



**President's Report – Peter Guadagni
Board of Directors Summer Meeting (Virtual)
July 11, 2020**

When we met in Sarasota four months ago, we were just becoming aware of this thing called the corona virus. As we left, we were not worried about how the virus would affect our flights home, let alone the possibility that our daily lives would be dramatically altered. Within two weeks we recognized the need to cancel our Spring National Championships and most of us began the life changing process of working from home.

While at times our government's response to the pandemic has been lacking, I am proud of how USMS has confronted to a crisis that required the near total cessation of our core program. Our national office has provided an unprecedented level of support to members, clubs, and coaches with over half a million emails covering over 70 topics. Nearly 30 articles have appeared on the website on how members can deal with the pandemic and time away from swimming. Bi-weekly dryland workouts have been published plus over 20 other dry land workout articles. There have been separate communications going to coaches offering ideas on how they can keep their programs intact and their members engaged during the pandemic. We learned of, applied for, and received government assistance that did not exist at the time of our last in person Board meeting. We, as the Board, have approved an emergency financial plan, a first ever promotional membership offering, and a financial aid program to help our clubs, funded in partnership with our LMSCs. As pools have begun to open with restrictions, our clubs have learned how to schedule their members to maximize use of available pool time.

Challenges remain, both those brought on by the pandemic and longstanding issues USMS has been striving to address. Some of these I discussed in my recent message to volunteers. For now, I would like to celebrate what we have accomplished in the last four months.

I would like to provide a brief update on the few Board Committees on which I serve as the EC liaison.

Compensation and Benefits Committee. This is a quiet time for the committee. On an individual basis some members provided support as the national office was undergoing staff restructuring.

Governance Committee. This committee has been reviewing several Board policies. They are doing some follow-on work on the role of committees and volunteers to help bring some of the Volunteer Task Force recommendations to fruition. They continue their efforts on Board education.

Swimming Saves Lives Foundation. The foundation agreed to pause their SSL fund raising and instead support fund raising efforts for our core programs. They are currently planning a late summer auction the proceeds of which will be used to support the club relief program.

ALTS Programming Committee. Attached is a summary of the activities of the new ALTS Programming Committee.

Review of the ALTS Programming Committee through 2020 to date:

Telecons held: 2/27, 3/23, 4/15, 5/20, 6/30

Chair—Carrie Stolar, Vice Chair—Mia Erickson Stevens

Ex Officio: Bill Brenner, Jay DeFinis

Members: William Kolb, Lisa Brown, Michael Hamm, Bill Meier, Jeff Waddle,

This Committee was newly formed in January. While the SSL/ALTS Task Force made recommendations for the Committee's responsibilities, the Committee needed to prioritize those responsibilities and determine their logical order. The Committee was just gaining traction when the aquatics world was abruptly shut down in March due to COVID-19. While pools have started to reopen, all ALTS instructor certification programs and most ALTS programs are still on hold. As a result, some of the initial priorities of the Committee have been eliminated (for example promoting and supporting the ALTS Instructor Retreat) or put on hold, and the Committee is focusing on how to best support the ALTS community at this time.

Accomplishments thus far this year include:

1. Developed an initial job description for an LMSC ALTS Coordinator position.

Projects in process at this time or pending:

1. Contact each LMSC to determine state of ALTS and key contact person.
2. Determine useful metrics, and the process to collect those metrics, that can be utilized by individual ALTS programs to help support their own programs as well as the overall USMS ALTS efforts.
3. Support SSLF auction.
4. Organize a series of calls for the ALTS community. The first call will be on July 30 and will focus on how to safely reopen an ALTS program.
5. Publicize/support new grant window for 2021.
6. Compile ALTS best practices and business models.
7. Refine and submit Coordinator position to the LMSC Development Committee.

In conclusion, despite the setbacks to ALTS programs due to COVID-19, we have set the foundation to restart them when the situation allows.



**Vice President of Administration's Report – Chris Colburn
Board of Directors Summer Meeting (Virtual)
July 11, 2020**

Vice President of Administration (Chris Colburn)

1. During the pandemic, I have communicated individually with each of the committee chairs. I did not meet with the division chairs as a group during Q2 but plan to do so later in July as schedules permit.
2. I have attended committee meetings as an observer and have participated as appropriate where committees requested information related to Board decisions and discussions relevant to committee business.
3. I worked with committee chairs as schedules permitted related to their committee statements. Membership and Legislation have submitted committee statements. I need to circle back with Rules and Championship to submit theirs in advance of the Annual Meeting.

Championship Committee (Jim Clemmons, Chair)

1. Championship worked with the National Office and the Board to handle cancellation of the 2020 events, and to communicate with the 2020 sites related to their hosting Nationals in 2022.
2. Bid reviews continue for hosts who submitted bids for the 2022-23 bid cycle. All submitters for this bid cycle are aware of the awards of the 2022 meets to the former 2020 hosts (San Antonio and Richmond), and have communicated their availability for dates in 2023.
3. Continuing work with the National Office to evolve the model for USMS support of national championships, (i.e. who does what), and continuing to work on committee/office relationship, understanding roles and responsibilities in general.

Legislation Committee (Richard Garza, Chair)

1. The Committee is hard at work on reviewing and debating legislation proposals that have been submitted for the 2020 Annual Meeting.
2. Two meetings were held in June, and meetings are scheduled for 2-3 Sunday evenings in July to complete work for the 2020 legislation packet for the Annual Meeting.
3. Key items include the Unified Fee proposal, language related to workout groups, and some reorganization of the Rule Book to better separate code from policy.

Membership Committee (Susan Ehringer, Chair)

1. The committee worked on their Committee Statement in late Spring and submitted it to me to share with the Board (see the discussion forums).
2. The committee met in May to discuss topics for the year, as well as to discuss legislation and rules proposals that might have an impact on Membership Coordinators.

Rules Committee (Charles Cockrell, Chair)

1. During the Spring, the committee met monthly to discuss ongoing business as well as rules proposals that members knew were in process for submission.
2. The committee has begun to review rules proposals for the 2020 Annual Meeting and have scheduled regular meetings to prepare the Annual Meeting packet.
3. Work is ongoing with the USA Swimming Rules and Regulations Committee to draft some guidance for USMS members who routinely work out with USA Swimming clubs to ensure compliance with Minor Athlete Protection Policies (MAAP).
4. Rules and Legislation continue to work on their respective sections of the Rule Book to coordinate proposals to re-organize Part Two of the administrative regulations which would align membership, pool sanctions, and open water sanctions with other parts of the Rule Book.
5. The Chair attended the virtual USA Swimming Rules and Regulations Committee meeting in May, and reviewed salient points at the June committee meeting.



**Vice President of Programs' Report – Donn Livoni
Board of Directors Winter Meeting (Virtual)
July 11, 2020**

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 see below.

Both the LDC and OWC chair and vice chair have been actively involved with the OWSTF.

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, Laurie Hug, Bob Singer, Lorena Sims, Jenny Hodges, Chuck Beatty, Jill Wright

Ex-Officio: Kim Elsbach; VP Donn Livoni

Introduction

Duties include: 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 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 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. 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 2019 Convention

1. The LDC continues to develop proposals for updates to rules, in conjunction with the Open Water, Rules and Legislation Committees.

2. The Chair and Vice-Chair have participated in several Open Water Task Force (OWTF) Strategies Conference Calls conducted by the National Office staff. The committee has been updated as to the progress from these calls.
3. The LDC received nominations for its annual award, to be announced at Convention. A working group will review nominations received by the July 1 deadline and will make a selection. This LD NC recognition is awarded to a USMS registered individual or group who has made significant contributions to the success and promotion of USMS Long Distance National Championship events.
4. The 2022 LD NC selection working group is receiving bids, with the submission deadline of July 1st. Additional bidders will be sought if more options—including out-of-area possibilities—are needed for a full slate.
5. The One Hour e-Postal, hosted by Tamalpais Masters, is complete and final results have been posted. The 5K-10K ePostal events are open until September 30. A non-competitive SCY/SCM conversion option was created for swimmers without adequate access to LCM pools. The 3000y-6000y ePostal will start in September.
6. The first 5 scheduled 2020 OWNC events as well as the clinic connected to the Lake Erie Middle Distance event have been cancelled due to COVID-19. Affected hosts have been offered priority consideration in the 2022 LD NC bidding processes. The final 2020 OWNC (Sprint Distance, Santa Barbara, CA) is still tentatively scheduled for August 29.
7. The Documents work group continually updates guidelines, documents and worksheets used by the LDC to collect information and track events.
8. Lead and back-up roles for each task and function in the LDC ensures continuous coverage of responsibilities, serves to mentor newer committee members and distributes workloads more evenly.
9. A Virtual Convention workgroup is coordinating a variety of activities to support the LDC's mission and responsibilities. We await information about Convention structure and schedules to further develop our plans. Currently, the LDC intends to hold an informational, virtual LD Rules Open House for delegates and any interested others. After the Open House, the rules working group leads will draft an FAQ to collect helpful details. The LDC intends to record presentations and a workshop that can be made available on the USMS site, for LMSCs, and/or during Convention. The LDC plans to hold one business meeting during Convention and be available for rules and other HOD sessions.

Action Items

1. The LD NC Award working group will discuss and approve the awarding of the 2020 LD NC recognition award.

2022 LD NC bids will be reviewed and recommended by the Bid Selection working group, then discussed and approved by the whole LDC

Officials Committee (OC)

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, Susan Hengstenberg, John King, Celia Wolff

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

1. **Officials certification program:** Evaluation of length of certification period led to change from 2 years to 4 years and all credentials good through 12/31/2019 were reissued and emailed to officials. Continued to certify USMS Stroke & Turn and Starter officials. We currently have 246 certified officials including 118 Starters and 42 Referees.
2. **National Championship meet support:**
Both 2020 USMS National Championship meets and the 2020 College Club Championships have been canceled for COVID-19 concerns.
3. **Rules:** No Rule changes were submitted for Officials.
4. **USMS Service Award for Officials:** Award for 2020 to be presented during Convention.
5. **USMS website content regarding Officials:** Major review of current content completed; many new/updated files submitted. Officials site one of the first to be implemented on the new USMS platform. Work is ongoing.
6. **Open Water/USMSM combined Officials Certification card:** COVID-19 issues and workarounds have sidelined this project so far for 2020. Officials Committee remains hopeful we can pursue one USMS Officials Certification card.
7. **Annual Meeting:** No workshop planned for 2020. Business Meeting and presentation of Excellence in Officiating will occur.

2020 USMS

open water committee

CHARGE:

The Open Water Committee shall promote the development of and participation in open water swimming. The committee shall develop educational resources for open water participants and event directors. The committee, with input from the Long Distance Committee, shall prepare guidelines pertaining to the management of USMS open water swimming for approval by the Board of Directors. The committee shall increase awareness about open water swimming and identify opportunities to promote USMS. The committee shall consist of the committee chair and sufficient members to execute the committee function. The Long Distance Committee chair shall be an ex officio member of the committee.

LEADERSHIP

Kim Elsbach – Chair

kdelsbach@ucdavis.edu

Mark Johnston – Vice Chair

coach@flowswimmers.com

COMMITTEE MEMBERS

2020 Meeting schedule

Full Committee Meetings

All Full Committee Meetings are via Zoom at 5 PM Pacific Time

Kim will send Zoom invites for all meetings.

January 12, 2020

February 9, 2020

April 19, 2020

May 17, 2020

June 14, 2020

July 12, 2020

August 16, 2020

Project Meetings

Scheduled by Project Chair, may use Zoom or conference call

Meet as often or as rarely as needed.

Suggested Months: March, May, July

2020 Projects and Status

Initial Project List, January, 2020

In December, 2019, Kim Elsbach and Mark Johnston had individual conversations with all committee members and developed a slate of 16 projects that members were enthusiastic about pursuing. In December, Kim discussed these projects with Peter Guadagni and was given the go-ahead to pursue them. In January, 2020 Mark and Kim then discussed these projects with David Miner, Jay Eckert, Donn Livoni, and Dawson Hughes. At this time, we learned that a number of these projects were underway or nearly completed by the Open Water Task Force

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EX-OFFICIO MEMBERS

David Miner -
openwateradvisor@usmastersswimming.org

(OWTF), and removed those projects from our list. This left the following nine projects to be pursued:

1. OW Event Start Up Fund. Develop a plan for awarding small start-up funds (\$2-5K) for new OW competitions
2. Connect OW clubs on Clubfinder and create network of OW clubs. Find a way to connect clubs that are OW clubs, and organize OW workouts and training.
3. Event Mgmt Guidance Document. Revise Event Mgt Guidance Doc
4. Conservation Guidance Document. Develop guidance document for event directors who want to include conservation, clean-up or volunteer activities in conjunction with open water swim events.
5. Updated Safety and Crisis Management Document. Suggest Updated Safety Guidance Document for Open Water Events, and prepare a document with advice on what to do in a crisis or emergency during an open water event
6. Guide to Operations Revision. Update Open Water Guide to Operations
7. Open Water Service Award. Manage the process for selecting our annual Open Water Service Award
8. OW Forum on USMS.org. Monitor OW Forum on USMS
9. Oversee Cat 1 swimwear exceptions, reviewing medical and religious exemption requests.

Revised Project List, March, 2020

By March, the National Office had communicated that most of the initial list of projects were items that were under the purview of the National Office (promotion, marketing, and development), or the OWTF. This left us with the following five projects:

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Donn Livoni -
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Alana Aubin (LDC) -
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Jim Davidson (LDC) –
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1. Event Mgmt Guidance Document. Revise Event Mgt Guidance Document with direct oversight by National Office.
2. Open Water Service Award. Manage the process for selecting our annual Open Water Service Award
3. OW Forum on USMS.org. Monitor OW Forum on USMS
4. Oversee Cat 1 swimwear exceptions, reviewing medical and religious exemption requests.
5. Guide to Operations. Update Open Water Guide to Operations as needed.

All of these projects are underway and will be completed this year. Projects 2-5 are annual/on-going projects that are completed every year.

Open Water Committee Proposals

Given that most of the work of the OWC is now under the purview of the OWTF and the National Office, Kim and Mark made a proposal to the Committee in May, 2020 to disband the committee and transfer the few remaining, annual tasks to the LDC. Any larger Open Water projects would be undertaken by a temporary group of USMS volunteers, under the guidance of the National Office. OWC Committee members voted on this proposal, as well as a proposal to disband on a Pilot basis only, and a proposal to do nothing (no change from current status). The three proposals were written as follows:

Proposal 1

The Open Water Committee ceases to exist as a separate committee within USMS. The few tasks currently assigned to the

*Open Water Committee in the USMS Rulebook (i.e., upkeep of the Open Water Guide to Operations and handling of Category I Swimwear petitions), and a couple of other tasks (i.e., monitor OW Forum and oversee OW Service Award), will be transferred to the Long Distance Committee. **Specific projects related to Open Water Swimming may be undertaken by an Ad Hoc project group of volunteers overseen by the National Office. This will prevent overloading of work for the Long Distance Committee.** This proposal would require legislative amendments (available upon request).*

Proposal 2

Undertake Proposal 1 on a pilot basis starting in January, 2021 to see how it works. The Committee could return to its current format in January, 2022 if the pilot is unsuccessful. The pilot option would not require the legislative amendments (available upon request).

Proposal 3 – Do Nothing

Maintain the current charge of the OWC. The charge and structure of the committee may need to be reviewed and revised in the future, given the current centralization of marketing, promotion, and communication from the National Office.

Proposal 2 passed, with 55% of voting members choosing this option.

Kim and Mark will work with the LDC to determine how to begin this pilot proposal in January, 2021.



**Vice President of Community Service - Chris Campbell
Board of Directors Summer Meeting (Virtual)
July 11, 2020**

2020 has been a trying year, and the Coaches, Fitness Education, Diversity and Inclusion, and Sports Medicine and Science Committees have all been heavily engaged. With the ongoing Covid-19 pandemic and subsequent shelter-in-place directives issued throughout the Nation, concurrent with upheavals due to racial injustice and unrest, and subsequent staffing changes at the National Office, all of these Committees and their members have been forced to greater heights of innovation, creativity, adaptability and compassion. I could not be prouder of them.

Summation:

While two of these four Committees had to overcome some inertia , due primarily to a lack of focus and coherent objectives and processes to start, the year all four Committees under Community Services are up to speed , and all are positioned to make valuable contributions to the USMS Community.

Respectfully submitted,
Chris Campbell
USMS Vice President of Community Services

Review of the Coaches Committee through 2020 thus far:

Zoom and Telecon meetings held 1/13, 2/10, 3/9, 4/13, 5/11, 6/8

Chair—Kenny Brisbin, Vice Chair—Chris McPherson

Ex Officio: Bill Brenner, Steve Hall

At Large Members: Kathy Gallagher, Molly Hoover, Susan Ingraham, Bob Jennings, Carol Nip, Kerry O'Brien, Lori Payne, Elise Shank, Trey Taylor, Tim Waud, Steve Weatherman, Terry Heggy, Rich Williams

This Committee is well-established and efficiently organized. Standing sub-committees include Online Web Workouts, Awards, National Coaches Convention, Education and Coaches Level 4 Certification, LMSC Communications, Oversight of On-Deck Coaching at Nationals and Convention, Coaches Mentoring, Open Water Coaching and Liaison, Publications, International Coaching Selection and Coordination, and the High Performance Camp Liaison and Staffing.

Accomplishments thus far this year include:

1. Evaluation of candidates for USMS Level 4 Coaches Certification (Selectees to be announced at the Annual Meeting)
2. Ongoing evaluation of Kerry O'Brien Award nominees, and USMS Coach of the Year nominees (Winners to be announced at the Annual Meeting)
3. Selection of a USMS Head Coach at the 2020 Pan American Games in Medellin, Colombia*
4. Selection of guest speakers and topics for the 2020 National Coaches Convention*
5. Coordination and advising on the selection of a USMS 50th Anniversary Coaching Staff at the High Performance Camp in Greensboro, NC*
6. Selection of Mentor/Mentee Coaches through the USMS Coach Mentoring Program*
7. Review and coordination with the National Office on Standards and Responsibilities for the position of LMSC Coaches Chair
8. Establishment of unofficial liaisons with Diversity and Inclusion, Fitness Education and Sports Medicine and Science Committees

Projects in work at this time or pending include:

1. Development of selection criteria for Masters Coaches, a proposed new category for MISHOF Inductees
2. Development of new training methodologies as a result of restrictions placed on facilities by Covid-19 directives
3. Development of a Coaches Committee Focus and Vision Statement
4. Coordination of a regular monthly Peer to Peer call for Coaches
5. Assessment and clean up of Level 4 Coach Certification criteria and instructions
6. Assessment and clean up of Coaches Award criteria and instructions

Issues and concerns:

1. Items above denoted with an asterisk (*) have been impacted to some significant extent by Covid-19 and subsequent Shelter-In-Place directives. In some cases, activities have been paused, if not slowed down.
2. The restructuring of the National Office in the midst of the pandemic response caused a great deal of consternation within the coaching community. The Coaches Committee lost access to several individuals with whom we worked very closely, as well as access to some services that the Committee had taken for granted. The CEO and President had a Zoom call with the Committee to explain the changes, the prioritization and vision of Leadership going forward, and to explain how these changes still support the Coaches purpose and vision. Additional liaison of this sort would be a good idea.

Review of the Diversity and Inclusion Committee through 2020 thus far:

Zoom and Telecon Meetings held: 1/8, 2/5, 3/4, 4/1, 5/6, 6/3, 7/1

Chair—Sarah Welch, Vice Chair—Ally Segal

Ex Officio: Jessica Reilly, Daniel Paulling

At-Large Members: Jeff Commings, Donita Flecker, Blair Bagley, Kyle Jackson, Janelle Munson-McGee, Megan Johnston, Tom Moore, Diana Triana, Virgil Chancy, Leslie Scott

This Committee is characterized by extraordinary levels of energy and enthusiasm. Despite being a relatively new Committee, D&I got up to speed amazingly quickly and approaches issues with a wealth of experience and perspectives. The issues that they seek to address are many, and the approach to each has been well-considered, meticulous and decisive.

Accomplishments thus far this year include:

1. Follow up to and building upon the 2018 Coaches Survey on Diversity and Inclusion on Teams. Additional coach interviews, with broader scope and improved questions are expected to begin this summer. A sub-committee has been established to drive this process
2. New proposed legislation to enhance and clarify portions of USMS Rule 501.1 has been submitted. The Committee has worked with Charlie Cockrell of the Rules Committee and Richard Garza of the Legislation Committee for specific inclusion of Gender Identification in Rule 501.1. This will more closely align the rule with USMS Transgender policies and the recent US Supreme Court decision.
3. Development of a Diversity and Inclusion webinar, designed to be part of the Level 1-2 USMS Coaches Certification curriculum. A Dry Run of the presentation was made to the Committee and to selected members of the Coaches Committee (the target audience). The presentation will be made to the Coaches Committee as a whole in July, and it is hoped that it can be offered at the Annual Meeting, not just to Coaches, but to all interested delegates and officers as well.
 - a. Breakout and Peer to Peer sessions, offering more detail on certain subjects, will be offered subsequently. These sessions will include discussions on:
 - i. Racial and National Origin/Cultural Diversity
 - ii. Gender and Sexual Orientation Diversity
 - iii. Age, Physical/Mental Health, and Intellectual/Neurological Diversity, Attributes and Abilities
 - iv. Social Class, Religious/Ethical Value Systems, and Political Belief Diversity
 - v. Maintaining an Inclusive Culture at your Club.
4. The Committee worked closely with the National Office to develop and issue a USMS Statement on Racial Justice and Equality. While some have been dissatisfied with the time it took to issue this statement, it was carefully and thoughtfully crafted, with links and contact information, which directed back to the D&I Committee. There have been several dozen responses to these contacts, all of which have been answered so far.
5. Establishment of a liaison between D&I and the Coaches Committee.
6. Stand up of a link to the Diversity and Inclusion Webpage on the USMS Website.
7. Development of a Diversity and Inclusion Statement of Purpose and Objectives

Projects in work at this time, or pending:

1. Promotion of Diversity and Inclusion via USMS Updates. The possibility of developing a D&I video is being examined in conjunction with the National Office. A sub-committee is being established to work this.
2. A sub-committee to establish a list of Best Practices at the LMSC and Club level has been set up. The initial goal is to list 32 Best Practices for Creating and Maintaining a Diverse and Inclusive Culture at the Club level.

3. Establishment of a sub-committee to partner with the National Office to collect, process and categorize USMS Member demographic data, with an eye towards enhancing USMS outreach into underserved communities.
4. Establishment of Diversity and Inclusion Coordinator positions at the LMSC level. Thus far, Minnesota and Connecticut have instituted these positions on their LMSC Boards.

Committee Statement of Purpose

Mission /Purpose: The USMS Diversity and Inclusion Committee shall help create a culture of inclusion and opportunity in USMS for people of diverse backgrounds by developing resources and engaging coaches, LMSCs, and local volunteers. The committee shall consist of the committee chair and sufficient members to execute the committee function.

Measures of Success: The Diversity and Inclusion Committee (D&I) adopts a strategic plan to set out goals and objectives by which to measure success and effectiveness. Activities used for measurements of accomplishments for the D&I work program include success in data collection and analysis, collection of coach experiences and local best practices, distribution of information, and partnerships with other bodies within USMS and without.

Partnerships:

- D&I partners with the Coaches Committee to share information and resources with coaches.
- D&I will enhance the dialogue and liaison with the Adult Learn To Swim (ALTS) Training group. The committee will send a member to the ALTS leader conference.
- D&I has developed working relationships with Diversity in Aquatics, a national organization for all ages and all aquatic sports and will continue to expand on these.
- D&I will work with LMSC Development on ways to promote inclusive practices throughout LMSCs.

Roles and Responsibilities:

Committee members are expected to attend and participate in monthly committee meetings, and to serve on a subcommittee or working group. Members are expected to attend the USMS Annual Meeting and to participate in Committee-sponsored activities at Convention. Members are also expected to be aware of and report on diversity activities and opportunities in their local areas regarding Diversity and Inclusion.

Organization/Membership:

Effective members have a passion for and experience in creating an inclusive culture and encouraging diversity in their lives. The Committee will tap examples of diversity and inclusion from all aspects of life and apply them to USMS. Promoting diversity and being inclusive is a combination of local actions and initiatives, so members who have a local connection as a coach, athlete, LMSC representative or facility contact make effective committee members. The Committee performs best when it has a broad representation geographically, and of varying skills and interests, including fitness and athletic participation, coaching, officiating, marketing and promotion, communication, education, data collection and survey experience, and organizational and leadership experience.

12-13 members are sufficient to involve members in 2-3 small working groups and to provide considerable diversity in backgrounds, geography, and skill sets, and to partner with other committees and groups.

Committee Meetings: D&I meets monthly by phone conference call; the committee works in sub-groups to complete its work. Generally, members participate in a committee call and working group calls each month and may take on individual assignments and work projects.

Review of the Fitness Education Committee through 2020 thus far:

Zoom and Telecon Meetings held: 2/12, 3/11, 4/8, 5/20, 6/10

Chair—Mary Jurey, Vice Chair—Emily Cook

Ex Officio: Jay Eckert, Onshalee Promchitmart

At-Large Members: Brigid Bunch, David Morrill, Ken Winterberger, Karin Wegner, Ann Marshfield, Anita Cole, Brian Cummings, Lisa Watson, Andy Seibt, Kathy Englar, Matt Miller, Lisa Ward.

After a bit of a slow start, this Committee has come up to speed very nicely and now meets on a monthly basis. Introduction of some new structuring and focus objectives have positioned this Committee to make substantial contributions to the USMS Community. They also served as our “Guinea Pig” for the use of Zoom technology to hold month meetings for my various Committees. We tried an icebreaker Happy Hour beforehand, and the results were quite positive. Now all of my Committees meet via Zoom technology.

Accomplishments thus far this year include:

1. Development of a Committee Statement of Purpose and Objectives
2. Stand up of several sub-committees with specific duties. This has enhanced focus and clarity on Committee objectives, and instilled a higher level of process discipline. The sub-committees are:
 - a. Fitness Challenge Series. Works with the National Office on marketing and enhancing the various Fitness Series events.
 - b. Membership Retention and Outreach. Works with the National Office on methods of reaching out and establishing USMS presence in underserved locations.
 - c. Covid-19 Response. This is more of an ad hoc committee designed to work with the National Office and other Committees to help establish best practices for Teams, Clubs and Members to cope with the impacts of Covid-19.
 - d. Communications. Works with the National Office, LMSCs, Clubs and other Committees to collect and spread information and values that serve to enhance the objectives of USMS and fitness in general.
 - e. Fitness Award. This sub-committee will work to better define the Award selection criteria, and to find ways to attract more nominations.

Projects in work at this time or pending:

1. Better communication with the National Office
 - a. Better flow down of USMS Objectives
 - b. Enhanced partnerships on various scopes of efforts, enhancing them and avoiding duplication
2. Better communication and liaison with Coaches Committee, Sports Medicine and Science Committee, and Diversity and Inclusion Committee
 - a. Better flow down of USMS Objectives
 - b. Enhanced partnerships on various scopes of efforts, enhancing them and avoiding duplication

Statement of Purpose and Goals for the Fitness Education Committee

The Fitness Education Committee serves US Masters Swimming in supporting and educating, both internally within the organization and externally, the fitness benefits of swimming to adults who swim. As part of the Community Services division, the Committee also works in conjunction with the Coaches Committee, Sports Medicine Committee, and Diversity and Inclusion Committee. More specifically, the Fitness Education Committee looks to serve this mission by:

- Promoting and acting as ambassadors for the Smarty Pants Vitamins Fitness Challenge Series in conjunction with the National Office.
- Supporting and developing other Fitness events and services that add membership value for the significant portion of USMS membership that does not compete. Examples include, but are not limited to:
 - o Go The Distance
 - o Swim.com
 - o Other future events TBD
- Encouraging inter-relations with other Community Service Committees by:
 - o Having Fitness Education members sit in on other Committees' calls
 - o Communicate specifically with the Coaches Committee to support and roll-out Fitness events and information
- Develop a chain of command to disseminate Fitness Education goals and information down to the local level:
 - o Develop and implement a plan to communicate information to the Fitness Chairs of the LMSCs, or the best point of contact within the LMSC, should there be no designated Fitness Chair
 - o Provide tools for the LMSCs to facilitate and broadcast Fitness Education information more efficiently
- Work in conjunction with the National Office to be ambassadors for and support the Try Masters Swimming Campaign.
- Connect with the Swimming Saves Lives Foundation to encourage and educate adults who have learned to swim about the on-going fitness benefits of Masters Swimming.
- Work to aid swimmers and coaches by providing fitness options when swimming is not possible. Adhere to the S.A.I.D. principle (Specific Adaptation to Imposed Demands)

The Committee currently meets once a month. Members are passionate about swimming and fitness.

Review of the Sports Medicine and Science Committee through 2020 thus far:

Zoom and Telecons held: 4/1, 5/14, 6/16

Chair—Chris Rieder, Vice Chair—Jane Moore

Ex Officio: Daniel Paulling

At-Large Members: Meg Carlson, Arlette Godges, Kris Goodrich, Clare Kubiak, Melodee Nugent, Jim Miller, Aaron Schneider, Jessica Seaton, Robin Tracy, Rich Williams

This is another Committee that started slowly but is now picking up speed. The primary hurdle at the start was that the Committee Chair had received a significant promotion at her job. It came with a much bigger set of responsibilities, so the slow start this year was a matter of personal bandwidth. She had to pull back her level of engagement for the time being, and Vice Chair Chris Rieder was elevated to the Chairmanship. Jane Moore assumed the duties of Vice Chair. As with the Fitness Education Committee, the development of a Committee Statement of Goals and Purpose worked wonders for clarifying Committee focus and instilling a further level of process discipline. This Committee now has traction and is positioned to serve the needs of the USMS Community better.

Accomplishments thus far this year include:

1. Generation of Committee Mission and Vision statements
2. Establishment of a pool of qualified volunteer reviewers who can vet publications and information generated and put forth by the Committee. These volunteers, all USMS members, come from various relevant professional walks of life.
 - a. Our first article for publication, Training at 60 and Beyond, by Dr. Jim Miller, is passing through the review cycle.

Projects in work at this time or pending:

1. Revitalization of the Sports Medicine Blog, in partnership with the National Office
 - a. Investigation of frequency of use
 - b. Examination of best web applications and platforms
2. Developing more and forwarding additional relevant articles for publication

Mission:

Create and enhance membership value through expanded sports medicine and science-based USMS products, services and delivery. The Sports Medicine and Science Committee shall educate members and the public on topics of swimming related sports medicine and science. The committee shall stimulate and encourage research pertaining to Masters swimming.

Statement of Purpose and Goals

Vision:

1. Manage the US Masters Swimming Health Network
 - a. Maintain a database of members, areas of expertise, and contact information
 - i. Distribute questions to members with appropriate expertise

- ii. Review responses and return to swimmer who submitted the question
 - b. Develop web-based version of the network
 - i. Interested professionals can enter their information with areas of expertise
 - ii. US Masters Swimming members can search for professional with expertise in area of member's concern; member can contact professional directly for information
- 2. Work with Swimming Saves Lives Foundation to provide health-related screening services and educational displays at national championship meets.
- 3. Educate members on topics of sports medicine and science using peer review as a mechanism for validation.
 - a. Arrange for and host a sports medicine presentation at convention on a topic of interest to swimmers.
 - b. Create articles of interest for Masters Swimmers (e.g. over 65 training guides, dryland training etc.)
 - c. Respond to requests from US Masters Swimming Editor-in-Chief
 - i. Review health-related articles prior to publication
 - ii. Respond to questions submitted by swimmers – or refer to appropriate expert for response
 - iii. Write articles
 - d. Produce and respond to requests from other US Masters Swimming Committees for health-related information or opinions
- 4. Review sports medicine and science-related research projects requesting grant funding from US Masters Swimming.

Work with Swimming Saves Lives Foundation to create educational displays and arrange health-screening services for national championship meets.



**Vice President of Local Operations – Ed Coates
Board of Directors Summer Meeting (Virtual)
July 11, 2020**

Vice President of Local Operations

Committee Statements: I have received Committee statements from each committee. The statements are below in this report:

History and Archives Committee

Committee Chair: Skip Thompson

Vice Chair: Bob Anderson and Barbara Dunbar

Committee members: Maryanne Barkley, Richard Burns, Ashley Braniecki, Kirk Clear, Anna Lea Matysek, Molly Meyer, Walt Reid, Gail Roper, Jayne Saint-Amour, Ann Svenson, Meegan Wilson, Ex Officio: Daniel Paulling

- Data entry of archived USMS Top Ten Relay performances from 1977 to 1981 that had names and clubs missing. Those were found and member ID's were assigned. The data has been reviewed and approved and will be submitted for posting on the USMS website.
- Open Water and Long Distance National Championship results from 1995 to 1997 have been scanned, reviewed, and approved for submission to the USMS website. That's 5 Championships a year for 15 total. The next project is to finish off this project with Championships back to 1987.
- 40 Olympians have been verified as members of USMS and added to the list of Olympians on the USMS website.
- Assisting the Recognition/Awards Committee on updating USMS Award recipients profiles where there were no Biographies/Stories. This will be ongoing until all award recipients profiles are complete.
- Deceased members are added to profiles when members are no longer with us. This is ongoing as well. Reaching out to LMSC's to notify the committee and the National Office when they have knowledge of this.

- The Living History subcommittee has set a process in motion to review what LMSC's are doing to preserve their LMSC history. Websites, Videos, Newsletters, photos, and stories are examples of archiving that LMSC's have been doing and the subcommittee will help and assist LMSC's that need direction if needed. In the future, the National Office will be involved in getting community software to assist in this project.

Committee Statement

Mission /Purpose: The History and Archives (H&A) Committee shall record, collect, and preserve documents, stories, photos, exhibits, oral histories, and other memorabilia in an appropriate repository and in durable formats to ensure that the achievements of USMS members and Masters swimmers will be maintained for posterity. The archived information will be available. The committee also encourages LMSCs to document and archive their LMSC history so that each LMSC collects and preserves its LMSC photos, documents, stories, and newsletters.

Measures of Success: Success is determined by completion of History and Archives Committee projects and completion of requests made by the USMS BOD. A list of projects and their status will be available throughout the year. Reports will be made available to USMS BOD and at the annual H&A meeting.

Partnerships: The History and Archive Committee collaborates with the USMS National Office regarding publication content and the registration database. Deceased swimmers are identified along with their dates of death allowing the registration database to be updated. The committee also assists the Recognition and Awards Committee with locating and verifying historical information relating to USMS Awards. The committee assists the Records & Tabulations Committee as requested or completes historical tasks regarding Top Ten listings, All Star listings, permanent ID assignments, and identification of swimmers in the database who have not been assigned IDs. The committee is developing partnerships with LMSC's to create a process to capture living history with the help of the USMS National Office where needed.

H&A also collaborates with the Long Distance Committee and has been searching for, scanning, and providing past National Open Water and Long Distance Championship results for posting and archiving on the USMS website. LMSCs are being encouraged to archive LMSC historical documents.

Roles and Responsibilities: The specific roles and responsibilities of the committee are numerous. A portion of the ongoing projects are outlined in the minutes of the Annual meeting of the History and Archives Committee. Completion of the current ongoing projects are extremely important. Each committee member is assigned one or more projects as a member of the sub-committee which oversees those projects. Progress will be monitored throughout the year, and status reports will be available periodically.

Organization/Membership: Members of the committee should have an interest in accurately preserving Masters swimming history, either past, present, or future. Writing, editing, filming/videoing, fact checking, and attention-to-detail/accuracy skills are needed. The committee needs editors and writers to produce, fact check, or edit stories about swimmers, clubs, volunteers, LMSCs, and USMS history and its archives. The committee

needs members who can help with projects that require understanding of USMS history, careful proofreading, and attention to detail to ensure accuracy.

Committee Meetings: The committee will have a kick off meeting by telephone conference and another meeting, if necessary, before the annual convention. The annual convention meeting will be in person. Sub committees working on projects will meet as needed.

Records and Tabulation Committee

Committee Chair: MJ Caswell

Vice Chair: Stacey Eikes

Committee members: Cheryl Gettelfinger, Jim Izzi, Chris Ottati, Thomas Patterson, Walt Reid, Jeanne Seidler, Mary Sweat, Mary Beth Windrath, Ben Wycoff, Ex Officio: Steve Hall, Jessica Reilly

- Collecting and reviewing 2019-2020 top-ten submission for SCY – publication pending
- Developing criteria for publication of swim recognition programs results (top ten, all-American, All-star)
- Submit Rule 103.18.2 change proposal to Rules Committee related to Automatic splits
- Documentation subcommittee updating committee procedures

Committee Statement

Mission /Purpose: The Records and Tabulation committee is charged with establishing and maintaining standardized procedures to verify and record pool meet times in accordance with US Masters and FINA rules. This includes maintaining a list of certified measured pools, maintaining the events results database, compiling and verifying top ten times for each course annually and reporting them, assigning All-American and All-Stars, maintaining USMS records, assisting LMSC Top 10 recorders and maintaining accurate documentation for all Top 10 activities.

Measures of Success: Timely publishing of the top 10 lists for each course, and timely assignment of the All-Stars and All-Americans. Up to date list of certified measured pools, forms needed for pool measurement, meet observation and current step by step documentation for LMSC Top 10 recorders.

Partnerships: We work closely with the national office to get our docs published and report any system issues. We have on our committee Mary Beth Windrath who is a contract USMS employee and she is the point person for the LMSC Top 10s. We also work closely with the rules committee when formulating or adjusting rules or to get a ruling in the case of a pool meet time that may not follow US Masters or FINA rules. We also work with the legislation committee and the LMSC development committee on specific issues.

Roles and Responsibilities: Chair – runs meetings, does problem solving, helps to set the committees goals and vision, solicits feedback, and works on projects. Vice-Chair – takes meeting minutes, covers for the chair when

needed, problem solves, works on committee projects, and helps set committee agenda. Ex-Officio – provides insight and assistance from the national offices. EC – provides information regarding USMS priorities, projects and focus. Member – participates in meetings, helps to form top 10 lists and error check them, works on committee projects, manages USMS records and submits FINA records, responds to USMS member email questions.

Organization/Membership: Members need to be detail oriented and have good computer skills. Many are LMSC top 10 recorders or have been top 10 recorders in the past, but that is not a requirement. Business system analyst education and experience is helpful as is database knowledge and data experience. The committee seems to function best at around a dozen or so members.

Committee Meetings: We meet quarterly, though sub committees may meet more frequently when working on projects. We meet by phone most of the time and in person at convention.

Other: We have members on our committee who have been on the committee in various capacities for years. There is wealth of knowledge and experience with our committee mission that is invaluable.

Recognition and Awards Committee

Committee Chair: Megan Lassen

Vice Chair: Charis McCarthy

Committee members: Carolyn Boak, Nadine Day, Sally Dillon, Dean Hawks, Elizabeth Nymeyer, Ginger Pierson, Marcia Benjamin, Richard Burns, Barbara Deshler, Dawn-Ann Dykes, Ray Novitske, Kerry O'Brien, Nancy Ridout, Laura Val, Jack Groselle, Ex Officio: Onshalee Promchitmart, Jessica Reilly

- Administer and promoted award programs
 - RJA Award – Skip Thompson
 - Club of the Year, June Krauser Communication Award and Dot Donnelly Service awards – To be award in conjunction with annual meeting
- Revised Club of the Year Application
- Sub-committee working on ways to promote local recognition
- Working on reducing backlog of missing award winner bios

Committee Statement

Mission / Purpose

The mission of the Recognition & Awards Committee is to promote and recognize service to USMS through both formal and informal channels. The committee also helps promote and increase volunteer recognition at the local

level. USMS volunteers are one of the organization's most important assets, and this committee is dedicated to ensuring the contributions those volunteers make are recognized.

Measures of Success

- # of nominations submitted for each award
- # of awards given/ all awards having at least a minimum number of recipients each year
- Key relationships with other committees that gives awards
- Key partnerships with LMSCs so they promote awards within their LMSCs

Partnerships

The Recognition & Awards Committee collaborates with and supports other committees and the National Office in the administration of a number of awards, such as the USMS Coach of the Year, the USMS Fitness Award, and the F.H. "Ted" Haartz USMS Staff Award. The Recognition & Awards Committee also supports other committees who are interested in developing an award by offering advice, reviewing award descriptions, and approving final award language.

Roles and Responsibilities:

- To promote national USMS service awards that fall under the committee's purview (e.g., Ransom J. Arthur Award, Dorothy Donnelly Award, USMS Club of the Year, June Krauser Communications Award;
- To review all submissions for the aforementioned awards, and to select a / or multiple winner(s) each year;
- To review and approve proposals for all new official service awards;
- To maintain the histories of all awards, including by writing bios of winners that are posted to USMS website and coordinating announcements with the National Office staff; and
- To promote recognition of USMS volunteers at the local level.

Organization/Membership: According to the USMS bylaws, the committee must have at least four Ransom J. Arthur Award recipients, and should also include representatives from other committees that present service awards. Good candidates for this committee should have a deep appreciation for the importance of volunteerism to the overall success of USMS, and an interest in celebrating and promoting those volunteers at both the national and local level.

Committee Meetings: The committee aims to meet about 5 times each year by phone and in conjunction with U.S. Masters Swimming annual meeting.

The committee also has a number of subcommittees; these subcommittees hold additional meetings as necessary, at the discretion of the subcommittee chair.

LMSC Development Committee

Committee Chair: Lisa Brown

Vice Chair: Michael Moore

Committee members: Stacy Abrams, Paige Buehler, Linda Chapman, Nicole Christensen, Mollie Grover, Sally Guthrie, Michael Heather, Mary Hull, Nancy Kirkpatrick-Reno, Crystie McGrail, Hugh Moore, Aaron Norton, Thomas Patterson, Ed Saltzman, Robin Tracy, Ex Officio: Dawson Hughes, Jessica Reilly

- Received one boundary change request for 2 counties to move from Missouri Valley to Arkansas prior. Reached out to Missouri Valley chair for comments.
- Administered the LMSC Standards Survey to all LMSCs. Response rate was lower than in past years. Committee believes distraction of COVID-19 and related issues affected participation.
- Sub-Committee working on revisions to LMSC volunteer job description. The job descriptions were last updated in 2011. First drafts completed by July 1 and then internal peer review completed by August 1. Review by appropriate committee chair, if applicable, completed by September 1. Goal is to simplify to help volunteers understand the role and skills required.
- Peer 2 peer calls are being planned for the next several months. April Peer 2 peer call done in conjunction with National Office and coaches committee was well attended. Stepping back from anything coaching related as coaches committee and National office will be coordinating coaching topic calls in the future.

Committee Statement

Mission / Purpose

The LMSC Development Committee is a standing committee of U.S. Masters Swimming. The committee focuses on providing guidance and education related to best practices of governance and operations. The committee is also responsible for reviewing requests for changes in LMSC boundaries.

Measures of Success

- Attendance at educational events
- Post event participant survey scores
- LMSC standards survey response rate
- LMSC standards survey compliance rate

Partnerships

The committee partners with National Office staff and several committees to gather information for the LMSC standards administration. The committee will also work with the appropriate committee on developing educational content for Peer to Peer calls, LMSC leadership Summit and any scheduled workshops. The committee with partner with the National office staff to coordinate logistics of hosting in person events like the LMSC leadership Summit.

Roles and Responsibilities:

- Provide educational opportunities to LMSCs
 - Host Peer to Peer calls on a regular basis
 - Organize and host LMSC Leadership Summit every other year
 - Host workshops at annual meeting, if applicable
- LMSC standards
 - Administer annual survey
 - Report survey results
 - Coordinate with Zone Chairs to review results with individual LMSCs
- Review LMSC boundary request changes

Organization/Membership:

The committee is made up of a Chair, Vice-Chair, most Zone Chairs and other members appointed by the President. Members should have a good understanding of LMSC governance and best practices The U.S. Masters board of Directors and the Vice President of Local Operations oversee and directs the LMSC Development committee.

LMSC meetings occur via conference call every other month on the second Tuesday of the month at 8:30pm *(EST)*. The committee also meets in conjunction with U.S. Masters Swimming annual meeting and all members of the committee are urged to attend.



**Treasurer's Report – Teddy Decker
Board of Directors Winter Meeting (Virtual)
July 11, 2020**

Audit Committee

Please review the “Audit and 990” section of the Summer BOD packet.

Investment Committee:

The Market Value of our USMS Portfolio for 2019 ended at \$3,428,981, with a gain of \$490,722 with a positive return of 16.15%. The Market Value of SSL for 2019 ended at \$237,762 with a gain of \$29,412 with a positive return of 14.51%.

The detailed performance by asset class is also included if you would like more details.

Finance Committee:

Finance Committee (FC) has held three calls to date in 2020.

The first call in February was focused primarily on outlining the agenda and timetable for calls and activities for the year. With the HOD decision in 2019 to modernize the budget process, this included scheduling some of the calls and meetings that would have previously taken place in advance of and during the annual meeting to follow the Convention. FC established the subcommittees needed to work on the agenda, most notably the Budget Presentation Committee, which was combined with the Budget Modernization Committee that had last year worked on the budget legislation and process. The onset of COVID-19 in March and April, with its significant impact on USMS operations and Finances resulted in an immediate change of priorities. The Committee met in April to discuss the financial implications of the new plans for USMS prepared by the NO and the EC to respond rapidly to the crisis in the best interests of membership, including the implications of reduced membership and other revenues in 2020. The FC reviewed revised financial forecasts and noted support for the revised financial plan.

FC met in May to review and discuss plans developed by USMS leadership to provide financial support in partnership with the LMSCs to assist clubs to return to normal operations. FC reviewed these plans and noted support for them.



**Treasurer's Report – Teddy Decker
Board of Directors Summer Meeting (Virtual)
July 11, 2020**

Audit Committee:

Audit Committee (AC) reviewed the audited financial statements and income tax return and met remotely in order to discuss. AC then met via Zoom with the auditors to go over necessary communications and questions.

AC recommends accepting the audited financial statements and income tax return as presented by the USMS auditors.

Investment Committee:

The Investment committee meets on a regular Quarterly basis to discuss the Investment portfolio with portfolio manager, Jim Gregory from Northern Trust. He gives us an update of performance on a quarterly and annual basis, along with a sector analysis and forecast for the next quarter and year. The committee discusses his recommendations and adjusts or confirms his recommendation. This year has been especially challenging with the Covid Pandemic, we had an executive review in March with Jim which included Teddy, Susan, Stan and Ralph Davis Vice Chair. With Jim's recommendation, we chose to stay the course. Our next meeting is in late July.

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FC expects upcoming meetings will address further developments emerging for USMS from the Coronavirus and the process of returning to more normal operations as restrictions on swimming, events, travel etc. abate. We also will be turning our attention to working with the NO to preparing financial presentations for the (now virtual) annual meeting and in due course to the preparation of the Budget for 2021. We expect to turn our attention to longer term projects on our agenda as priorities allow.

Treasurer and CFO:

Due to the COVID situation this has been particularly challenging year financially, however, Susan and Dawson have worked very hard to maintain our financial standing and participate in programs that will help support USMS' fiscally conservative history. They have focused on not only the short-term changes but changes needed to maintain the finances for the next several years.

All of our financial committees have been involved in various aspects of reviewing the plans and changes and have been able to provide great oversight and suggestions based on their various expertise.

Because of all of this, USMS remains healthy from a fiscal standpoint.

FC expects upcoming meetings will address further developments emerging for USMS from the Coronavirus and the process of returning to more normal operations as restrictions on swimming, events, travel etc. abate. We also will be turning our attention to working with the NO to preparing financial presentations for the (now virtual) annual meeting and in due course to the preparation of the Budget for 2021. We expect to turn our attention to longer term projects on our agenda as priorities allow.

Secretary – Greg Danner
Board of Directors Winter Meeting (Virtual)
July 11, 2020

Minutes taken, approved, and posted to usms.org:

- Board of Directors Meeting: 2/29/2020-3/1/2020
- Board of Directors Conference Call: 3/16/2020
- Executive Committee Conference Call: 4/6/2020
- Board of Directors Conference Call: 4/16/2020
- Board of Directors Conference Call: 4/20/2020
- Executive Committee Conference Call: 5/4/2020
- Board of Directors Conference Call: 5/18/2020

Minutes taken, pending ratification of email approval:

- Executive Committee Conference Call: 6/1/2020

Minutes taken, pending email approval:

- Board of Directors Conference Call: 6/15/2020

Minutes posted to usms.org:

- Diversity & Inclusion Committee Conference Calls: 1/8/2020, 2/5/2020, 3/4/2020, 4/1/2020
- Finance Committee Conference Calls: 2/11/2020, 4/14/2020, 5/21/2020
- Fitness Education Committee Conference Calls: 2/12/2020, 3/11/2020, 4/8/2020, 5/20/2020
- Long Distance Committee Conference Calls: 1/26/2020, 2/23/2020, 3/29/2020, 4/26/2020, 5/31/2020
- Officials Committee Conference Calls: 1/28/2020, 3/17/2020, 5/5/2020
- Open Water Committee Conference Calls: 1/13/2020, 2/9/2020, 4/19/2020, 5/17/2020
- Sports Medicine Committee Conference Calls: 5/14/2020
- Rules Committee Conference Calls: 2/11/2020, 4/28/2020