's toilets	13	12	6
Hotels	1500 rooms within 3 miles	28 hotels within 10 minutes	Adequate within 3.5 miles
Long Course Nationals	Piscataway, NJ	Carson City, NV	Holland, MI
	Rutgers University	Carson City Aquatic Center	Holland Community Aquatic Center
Proposed Dates	Aug 14-17	Aug 22-25	Aug 14-17
Location	25 mi from Newark airport	29 mi from Reno airport	45 mi from Grand Rapids
Pool A Size	50 m x 25 yd	50 m x 25 yd	50 m x 25 yd
Pool A Depth	6 ft to 14 ft	11.5 ft to 4 ft	6'9" to 13 ft
Pool A # Lanes	8 competition	8 competition	8 competition
Pool A Location	Indoor	Indoor	Indoor
Pool Built	1991	2000	1999
Warm-Up Lanes - Total	12	6	6
Warm-Up Location	Indoor / Outdoor	Outdoor	Indoor
Seating Capacity A	1200	1500	800 Spectator; 800 on deck
Timing System	Colorado System 5	Colorado 5000	Colorado System 5
Computerization	HyTek	HyTek	HyTek
Women's lockers	296	48	350
Women's showers	13	8	28
Women's toilets	14	7	14
Men's lockers	376	88	350
Men's showers	14	15	28
Men's toilets	16	5 / 7	14
Hotels	500 rooms within 5 miles	500+ rooms within 3 miles	1200 rooms within 6 miles

Welcome to your FIRST USAS Convention! This “helpful hints” sheet was developed by the Oregon LMSC and it’s purpose is to provide you with valuable information that will assist you with your first USAS Convention experience!!!

WHAT TO EXPECT

Plan to attend the Welcome and Orientation meeting on Wednesday evening to meet the other delegates (veterans and “first timers” alike) and to ask questions. Everyone is always in a hurry and on his or her way to or from a meeting. However, **Joanne Tingley** (volunteer who is responsible for the USMS Certification table) or one of her crew is always there and will be of great assistance if you need it.

WHAT TO WEAR

Be comfortable, we are in meetings all day, wear casual clothes (the gals will wear dresses, slacks or shorts). There are 2 functions that most folks will “dress up” for:

- The Insurance Reception, Thursday evening – usually a “finger food feed”, gals wear nice dress, skirt or slacks
- USAS Banquet, Saturday evening – from sequins to silk to semi-formal

EATING

There are so many meetings that overlap that you will want/need to attend. Working lunches are common. Many delegates struggle to find time to eat, so bring a few snacks to have on hand – just in case.

Complementary Breakfast - Muffins, coffee, and juice are served from approximately 7 – 7:30 am. After returning from morning workout, get off the bus and go directly to the breakfast area (usually near the lobby), then to your room to change. Otherwise, the food is gone by the time you come back.

Lunches/Dinners - Just invite yourself to anybody’s lunch or dinner group, whether it’s in the hotel or at a local pub. The more people in attendance the more information to be given or received.

MORNING WORKOUT

The bus schedule will be announced and posted (in the hospitality suite) for departure times and location to a local pool. The USMS Coaches Committee coordinates the coaches and workouts each day (Thursday through Saturday) and provides a quality program for all ages and abilities. You do leave early and it’s rushed, but plan to attend one or two of these as they’re fun and will stimulate ideas. There are some die-hards that will attend every day, but many of us stay up late in planning sessions and opt to forgo practice while at the convention.

MEETINGS

There are so many meetings that you will not be able to take them all in. Some LMSCs have a delegate meeting prior to convention and discuss what meetings they plan to attend; hopefully most of the meetings will be covered. Pick the meetings that most interest you and will do your LMSC the most good. Obtain handouts from the meetings you attend and share what you have learned with the other members of your LMSC.

Meeting Minutes – At the completion of each meeting, minutes are brought to the copy room by the recorder then copied and collated. All meeting minutes that have been completed in time will be distributed in accordion files located in the back of the House of Delegates room (each delegate’s name will be listed alphabetically). In between HOD meetings, the “files” will be kept in the Hospitality Suite. Be sure to get a copy of all of them and don’t forget to **READ** them!

Zone Meeting - On Saturday morning, each Zone will have a meeting for **ALL** the LMSC delegates within their zone. If you have zone concerns or thoughts, you might want to contact your Zone Representative before convention. Some zones have a “zone social”. If yours does, you will be told when and where (eventually).

House of Delegates Meetings - Everyone should attend **ALL** House of Delegates meetings. This is where the results of meetings are presented and a **VOTE** taken. The delegates from each LMSC usually sit together and someone (whoever gets there first) will save a section of seats.

Wrap-Up Session – This takes place on Sunday morning is a valuable session that is a review of what was done and what we can do to improve for the next years convention. So...plan to attend this too.

FOLKS TO MEET

There are many interesting, talented, and fun-filled people at the convention so meet as many as you can. Hopefully everyone will wear their nametag and keep it on for the duration of the convention.

Some Key Individuals - **Nancy Ridout** - USMS President, Jack Geoghegan – USMS Vice President, Jeanne Ensign – USMS Treasurer, Betsy Durrant – USMS Secretary, Jeanne Crouse – USMS Legal Counsel, Mel Goldstein – USMS Past President, Hugh Moore – USMS Zone Chair, **Tracy Grilli**, USMS Executive Secretary (does every day tasks for the LMSCs too), **June Krauser** – Mother of Masters Swimming and ISHOF Masters inductee, Michael Heather – Convention Committee Chair (he runs the show).

HOSPITALITY SUITE

There is a hospitality room for all delegates, expertly and enthusiastically run by volunteers from the hosting LMSC. It is open daily when meetings are not scheduled or in session (e.g., before 8 am, lunch, late afternoon and evening). Health munchies (bagels, chips, veggies), drinks and fruit are always available at no cost. The room name/number will be announced at the Welcome meeting. Be sure to find the room as soon as you have a break to take full advantage. During the “snack sessions” you meet many folks. Some will conduct business; however, it’s mostly casual. Providing for relaxation and socialization is its main function. Oh, before you leave, don’t forget to **thank the volunteers** who keep the suite well stocked and clean.

MAY WE QUOTE YOU?

New Delegates from the NW Zone

Bill Volckening – “My pre-convention plan to sit in the back row and observe the proceedings quickly fell by the wayside, but I am happy to have had so many great opportunities to contribute. In addition, my participating in 10 USMS National Championships had allowed me to meet at least 100 delegates, so I felt very much at home among these friends.”

Tom Liby – “Upon arrival to the convention I was overwhelmed with the amount of enthusiastic, knowledgeable, fun-loving people which I came in contact. Although that first day I ran very behind, warm open arms, smiling faces, and brilliant minds, quickly made me part of a large, wonderful family.”

Barbara Jackson – “A delight to be here. It has been a reunion with old friends and the making of new friends. The convention has awakened a desire to further increase Masters swimming participation in Montana, and greater participation on my part in both competition and organizational work.”

Carolyn Behse – “New meaning to “Volunteers”, awesome group of dedicated men and women to USMS!”