

President

Peter Guadagni

As my first term as USMS president comes to an end, it's no secret that it's been dominated by the pandemic. From pool and program closures and their subsequent effect on membership and events to the necessity of canceling our in-person Board, coach, and volunteer meetings, USMS faced challenges more serious than any it had confronted in its first 50 years. Although there are troubling signs that our society may not yet have vanquished the coronavirus, I'm pleased to report our adjustments and actions over the past 18 months have left us poised to thrive.

Although some aquatic facilities remain inaccessible, the hard work and creativity of our coaches and volunteers have allowed many clubs to operate at levels that sometimes exceed pre-pandemic levels. Pool meets and open water events have begun to reemerge. We've conducted pool and open water national championships and scheduled more for this year. We're on our way back. This activity, along with our marketing efforts, has led us to increase our membership projection to 20% more than was originally budgeted. We now expect to emerge from the pandemic with a minimal draw on our reserves.

In addition to dealing with the effects of the pandemic, USMS has made progress on other fronts, including:

- the establishment of a partnership with the USA Swimming Foundation to combine our fund-raising efforts for learn-to-swim programs. USMS remains in control of Adult Learn-to-Swim efforts.
- a renewed commitment to a biennial review of all Board-approved USMS policies. Many policies had not been re-evaluated in a decade or more.
- a re-examination of our grievance process resulting in a plan for increased training and support with an emphasis on early intervention.
- starting ongoing strategic communication between the board and LMSCs. We hope these meetings help our LMSC leaders understand national priorities and provide better services to our members.

As we return to normalcy, we plan to return to previous priorities. This process has already begun with two Board task forces. One is focused on volunteer committees and their functions and is looking at recommendations from the Volunteer and Convention Task Forces to help the Board determine which should be pursued immediately. They may also suggest additional ways volunteer resources may be most effectively deployed. The other task force is examining the best format and content for national in-person meetings. An underlying goal for both groups is to direct volunteer focus and development toward local programs. There should be more communication on these efforts in the coming months.

Now is also the time to refresh our strategic plan. USMS has made great progress toward many of the objectives in our strategic plan: improving brand clarity, establishing valued partnerships,

USMS Executive Committee Reports

and creating an environment that encourages innovation. We're ready to broaden our horizons. Many elements of the current plan focused on establishing a national infrastructure. As someone who believes most member value is delivered at the local level, I want our updated strategic plan to focus this national infrastructure on helping our local programs grow and thrive.

Finally, I want to thank the Board, our National Office staff, our volunteers, and our members for the support you have given me the past two years. Should I be re-elected, I'll do my best to justify that trust and do my best to make your USMS experience rewarding and fun.

Vice President of Administration

Chris Colburn

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

The **Championship Committee** (chaired by Jim Clemmons) advises national championship hosts and makes recommendations and decisions that enhance the quality of championship meets for our members; reviews bids and selects the sites for national championship meets; and supports marketing opportunities for U.S. Masters Swimming Corporate Partners. The Committee has had an interesting year due to the progress of the COVID-19 pandemic, and has worked with selected meet hosts, bidders for future events, and the National Office to make decisions about how to best move forward in the current health situation. The committee heralded a return to competition with a successful Short Course Nationals in Greensboro in July, and looks forward to a successful Long Course Nationals at the SPIRE Institute in October. Many of the committee's tasks this year centered around rules suspensions needed to hold the two national meets on non-traditional dates. I commend the work of the committee with Rules, Legislation and the Board to make these events a great experience for those members who are able to attend.

The **Legislation Committee** (chaired by Charles Cockrell) has had a busy year. The committee is responsible for the compilation, changes, and updates related to Parts 2, 4, 5, 6, the Glossary, Organizing Principles, and Legislation's area of jurisdiction in Appendix B of the Rule Book. The committee met monthly in the Spring to discuss interpretation requests, as well as received and anticipated legislation proposals in advance of the June 10 submission deadline. During the months of June and July, the committee met frequently to deliberate and vote on the balance of the submitted legislation proposals, as well as to prepare the packet of recommendations submitted to the House of Delegates for the Annual Meeting. This year, the committee worked with the Board to issue an interpretation related to the Board's use of emergency powers (506.3.10 in the Rule Book), and the order of operations needed to help the organization facilitate some of the changes required to hold our National Championship events this year. In addition, the committee worked in conjunction with Rules to make some changes (removing some items from Part 2 of the Rule Book and adding them to Part 1) to make it easier for event directors to locate some items pertinent to events and sanctioning.

The **Membership Committee** (chaired by Sue Nutty) deals with items related to membership; registration; and the roles and responsibilities of LMSC Membership Coordinators. This year, the committee has been working on improved documentation for Membership Coordinators in the Guide to Operations while tracking issues and answering questions relevant to membership and Membership Coordinators as our LMSCs emerge from COVID restrictions.

The **Rules Committee** (chaired by Mollie Grover) also had another busy year. The committee is responsible for ensuring that the competitive rules in Part 1 of the USMS Rule Book provide for fair and equitable competition in the best interests of all our members. The committee works throughout the year to ensure that USMS members are informed of current rules, interpretations, and rule changes. The committee accepts, considers, and reports proposed amendments to Part 1 to the USMS House of Delegates in conjunction with the USMS Annual Meeting. The committee held a Winter organizational conference call followed by a Spring conference call to consider potential and proposed amendments submitted by the Rules Committee in advance of the June 10 submission deadline. The committee met in June and July to consider proposed amendments and prepare the pre-convention delegate packets. While the committee fielded fewer rules proposals this year than in recent years, a few important items came before Rules this year. One was the request for concurrence with the Board to exercise its emergency powers to suspend certain rules to ensure that Short Course Nationals in Greensboro could happen in July. Another related set of rules proposals came from the Championship Committee and ensure that Long Course Nationals can happen as planned very shortly after the Annual Meeting. In addition, Rules collaborated effectively with Legislation to make some proposed additions to Part 1 of the Rule Book to facilitate resources for event directors.

In addition to acting as a liaison to the Executive Committee for the Administration committees, I continued my service this year as a member of the **Governance Committee** (Dr. Jim Miller, chair), where I worked on the Education Subcommittee to assist in providing training and continuing education materials to the Board of Directors. As a result of the issues surrounding the COVID-19 situation, I continued to chair the **Sanctions Recommendation Subcommittee**, which worked with the National Office to monitor the ongoing need for and restrictions or extended guidelines in conjunction with local, state, and national regulations for the handling of USMS events.

Vice President of Local Operations

Ed Coates

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

In addition to the work supporting each committee, the VPLO also facilitated to replacement of 2 zone chairs during the year. I worked with the LMSC chairs in the two zones, Northwest Zone and Southwest Zone, to identify potential candidates. After consultation with the LMSC chairs, I recommended Aaron Norton as the Northwest Zone chair and Robert Mitchell as the Southwest zone chair. The USMS president concurred with these recommendations. I also worked with the USMS President to select a new chair for the LMSC Development Committee, when the initial chair stepped down due to other unexpected commitments. Maddie Sibilias stepped up from the Vice Chair role to lead the committee.

History and Archives committee (chaired by Frank "Skip" Thompson) continues to perform detailed work on the tasks of collecting and preserving the history of the USMS organization and its membership. The committee has been focused on the following:

1. Continued compilation and digitizing historical records and results.
2. Encouraging LMSCs to develop a method to capture and share its of activities through photos, documents, stories and newsletters.
3. The committee is taking over the development of the annual remembrance presentation done at the annual meeting. The committee has started compiling and developing the slide presentation that will be used.

The LMSC Development Committee (chaired by Maddie Sibilias) continues work to provide support and education to LMSCs on effective operations and best practices. The committee chose not to conduct a LMSC standards survey this year, instead the committee focused on enhancing education opportunities for volunteers. A sub-committee working along with the national office, the Coaches and ALTS Committee, to develop a detailed plan for educational webinars to be conducted during the year. The sub-committee also did outreach to all USMS committees to gather schedules for committee meetings and to publish to the schedule. The committee also posted new volunteer role descriptions on the USMS website and developed a recommendation to review them in odd number years.

Recognition and Awards (chaired by Charis McCarthy) oversees the national service awards that highlight the outstanding efforts of our members and volunteers. They coordinated the selection

USMS Executive Committee Reports

of the Ransom J. Arthur Award recipient Bob Bruce. The committee also worked increase nominations and did an excellent job of outreach to LMSC, Zones, past nominators, and past nominees to promote recognitions. The committee is also developing an awards presentation that will be used at the virtual annual meeting to recognize award recipients. The committee continues to look at ways to promote volunteer recognition of both national and local volunteers. The committee will be working on streamlining nominations processes by creating online nomination forms for awards administered by the committee.

Records and Tabulation (chaired by MJ Caswell) administers the compilation of Top Ten , All-American, All-stars lists and USMS Records, as well as the list of measured/certified competition courses. The committee continued to work closely with the National Office and the National Swims Administrator (Mary Beth Windrath) to maintain and publish these swim recognitions. The committee has been working this year to update the Guide to Operations sections related to Top Ten administration. The committee also received several requests for feedback related to top-ten season dates due the dates for short and long course nationals falling outside the current season.

In addition to supporting these committees and participating in Board activities, I also am an active member of the Governance Committee and serve on the Board education sub-committee. I was also part of the LMSC Communications group communications group that reached out to all the LMSCs to check-in on recovery efforts from Covid, to share coming priorities, and information about the upcoming annual meeting. LMSC leaders were appreciative of the opportunity to communicate directly with members of the board and to share what is happening in their area.

Vice President of Programs

Donn Livoni

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

Open Water Committee

Committee Members

Phyllis Quinn, Chair; Ali Hall, Vice Chair

Bob Bruce, Tim Smith

Ex-Officio: Jay Eckert, David Miner, Donn Livoni VP Programs

Introduction

See Part 507.1.11 USMS Rule Book

Discussions and Projects Since Last Convention

1. The Open Water Committee along with the Long-Distance Committee has submitted rule changes that will integrate this committee as a working group of the Long-Distance Committee. The HOD will be voting on this change during the 2021 Annual Convention. If passed the activities of the Open Water committee will become the responsibility of the LDC.

Action Items

1. HOD vote on the rule changes needed for the integration of the Open Water committee functions into the Long-Distance committee.

Agenda

1. Approval of the Open Water minutes meetings.

Officials Committee 2021 Report

Committee Members

Teri White, Chair; Mike Abegg, Vice Chair

Mike Abegg, Jerrilyn Bayless, Omar de Armas, Alina de Armas, Dave Diehl, John Fox, Judy Gillies, John King, Michael Moore, Lisa Phillips, Jeff Sargent

Ex-Officio: Donn Livoni-EC, Onshalee Promchitmart-USMS Staff

Introduction

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

Discussions and Projects Since Last Convention

2. **Officials Certification Program:** We currently have 259 certified officials including 138 Starters and 47 Referees, up 20 new officials from last year despite COVID restrictions for pool competition.
3. **National Championship meet support:**
Short Course Nationals – July 21-25, Greensboro NC: Nine Committee members officiating – Alina (Admin Referee), Omar, Dave, John (Team Lead Chief Judge), Judy, Mike A (Assist Admin Ref), Michael M, Jeff, and Teri (Head Starter). Importantly, 25 of the 46 officials who applied are certified USMS Officials – more than 50%! This is a huge increase over the 2019 meets and testimony to the success of the certification program. Program will be advocated at the meet to increase membership. Every USMS official who works 4 or more sessions will automatically have their credentials renewed for another 4 years.
Long Course Nationals – Oct 7-10, Spire Institute, Ohio: Committee recommended Ed Saltzman as Meet Referee, Mike Abegg as Admin Referee, Teri White as Head Starter – all accepted by Host and Championship. Application to Officiate has been posted to the meet website.
4. **Rules:** No Rule changes were submitted for Officials.
5. **USMS Officials Excellence Award:** Award for 2021 to be presented during the Annual Meeting.
6. **USMS website content regarding Officials:** Content continued to be reviewed and refined, no major enhancements this year.
7. **Administrative Official Certification:** Beginning discussion about adding the AO position to the Officials Certification Program. Defined in the Rulebook (copy from USAS) but would need to develop separate test as much of the USAS test is about tasks not applicable to USMS meets (swim-offs, seeding Finals, etc). Timing & Recognition supports developing training for the role at the LMSC level to help with results submitted. Ongoing task for 2022.

Action Items

8. **Full Committee meeting schedule**, conducted through Zoom calls, through June 2021:
February 3, 2021
March 10, 2021
April 15, 2021

June 10, 2021

9. **Annual Meeting:** Business Meeting Aug 24, 2021 at 5:00 PM PST via Zoom.
Presentation of Excellence in Officiating Award to be presented Friday night, Sept 24 at Annual Meeting

Agenda

1. Call to order.
2. Approval of 6/10/2021 Minutes.
3. Business items:
 - Officials Certification program status - Teri
 - Championship meets for 2021
 - USMS Officials Award – John F
 - USMS Officials website – Mike
 - Administrative Official certification – Mike
 - Nametag order – Jerrilyn
 - Testmoz Test site update – Teri

Long Distance Committee (LDC)

Committee Members:

Ali Hall, Chair; Phyllis Quinn, Vice Chair

David Brancamp, Robin Smith, Sarah King, Stephen Rouch, Alana Aubin, Catherine Rust, Jim Davidson, Tim Murphy, Bob Singer, Bob Bruce, Lorena Sims, Jenny Hodges, Chuck Beatty, Jill Wright

Ex-Officio: VP Donn Livoni, David Miner, Jay Eckert

Introduction

The Long Distance Committee shall oversee the rules and administration of open water and long distance events. The committee shall solicit and review bid proposals and select the sites for the long distance national championship events. The committee shall work in a coordinating and advisory capacity with event hosts and make recommendations to enhance the quality of Long Distance **national** championship events. The committee shall maintain records and select the Long Distance All-American and Long Distance All-Star Teams. The committee shall assure that the competitive rules in Part 3 of the USMS Rules and Regulations provide for fair and equitable competition in the best interests of all USMS members and that these members are informed of current rules, interpretations, and changes. The committee may initiate and shall accept, consider, and report proposed amendments, with the committee's recommendations, at the annual meeting of the House of Delegates, in accordance with the provisions of Part 6 of the current 2021 USMS Rulebook. When necessary, the committee shall interpret and render opinions regarding any provision of the rules and regulations of USMS within the committee's jurisdiction as defined in article 601.1.

Discussions and Projects Since the Mid-Year Reporting:

1. All concluded 2021 event results, compilations, awards and records are complete and posted.
2. The LDC Goals working group has worked toward the following priorities: a) absorb the functions of the Open Water Committee (OWC) into the LDC; b) evaluate LDC rules review processes, especially to gather feedback and communicate with interested members from outside the LDC prior to the annual meeting; c) find a home within USMS rules for postal event that are not “long distance;” d) consider guidelines for evaluating the appropriate use of and rules around new technology; e) compare USMS and USA Swimming open water rules and prepare rules/guidelines for dual sanctioning; g) organize and centralize LDC internal documents; f) study strategies for enhancing ePostal participation.
3. The LDC continued to develop proposals for rules updates, in conjunction with the Open Water Committee and worked with the Rules and Legislation Committees as the year unfolded.
4. The LDC has met both through e-exchanges and regularly scheduled virtual meetings. All minutes approved have been sent to the USMS Secretary for posting.
5. The LDC developed, posted and distributed the Long Distance National Championship (LD NC) call for annual award nominations. This LD NC recognition is awarded to a USMS registered individual or group that has made significant contributions to the success and promotion of USMS Long Distance National Championship events. The recipient will be announced at the Annual Meeting.
6. The 2023 LD NC selection working group developed, posted and distributed the call for bids for all OWNC distances. This working group will review bids received and make recommendations to the LDC prior to the annual meeting. The working group is also searching for a replacement host for the 2022 USMS Ultramarathon Distance OWNC event. Successful bidders will be announced at the Annual Meeting.
7. 3 scheduled 2021 OWNC events remain on the September calendar. The Bourne Texas OWNC Festival (Sprint and Long Distances) was re-scheduled from May to September 2021. The Middle Distance OWNC originally scheduled for July at Newport Pier (CA) was cancelled due to pandemic restrictions and rescheduled for September with a new host (Tri Valley Masters at Lake Del Valle, CA).
8. The in-person OW clinic connected to the Texas open water national championship festival events was transitioned to a planned video format. A working group has met virtually and created content for production and distribution. The video will be shown at the August LDC meeting that is part of the annual meeting.
9. The document flow work group updated guidelines, documents and worksheets used by the LDC to support event hosts, liaisons and the national office.
10. Lead and back-up roles for each task and function in the LDC ensured continuous coverage of responsibilities, served to mentor newer committee members and distributed workloads more evenly. Lead and back-up assignments have been identified for the 2022 LD NC events.
11. A Virtual Annual Meeting workgroup coordinated a variety of activities to support the LDC’s mission and responsibilities.
12. The LDC formed an ePostal Participation working group, composed of all 2021 ePostal liaison teams, the LDC rules leaders and the goals workgroup lead, to collaborate with the National Office.

LDC “High-Level Timeline Items by Month,” these items remain on the monthly agenda, as well as a listing of future conference call dates so that all LDC members remain consistently informed:

January:

New OWNC season registrations open

prepare bid letters and documents

initiate work on new goals

February:

send out bid letters and post documents

send out award nomination requests

begin to consider rules changes

March through May:

consider rules changes

begin recruiting bids

updates on LD NC events progress

June:

Prepare next year’s events

finalize rules proposals

finalize award nominations

finalize bid recruitment

thick of the OWNC season

July:

award working group meets to review nominations and make a selection

bid selection working group meets and forms recommendations

August:

finalize all LDC details to prepare for Annual Meeting

September:

Annual Meeting

October-December:

Request to post next season's details
Conclude remaining event details
Tabulate for All Star Team
Open registration for OWNC hosts if requested
Wrap-up year's business

2022 Long Distance National Championships

One Hour ePostal (OHeP):

Davis Aquatic Masters

Liaison: Sarah

Back Up: Robin

5k/10k:

Palm Beach Masters

Liaison: Jenny

Back Up: Jim

3000/6000

Sawtooth Masters

Liaison: Catherine

Back Up: Lorena

Long Distance OWNC (5k)—June 14

Del Valle, CA

Liaison: Jill

Back Up: Bob B.

Sprint Distance OWNC (1 mile)—July 16

Cleveland

Liaison: Catherine

Back Up: Tim

Ultramarathon Distance OWNC TBD

Middle Distance OWNC (2 mile)—July 31

Santa Cruz, CA

Liaison: Robin

Back Up: Phyllis

Cable OWNC (2 mile)—August 13

Lake Placid, NY

Liaison: Bob S.

Back Up: Chuck

Marathon Distance OWNC (10k)—August 20

Hague, NY

Liaison: Ali

Back Up: Chuck

Vice President of Community Services

Chris Campbell

As with my first year in this position, 2021 has also been challenging, both personally and for the four Committees for whom I liaise with the USMS Board of Directors. Like all members of USMS, we continue to be impacted by the shutdown driven by the COVID-19 pandemic. 2021 has been further complicated by a myriad of reopening processes, all dependent upon facility locations and policies, as well as further issues surrounding racial justice and equality, this time concerning violence against members of the Asian American and Pacific Islander community.

My four Committees--Coaches, Diversity and Inclusion, Fitness Education, and Sports Medicine and Science—have again been heavily engaged this year. Our Coaches and Fitness Education Committees continue to have their creativity stressed in new ways, as our Swimming Communities are still forced to adapt fitness and training methods and routines to rapidly changing National, State, Municipal and Governing Body policies and restrictions. Our Sports Medicine and Science Committee continues to find our Community inundated with information from all kinds of sources, and we all wonder what is correct, applicable and practical for Masters Swimmers, and what is not. SMS works to sort this out, functioning as gatekeepers. And our Diversity and Inclusion Committee continues to find itself especially relevant, rising to meet ongoing and ever evolving challenges.

I refer readers to the attached Annual Reports of the Community Services Committees for detailed descriptions of their activities since last year's Annual Meeting. I will hit their highlights here.

Coaches Committee

Kenny Brisbin, Chair; Chris McPherson, Vice Chair

At Large Members: Scott Bay, Michael Hamm, Terry Heggy, Molly Hoover, Laurie Hug, Susan Ingraham, Bob Jennings, Wilson Josephson, Carol Nip, Elise Shank, Trey Taylor

Ex-Officio: Bill Brenner and Steve Hall, National Office; Aaron Schneider, Sports Medicine and Science Committee, and Mary Jurey, Fitness Education Committee

The Coaches Committee continues to provide safety and educational opportunities for swimmers and coaches through their work with the National Office, LSMC Coaches Chairs, publications, On-Line Coaching and Mentoring Program, as well as closer liaisons with the other Community Services Committees.

Coaches Sub-Committee Projects Since Last Annual Meeting:

USMS Executive Committee Reports

1. Web Workouts - With the assistance of the National office, all online workouts were migrated over the new platform, and the author-coaches were trained on the new technology. In September, the sub-committee will begin the application process for new coaches to take over starting in January 2022. The current group of writers has done a fantastic job of figuring out the new format and adapting to the changes that have been implemented in the last two years. ^{[[}_{SEP]}

2. Worlds Coaching – PanAm Games in Colombia were cancelled. Shortly, the Coaches Committee and the USMS National Office will work on selection parameters for future international meets and Team Manager needs. ^{[[}_{SEP]}

3. Awards - The awards sub-committee selected five recipients for the Kerry O’Brien Award, and the USMS Coach of the Year Award winner. There were three applications for Coach of the Year. The sub-committee ranked each individual in each category described in the application. Based on these results, the sub-committee came to a unanimous agreement on the winner. The USMS Coach of the Year will be announced at the upcoming Annual Meeting. ^{[[}_{SEP]}

4. Education – In-person coach’s education came to a stop when COVID-19 pandemic hit, so the task force developed an online platform to deliver Level 1 Coaches Certification content. It was launched in early 2021. This program has had 123 people register and complete the online portion thus far, and 75 have also completed the mandatory Zoom call. The next call is scheduled at the end of August, with 20 people registered. There is a budget to offer two Level 2 and two level 3 courses in the near future. The Committee and the National Office are currently looking for potential times and venues to hold the sessions. ^{[[}_{SEP]}

5. Level 4 Coaches Certification Applications - There are several qualified candidates. This year’s Level 4 Certified Coaches will be announced at the Annual Meeting. ^{[[}_{SEP]}

6. LMSC Communications - Emails continue go out to LMSC Coaches Chairs each month, with information for them to share with the coaches in their LMSCs. There is still no universal way for the Chairs to find contact info for all coaches within their LMSCs, which seems to be the biggest hurdle in this communication process to date. ^{[[}_{SEP]}

7. Mentoring - The Mentoring program began in 2019 and had great success the first year.

Forced to pause in 2020 due to COVID-19 concerns, the Sub-Committee is restarting the Program. Currently, six Mentor Coaches and five Mentee Coaches have applied. The sub-committee hopes to have them selected and paired up in the next 30 days. Going forward, the Committee is looking at opportunities for coaches who were affected by the pandemic and did not have the opportunity to apply. These will be evaluated for 2022, where some adjustments to criteria, based on lessons learned, may be applied. [L]
[SEP]

8. On Deck Coaching – Short Course Nationals in July went smoothly. Almost all of the coaching slots were filled. The Committee is looking forward to similar results at Long Course Nationals in October. Swimmers who attended the SCY Champs were very thankful for the help. [L]
[SEP]
9. Publications - Terry Heggy, the Sub-Committee Chair, would like to encourage coaches to share ideas through publications, on the website and in Swimmer Magazine. He is happy to help anyone with an idea turn it into a publishable format and get it to the National Office for publication. All ideas are welcomed. [L]
[SEP]
10. Peer to Peer Calls – The Committee started out the year with little lead time, so they took a month to get into a better rhythm. There have been some adjustments, as some content issues came up, but the Program has gone well with good feedback. A call is scheduled in August, and a final 2021 Peer to Peer call in November. [L]
[SEP]
11. Liaisons - Coaches from this committee have been assigned to Sports Medicine and Science, Diversity and Inclusion, ALTS and Fitness Education. Coaches attend calls each month, sharing ideas with these committees, allowing us to collaborate and work together as appropriate. [L]
[SEP]

There are no concerns of note going forward for this Committee. Coaches serve as the primary information conduit between USMS Leadership and the membership at large. As such, they cast a long shadow, and they will continue to do so.

Diversity and Inclusion Committee:

Sarah Welch, Chair; Jeff Commings, Vice Chair

USMS Executive Committee Reports

At Large Members: Blair Bagley, Virgil Chancy, Donita Flecker, Kyle Jackson, Megan Johnston, Tom Moore, Janelle Munson-McGee, Tim Murphy, Diana Triana

Ex-Officio: Daniel Paulling and Jessica Reilly, National Office; and Wilson Josephson, Coaches Committee Liaison

The purpose of the USMS Diversity and Inclusion Committee is to help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and sharing them with coaches, LMSCs, and local volunteers. The annual work program expands the resources available to coaches, LMSC's and volunteers through diversity training and the development of best practices to promote a culture of inclusion. 2021 saw the inauguration of diversity and inclusion training for LMSC Leaders, modeled after last year's training with USMS coaches. The Committee annually reviews USMS rules and policies to identify opportunities for new legislation. They collaborate with the National Office, Coaches Committee and LMSC Development Committees to promote diversity and inclusion throughout USMS.

Accomplishments thus far this year include:

13. The Committee proposed legislation for consideration at the Annual Meeting to ensure that the USMS Code of Conduct and non-discrimination provisions apply to all aspects of USMS activity, rather than limiting it to competitive events. The proposal is under review by the Legislation Committee.
14. LMSC Initiatives. This group built upon the successful 2020 D&I training with the Coaches Committee and revised the curriculum for LMSC audiences, offering the training for LMSC Leaders in June. Follow-up sessions on five specific diversity topics are offered throughout the next six months, including a July session on Age Diversity, Physical Ability / Mental Health / Intellectual Ability / Neurological Attributes Diversity. An August session will focus Gender and Sexual Orientation Diversity. Future Follow up sessions include:
 - Racial and National Origin/Cultural Diversity
 - Social Class, Religious/Ethical Value Systems, and Political Belief Diversity
 - Creating an Inclusive Culture in your LMSC or Club
 - Other LMSC Initiatives include developing a role description for Diversity Coordinator at the LMSC level. At this time, four LMSC's--Minnesota, Connecticut, Southern Pacific and Georgia, have set up the LMSC position. The draft role description draws from the experience of each of these LMSC's and is under review by the LMSC Development Committee.
15. The Committee Best Practices work group continues to identify and write up Best Practices offered by clubs throughout USMS. In July USMS will publish an invitation for members, clubs and LMSCs to offer descriptions of how they promote diversity and inclusion at the LMSC level. The work group will then turn these ideas into additional best practice write-ups and post them on the USMS Website, under the tab "Diversity and Inclusion." The group initiated club-based testing and evaluation of swimming equipment and swimwear to serve a more diverse swimmer base. The results will be shared in Swimmer Magazine later this year.

16. Diversity and Inclusion Annual Recognition Awards work group created a Diversity Equity and Inclusion Recognition Award. They developed a proposal, which is under review by the Recognition and Awards Committee. The first award is expected to be presented in 2022.
17. Kudos to the National Office for their publications and web postings, highlighting the diversity of USMS and spotlighting individual success stories. Notable examples include:
 - Swimmer Magazine's Nov/Dec 2020 feature on the Mahogany Mermaids, a North Carolina club focused on opportunities for women of color to learn to swim and compete and the supportive, welcoming environment they have created.
 - A profile of a West Hollywood swimmer, Rook Campbell, a transgender athlete who advocates for non-binary and transgender swimmers through swimming and in the community.
 - The magazine's July-August 2021 front cover and articles featuring USMS members, Tye Dutcher and Mallory Weggemann, Para-Olympic Swimming competitors.
18. The D&I Committee drafted a diversity calendar with recommendations on its uses at the local and national level. The calendar links to a robust calendar recognizing many events and celebrations by cultural groups. It provides guidance and a resource for recognizing cultural events in local communities and communicating about those holidays around event scheduling. It is under review by the National Office and BOD.
19. The National Office rolled out member self-service on the community platform, allowing members to add demographic information to their profiles (such as adding ethnicity or gender identity), The Committee consulted with the National Office on definitions and groups for the self-service information.
20. The Committee collaborated with the National Office to draft USMS' statement on violence against the AAPI community and followed many other race and social justice issues throughout the year, weighing in on several of them.
21. The Committee deferred the 2021 Coach Survey on Diversity due to USMS attention on getting swimmers and clubs back into the water as programs begin re-opening.

The D&I Committee continually highlights that their work is a journey, not a destination. There is no fixed end point for success. Rather, the appreciation of diversity and the creation of inclusive environments is a continually evolving and dynamic process. The Committee's approaches to issues continue to be thoughtful and well considered, reflecting positively on USMS. They continue to find more ways to make significant impacts and will continue to grow, learn and share their knowledge and expertise.

Fitness Education:

Mary Jurey, Chair; Emily Cook, Vice Chair

USMS Executive Committee Reports

Anita Cole, Kathy Englar, Ann Marshfield, Andy Seibt, Lisa Watson, Karin Wegner

Ex-Officio: Jay Eckert and Onshalee Promchitmart, National Office, and Kenny Brisbin, Coaches Committee.

Despite another pandemic year, the Fitness Education Committee was productive in moving forward on several fronts. The size of this committee was greatly reduced this year, but this helped to focus on what the members wished to accomplish. The Committee had a meeting every month in 2021 except for March.

Projects Since Last Annual Meeting

22. Liaisons: Kenny Brisbin, Chair of the Coaches Committee, is an active participant in the Fitness Education Committee meetings. Mary Jurey also serves as the Fitness Education Committee's liaison to the Coaches Committee. This affords more cross-pollination between these two Committees, as well as others, and to support each other's agendas.
23. The number of sub-committees was reduced to four:
 - a) Fitness Series
 - b) COVID-specific Issues.
 - c) Fitness Award Marketing and Evaluation
 - d) Communications. Leaders were assigned to each
24. The Committee more clearly defined and re-worked criteria for Fitness Award. A clearer nomination and evaluation process was created.
25. The Committee received and evaluated nominations, and selected this year's Fitness Award recipient.
26. The Committee discussed creating awards recognizing Club membership participation percentages of participation for the Fitness Series.
27. The Committee spread the word on changes of the Fitness Series dates to: Winter – Feb 1 – 15, Summer – June 1 – 15, Fall – Oct. 1 – 15 to align with a better seasonal focus.
28. Partnership ideas are being discussed – pairing with other organizations such as Swim Across America and the National Senior Games Association to promote Masters Swimming and Fitness Education.
29. Discussion continued to focus on the “Education” aspect of the Committee – considering having a series of speakers, fitness experts, authors made available to USMS.
30. Ann Marshfield was selected as Committee representative for the Club of the Year Award Evaluation Sub-Committee under the Awards and Recognition Committee.
31. The Committee continues to discuss how best to support the Try Masters Swimming initiative – many clubs are still not up and running or are operating under some level of

restriction. Both Ann Marshfield and Andy Seibt received many inquiries for their respective clubs.

32. There is Consensus and ongoing discussion on the value of obtaining more data on the Fitness Series. Seeking additional metrics will help to better understand who is signing up and participating. Are there regional trends tied to specific promotions in those areas? Are there better ways to harness social media channels?

Action Items:

1. The Committee will work with the Coaches Committee to set up calls with LMSC Chairs on how to utilize and leverage LMSC Coaches to promote the Fitness Series
2. The Committee will work on promoting the Fitness Award, via Streamlines and other mechanisms, to LMSC Fitness Chairs and Awards Chairs.
3. The Committee will work to broaden the portfolio of virtual events, tailored locally, and to promote them to the LMSCs.
4. The Committee will create a survey to examine the Fitness Series in depth.
5. The Committee will set up a Peer to Peer call with LMSC Fitness Chairs
6. The Committee will assist the National Office with Monthly Challenges on Swim.com. Swimming a Marathon (26.2 Miles) over the course of each month was suggested.

The main issue facing this Committee going forward is ownership of work scope. While the development, evaluation and conferring of the Fitness Award is clearly in the purview of Fitness Ed, many of the other accomplishments noted above are now handled by the National Office Staff. The role of the Fitness Ed Committee seems to be evolving into more of a National Office support function, one that may now be redundant. While this Committee may be heading for “Sunset”, the expertise and passion of the volunteer members of this Committee cannot and should not be understated nor dismissed. Other uses for their talents must be found.

Sports Medicine and Science:

Christopher Rieder, Chair; Arlette Godges, Vice Chair

At-Large Members: Jane Moore, Jim Miller, Aaron Schneider, Jessica Seaton, Robin Tracy

Ex Officio: Daniel Paulling, National Office; Terry Heggy, Coaches Committee

Activities supported since the last Annual Meeting:

1. The following committee members presented and reported regarding their respective areas of interests:
 - a. You Tube communication – Arlette Godges and Robin Tracey with Chris Beach (Guest) are championing this opportunity. Arlette Godges and Christopher Beach were approved as “actors” to help portray the ongoing communication. Their first video announced is produced and a Webinar is going to be scheduled in order to have a medical authority utilize and comment upon the video.
 - b. For future published written/authored topics, Jessica Seaton and Robin Tracey are going to report on new topics and identify helpful authors moving this item forward. Some of the topics are listed below and will include more than our current and very successful “Over 60” series.
 - i. Nutrition before, during and after practice and races
 - ii. Elements of a good diet
 - iii. Principals of training aerobic and anaerobic systems
 - iv. Exercises for shoulder injury prevention
 - v. Core Strengthening exercises
 - vi. When, where and how to foam roll
 - vii. Cardiological changes and training requirements for the aging swimmer

Note: Moving forward all new requests for studies will have a standard Terms and Conditions process that will be approved by this Committee and the Board of Directors prior to allowing access to USMS membership for data collection. Some of the Terms and Conditions to be considered in such a decision will be the study thesis, the survey methods, and review of the resultant abstract. This is a sample list and is not all encompassing. The final Terms and Conditions will be discussed at a subsequent BOD meeting.

- c. Aaron Schneider and Terry Heggy serve as the liaisons between the USMS Coaches and Sports Medicine and Science committees. Both are knowledgeable coaches, and Terry assists with publications. Updates were discussed regarding three differing areas of information from the Coaches Committee. Further discussions will occur and be presented at following meetings.

The SMS Committee meets monthly to track ongoing activities and to examine relevant issues. Given the flood of information, some good, some bad, concerning health and fitness, especially during the pandemic, the Committee maintains a pool of qualified professionals to serve as reviewers for USMS health-related publications. All of these reviewers are USMS members and are experts in their fields. The Committee solicits, authors and reviews articles for publication in various USMS organs. They serve as gatekeepers, thoroughly vetting information targeting our membership for validity, applicability and practicality. It is the goal of this Committee to establish a dynamic library of relevant and targeted articles and documentation for access by

USMS Membership. Additionally, the Committee is working with the National Office to determine the feasibility of revitalizing the Sports Medicine Blog. They are examining the frequency of usage, as well as the best mechanisms for conveying relevant information to USMS membership.

This Committee continues to define a path forward to position itself to make valuable contributions to USMS. There are no concerns going forward.

Board of Directors and LMSC Communication

This year, I was one of the BOD members selected to communicate with several LMSCs. I hosted Zoom calls with the Inland Northwest, Snake River, Allegheny Mountain, San Diego-Imperial, Wisconsin, Illinois, Indiana and Metro LMSCs during May and June. During these calls, the uniqueness of each LMSC was impressed upon me, and they consider their individual character inviolate. There is a sense, to varying degrees depending upon who was on the call, among all of these LMSCs that the BOD and the National Office excessively seek to standardize the general structure of LMSCs and to eliminate their uniqueness. Often, this is expressed as “They’re eliminating the volunteers.” While we at the National Level agree that this is not the case, and that these fears are unfounded, they still exist amongst the leadership of many LMSCs. At its root, this appears to stem from a fear of change to long-established power structures at local levels. Such changes naturally arise when a purely volunteer-driven organization transitions to one that is professionally staffed--an inevitable outcome of organizational growth, if for no other reason than to improve or maintain efficiency of operations. What is true is that a growth of USMS membership, and an expansion of USMS programming into underutilized facilities and underserved communities is desired at all level of USMS. The National Level seeks to understand why there are obstacles to this sort of growth. These are not controversial goals and ideas. Yet, in a world defined by perception, rather than cold hard facts and empirical data, such ideas become points of contention. There is friction and resistance.

More communication, both formal and informal, between the National Level and the LMSC Level is warranted. It may take significant patience to endure some venting from the LMSCs, but the National Level does need to listen and seek some level of empathy. The LMSCs and the National Level need to clarify better their expectations of the other. Despite our best efforts, misperceptions still dog us. Until we can clear the air between the National and local levels enough to have truly productive and meaningful dialogue, USMS will not reach its full potential in terms of growth, renewal, and unity of purpose.

Secretary

Greg Danner

My four years as Secretary was filled with many great experiences. After learning from some of our finest volunteers and working with our talented National Office staff, I know our future remains bright. When presented with exceptional challenges, our organization adapted and identified opportunities to address. The effort toward continuous improvement is evident in the initiatives that are carefully crafted, redesigned, and presented to both the Board of Directors as well as our delegates.

From a role perspective, I continued to schedule/host meetings and subsequently take meeting minutes for the Executive Committee and BOD conference calls. The BOD did not hold any in person meetings this year, so all our business was performed on Zoom or by email. For those meetings and various committees who submitted minutes, I posted them to the website.

Every member will experience a unique journey with USMS. I truly hope your experience is (or will be) as memorable as mine. Thank you for allowing me to serve in this capacity. I will do my best to ensure a successful transition to the next Secretary.

Treasurer

Teddy Decker

As you are all aware the last few years have been volatile from many different perspectives. The National Office (NO) staff and Board of Directors (BOD) have worked closely with the Finance (FC) and Investment Committees (IC) to ensure that USMS continues to operate in a fiscally responsible manner. Due to the hard work and prudent decisions, USMS remains fiscally strong with reserves close to \$4MM.

The FC recommended and the BOD approved a conservative budget for 2021 and through August our membership numbers have exceeded the budgeted target by almost 10,000 members. The increase in membership will necessitate some increases in costs, but overall we anticipate being able to show a smaller net deficit than originally budgeted.

The IC continues to meet with our investment advisors, Northern Trust, on a regular basis to ensure the continued fiscal health of USMS.

Our independent accounting firm, Kerkering, Barberio & Co of Sarasota, FL conducts the annual audit, provides a management review letter, and makes an annual presentation to the Audit Committee. For the eleventh year in a row there were no reported deficiencies by our auditor. This is a direct reflection of our Chief Financial Officer, Susan Kuhlman, who continues to do an outstanding job maintaining our financial records and advising on all matters related to finance.

Going forward, our Audit, Finance, and Investment Committees are continuing to work with the national office staff and make recommendations to the Board of Directors to ensure the financial stability of our organization now and for many years into the future.