

2019 CONVENTION REPORT (Joan Campbell)

As a member of the Legislation Committee, several subjects were worked on during the year in committees and on conference calls. We came to the Convention with recommendations on several changes and these are listed on your usms.org website under Convention Legislation Minutes. Chief among these was a recommendation that the 60 day rule required to switch Club affiliation be changed to 30 (amended to 35). This had been recommended during conference call polls but was defeated during Convention meetings. Also, a proposal known as L8 was recommended by the Committee with much discussion. This proposal eliminated the HOD approval of a budget at the Annual Convention. Reasons were that the Budget could better be approved prior to Convention with changes and recommendations from the prior year and items recommended during the year. The Finance Committee, BOD and National Office would work together with more realistic budget performance numbers. Membership, sanction and recognition fees would still be the responsibility of the House of Delegates.

The Dixie Zone Meeting was well attended – over 50 members. Ed Salzman from Georgia was reelected chair of the Zone. Bids for the Dixie Zone championships are accepted at the dZ meeting and the Bumpy Jones Meet won the Long Course bid for 2020. The Short Course was won by Cary NC. All these are listed on the Dixie Zone website. Speaking of this website, as I am sure most are aware Dick Brewer has maintained this website for many, many years and refuses to be recognized!!! We overruled him this year and presented him with a plaque honoring his years of service to the Zone. Now all we have to do is find him to present it to him!!!

The Championship Committee announced the winners of the bid for 2021 Spring Nationals – Greensboro, NC, which I understand has an additional facility. The Long Course or Fall Nationals will be held at Spire Institute in Cleveland – a great facility. Have had the opportunity to swim there before.

We have several items to be handled at the Annual LMSC Meeting at the Rowdy Meet. I hope more Club representatives will make an effort to become involved.

2019 CONVENTION REPORT (Jack Groselle)

Thank you for the opportunity to attend the 2019 USMS Convention. I believe that the rapidly declining USMS membership is a huge problem. The USMS membership dues have historically represented 70% of our income. The National Office has not been transparent as to the plan to increase USMS membership. The majority of the USMS House of Delegates does not understand the severity of the declining USMS membership and how it will affect the survival of the organization. I recognized this issue and I ran for one of the Board of Directors positions but lost by just four votes with four people not voting.

I have decided to run next year for the Dixie Zone Directors position, again to try to get the organization to focus on the membership issue. We have had three years of negative growth. There has never been a time in the history of USMS that we had more than one year of negative growth. I hope you will support me.

Jeff Commings has done an incredible job in developing the Diversity and Inclusion Committee. He has spent an extraordinary amount of time contributing to the cause with an enormous amount of research. You can find the report on the website and it is a worthwhile read.

I attended the Coach's Committee meetings and figure that Bob Jennings as chair will report on that committee. I also attended the Fitness and Sports Medicine Committee meetings. Looking forward to attending next year and hopefully winning my election so I can make positive changes to our organization.

2019 CONVENTION REPORT (Cheryl Kupan)

Thank you to the Florida LMSC for allowing me to represent the LMSC at this year's USAS Convention held in St. Louis, MO.

At the Dixie Zone meeting, we started early & ended late - lots to talk about in our Zone. While no one volunteered, Ed Saltzman from Atlanta, GA was unanimously reelected as the Zone President. I appreciate the newsletters he sends to us and that Ed & Dick Brewer are meticulous with posting Zone meets and postals on the calendar, results & records on a timely basis. In fact, Dick Brewer was given an award for his amazing work he does for the Dixie Zone website, records, etc... well deserved as I am on the Dixie Zone website all the time.

2020 Dixie Zone Championships were voted on & awarded to:

- SCY will be held at Cary, NC on March 20+21, 2020
- LCM will be held at Sarasota, FL at the Bumpy Jones meet, June 6+7, 2020
- SCM will be held at the new Charleston, SC pool – dates tbd
- Open Water will be back in Chattanooga, TN on May 31, 2020

Maddie Sibilia updated us about the College Club Swimming program:

- 5,500 College Club swimmers & it is currently unknown how many of these swimmers have taken advantage of the USMS *bridge* memberships.
- On the College Club website, it shows the various clubs & those with the USMS *bridge* membership should have a USMS logo at the far right column of their name.
- 2020 College Club Championships will be in Greensboro. It was suggested that USMS should have a booth set up at the meet to discuss & sign up bridge members

We touched briefly on the *unified fee* concept. President Patty Miller and CEO Dawson Hughes were present to explain the concept that is being proposed. Pros+Cons were both discussed, some LMSC are early adopters and more on the topic was discussed at the House of Delegates.

Also, at the Zone Meeting, both Jillian Wilkins & Bob Jennings made a plea to the entire Zone to volunteer members and/or make a monetary donation to the FL LMSC to help defer costs for hosting yet another Convention in 2020 and to be followed in our Zone again in Atlanta in 2021.

I have indicated to Jillian that I will offer to volunteer to be a part of a Zone planning committee for the 2020 Convention and I also plan on talking to the USAS planning committee to come up with some kind of *Convention Hospitality Host Guidelines* and eventually present it to USMS to adopt. I spoke to a friend on a number of occasions this past year who hosted this year's hospitality as her Zone is very small and there were worried they would go broke trying to supply food & drinks as well as a Social (which was good, but not enough food). USMS isn't clear about what they will cover/not cover. Apparently, after last year, the Jacksonville Hyatt reached out to the St Louis Hyatt and discussed that we could brought in food to our hospitality room. The Hyatt was a lot stricter about bringing in food & no alcohol. Would love to get your thoughts/concerns Meegan, Joannie, Bob & anyone else who has ideas about hospitality @Convention and/or would like to join me in planning next year.

Last Zone news, I attended a very nice reception & awards ceremony (my first) for this year's ISHOF induction ceremony, where FL LMSC's member Rowdy Gaines was a member of this year's inductees and is now a HOF member for both USA & USMS.

COMMITTEE MEETINGS:1. ***Championships Committee:*** (Meeting 1: 9/12/19, Meeting 2: 9/13/19)

This was my 2nd year serving on the Championship Committee and served as the “official” note taker. Glad to see my secretarial positions for St Pete Masters & the FL LMSC have served me well. 😊 This year we interviewed 5 potential 2021 Nationals hosts (3 short course yards+2 long course meters), so a good problem to have a choice. While my selections for hosts weren’t selected, I’m just happy that I don’t have to travel West (twice this year) for Nationals in 2020 or 2021. If you haven’t heard, 2021 Spring Nationals was awarded to the recently expanded Greensboro, NC pool and 2021 Summer Nationals was awarded to Spire in Ohio. What is promising to see is there are new pools bidding and I foresee a few more in the future.

This year the Committee will continue to explore ways to keep the Nationals timeline within reason even though there is no way to possibly make everyone happy. NQT’s is something that will be discussed, so stay tuned. I’m happy to hear your thoughts on Nationals to see what you like and don’t like. For those who went to Mission Viejo, CA in August, if you entered 6 events, were you happy to swim the 6th event? What allowed us to do so was to seed all events 200 and longer by time. The committee looked at different scenarios before coming to our decision, and longer timelines are no fun for anyone, swimmers, officials, families, etc...

2. ***Open Water Committee:***

Another meeting I was initially going to go for ½ hour and hop to another but never left was the Open Water (OW hereafter) Committee. As a relatively new OW Race Director, last year was my 2nd for St. Pete Masters’ Hurricane Man swims. They created a few subcommittees to explore different topics for OW swims and were extremely organized. If OW is your cup of team, I highly encourage you to read their minutes – lots of information & details in the works for OW. David Miner & I talked a lot and compared notes as he always has great ideas and a good source for how to run OW events. So, thank you David!

3. ***Finance Committee:***

I attended my first Finance Committee in all my years of going to Convention. They reviewed & approved the 2020 budget. Pleasantly surprised that at the HOD there were no questions from the committee or the audience regarding the budget.

Motions approved:

1. To recommend to the Board of Directors the 2020 budget with a net operating loss of \$132,821.
2. To recommend to the Board of Directors the Committee approval of the 2020 SSL budget, as amended.

Unified fee discussion – The committee discussed the unified fee presentation to the House of Delegates with Dawson Hughes and he provided the committee with an overview of his discussion points. He also discussed specific issues and concerns of various LMSCs that had been brought to his attention.

CK note: I would suggest to anyone if there is a topic on the budget that you’re not sure about, go to the Committee’s meeting and ask questions. The HOD shouldn’t be the only time you go to ask questions about it.

WORKSHOPS ATTENDED:1. ***Proposed National Committee Structure:***

This task force's initial report ruffled a lot of feathers and was a result of feedback from member surveys. The room was filled which made it difficult to move around or talk amongst ourselves during the group exercise. What a lot in the room were so angry about were the suggestions of the task force which are only suggestions. Nothing was being voted on and the exercise was to see what people thought about the suggestions.

2. ***Registrar as Membership Coordinator and the New Volunteer Coordinator:***

Having become my team's registrar this year, I made it a point to attend this workshop. Again, at this workshop a lot of folks were reacting to the task force's suggestions about the possible direction for registrars as membership coordinators and didn't really allow the meeting to progress into other topics as I would have liked to find out how others perform their registrar duties even though they were referring to the LMSC registrars not the team registrars.

HODs

(Will not give a complete rundown, but topics that provided good conversation in the HOD)

1. ***Elections:***

Uncontested positions: President - Peter Guadagni, VP of Programs – Donn Livoni and Secretary - Greg Danner.

Contested positions went to: Treasurer - Teddy Decker, VP of Administration - Chris Colburn, VP of Community Services - Chris Campbell and VP of Local Programs – Ed Coates

2. ***Rules:***

Recommended rule change: USA Swimming rules permit relay leadoff splits to be accepted for official purposes even if another relay member DQs the team.

- USMS rules do not permit relay takeoff splits to be accepted for official purposes if there is a subsequent disqualification. Adoption of the USA Swimming amendment into USMS rules would effectively change the USMS rule to permit the relay split to be accepted even in the event of a subsequent disqualification
- Rules Committee did Not Recommend: Relay leadoff splits should not count unless the entire relay is completed with no infractions.
- HOD did Not rule in favor, motion failed.

3. ***Legislation:***

Recommended change: A swimmer shall not represent any club in competition 35 consecutive days before transferring affiliation to another club, unless this transfer takes place at the time of annual registration. A swimmer may declare unattached status at any time without written application.

Rationale: Requiring the athlete to wait 60 consecutive days before transferring affiliation to another club creates an unnecessary burden on the swimmer wishing to transfer and on the registrars. Reducing the transfer from 60 to 30 consecutive days will provide a better member experience for the athlete. Note from Legislation Amended from 30 to 35 days

- Legislation Committee did Not recommend as amended
- HOD did not rule in favor, motion failed

2019 Convention Report (Meegan Wilson)

I'm the Vice Chair of the USMS History & Archives Committee. Our main goals this year and next year are to manually digitize and post missing Top Ten Relays, and post Open Water & Long Distance National results that are missing from the USMS website. Many relay top ten results have already been added. We continue to document USMS history and are helping the National Office to publicize the past 50 years of USMS history. Next year will be the 50th Anniversary of Masters Swimming.

The Dixie Zone meeting went well. Ed Saltzman is doing a great job and was re-elected to a 2nd term as Zone Chair. Although he was not present, Dick Brewer was recognized with a plaque and card for all his work as Dixie Zone Webmaster. Congratulations Dick, you are fantastic! The Florida LMSC requested either financial or volunteer help in the hospitality suite for 2020 in Jacksonville from other Dixie Zone LMSCs, since we are responsible for manning it and providing a social next year. This is a tremendous job and requires a lot of work, before, during and after convention.

A major legislative change occurred this year when the House of Delegates voted to remove the requirement for the HOD to approve the Budget. I believe this was a bad move on the part of the HOD. This proposed change was not presented very well in the legislative rule changes. Luckily, we did get to vote on the budget this year so we were still able to ask questions, questions that all delegates can hear and respond to. One income line item for \$90,000 was labeled "LMSC Contribution." Someone asked what it was, and we were informed that it was the Unified Fee income that USMS assumes it will get from the \$3 per member registration kickback for those LMSCs who opt in to the Unified Fee for 2020, which starts on Nov. 1, 2019. It should have been labeled "Opt In Unified Fee Kickback Income."

USMS registration fees are controlled by the HOD, and LMSCs control their own registration fees. If the Unified Fee is passed next year, it would increase the National Registration fee from \$45 to \$48 and remove the ability of LMSCs to control their own fees and make all LMSC fees \$12 per member for all 52 LMSCs. It would increase our Florida member registration from \$53 to \$60. It would also remove the LMSCs ability to change their fees, and transfer that ability to the National Office. LMSC fees vary across the country. It is not a fair fee proposal for all LMSCs, since the cost of living varies from state to state, and LMSCs have different expenditures to support their members. The reasoning that USMS is giving for this proposal is flawed. Right now the Florida LMSC fee per member is \$8.

However, for the 2020 registration year starting Nov. 1, 2019, LMSCs can opt into this fee. If our LMSC opts in to this \$60 registration fee proposal, then our LMSC fee would increase from \$8 to \$15. The National Registration fee would remain the same @ \$45, but \$3 of the \$15 LMSC fee would be mandatorily "contributed" back to USMS, in effect meaning that the USMS fee increases from \$45 to \$48. This is convoluted. This is a definite increase in USMS registration fees for 2020, since LMSCs would have no choice about the \$3 "rebate to USMS" if they opt in this year. It also bypasses a vote by the HOD regarding increasing USMS registration fees. This income would go toward the USMS Budget line item of \$90,000 "LMSC Contribution" that should have been labeled "Opt in Unified Fee Kickback Income."

The Unified Fee proposal is clearly a proposal to bypass the HOD vote this year while raising the USMS registration fees for members of LMSCs that opt in early. The carrot that USMS is dangling for LMSCs that opt in, is that USMS will subsidize hotel costs for the 2020 convention delegates. The amount of money that USMS will be taking in versus the amount that USMS will pay for hotels for delegates is far less and not equitable.

If the Unified Fee passes next year, then it will remove the LMSC's ability to control and change their fees, and gives the National Office the ability to do whatever they please. To repeat, USMS fees are controlled by the HOD, and LMSCs control their own fees, but if this proposal goes through, the National Office will have full control over LMSC registration fees. Hopefully, the HOD will vote NO for the Unified Fee proposal at convention next year.

The other important legislative change that passed was changing the name of LMSC Registrar to LMSC "Membership Coordinator." This was initially presented as just a name change to better reflect what our Registrar does. I believe the outcome of this name change will be something quite different..

An issue I had was that *Workshop #2 - Registrar as Membership Coordinator and the New Volunteer Coordinator Role*, and *Workshop #3 - The Combined Sanctions/Top Ten Role* - were both offered at the same time, meaning that delegates could not attend both. Why? *Workshop #4 - Proposed National Committee Structure* and the *Sports Medicine Presentation* also were offered during the same time slots. Why? I attended Workshop #2 and Workshop #4. Both workshops were designed to keep the participants busy, so few questions could be asked and little actual information was presented.

In the "Registrar workshop" it came out that few of the 52 registrars had been contacted for the 2018 survey that the Volunteer Task Force is basing their recommendations on. There was also some talk that the "new" Membership Coordinator position likely will not have access to the registration database as far as being able to register anyone or fix any problems. You can find that information here:

<https://www.usms.org/-/media/usms/pdfs/convention/2019%20convention/workshop2.pdf>

The Volunteer Task Force based other recommendations on this flawed survey as well. Let me get this right - *In February 2018, a Volunteer Engagement Survey was distributed to a mixture of current, former and 'never-been' member volunteers. A pool of 650+ USMS National and LMSC level volunteers was randomly generated by the National Office. A total of 42 USMS volunteers were contacted to participate based on criteria/ demographics. A total of 28 USMS volunteers were interviewed over a two month period. Average age was 43 yrs (11M/17W, Age 21 - 70)* - I think that sizes it up. There are over 60,000 USMS members. You do the math. You can find the survey here: <https://www.surveymonkey.com/r/9XQ6R9Y> and the Volunteer Task Force's summary here:

https://www.usms.org/-/media/usms/pdfs/convention/2018%20convention/vtf_interview_summary.pdf

In the *Proposed National Committee Structure Workshop #4*, their proposals for changes to National Committee Structure can be found here:

<https://www.usms.org/-/media/usms/pdfs/convention/2019%20convention/workshop4.pdf>. This workshop was flung at us with too much information and little time to digest it. We were kept busy breaking into smaller groups and writing on little sticky notes, etc. There was no time for questions and answers or any discussions about all of the committees and functions that would be impacted.

In a nutshell, a very large nutshell, they are recommending disbanding the following National Committees: Fitness Education, History & Archives, Records & Tabulation, and Registration. The History & Archives Committee was never contacted about this recommendation and our VPLO did not inform us either. I wonder if other committees were contacted for their input?

For the Championship Committee the recommendation is to rename it Pool Championship Committee and move the solicitation and awarding of bids for National Championships to the National Office. Some of the Coaches Committee responsibilities will be moved to the National Office. For the disbanded Fitness Education Committee, fitness education will be moved to the Sports Medicine Committee and fitness promotion will be moved to the National Office and Coaches Committee. For the disbanded History & Archives Committee, a selected volunteer team will work on History & Archives projects under the direction of the National Office. H&A opposes this. For the disbanded Records and Tabulation Committee, volunteer teams will work on projects directed by the National Office. The reasoning for disbanding the Registration Committee was, When LMSC volunteers transition from Registrar to LMSC Membership Coordinator, they no longer need a Registration Committee as currently exists to assist. The Registration committee did not agree with this assessment.

For the Legislation Committee, the recommendation is to add Appendix D responsibility (Zone and LMSC boundaries) which will be removed from the LMSC Development Committee. The LMSC Development Committee will be renamed Volunteer Development Committee. Long Distance rule changes will be handled by the Rules Committee rather than the Long Distance Committee. New Role for the LMSC Membership Coordinator (previously LMSC "Registrar") will be a liaison between LMSC members, LMSC Board and the National Office and will only have "necessary access" (?) to the USMS Registrar database.

I believe you can see the trend here. What I see are more National Office personnel being hired to take on this extra workload currently performed by volunteers if these recommendations are passed by the HOD next year. This leaves room for raising registration fees. They will just have to - there is no other choice. Plus, these changes will be more work for some volunteers while disengaging other volunteers, and USMS will lose a lot of its volunteer base. USMS has been beating on their members and volunteers so much lately that one reaches a point that they just don't care anymore. For members not to care about USMS is a real problem for USMS.

These workshops conducted by the USMS Volunteer Task Force were not helpful to the delegate trying to understand how the task force arrived at their conclusions - the data does not compute. I found it interesting that the USMS Volunteer Task Force was presented with the 2019 Ted Haartz U.S. Masters Staff Appreciation Award.

The Ozark LMSC hosted a very nice social. It was the first time I have had toasted ravioli and it was really good!

The MISHOF (Masters International Hall Of Fame) induction was very nice. Rowdy Gaines was one of the inductees. Bob Jennings did a great job introducing Richard Garza as the "USMS Coach of the Year" at the USAS banquet.

The memorial presentation of members who have died since the last convention was really nice and very moving. Florida LMSC members were: Edwin Graves, Charles Schlegel, Michael Greenleaf, Tricia Ely, Robert MacDonald, Gilbert Moreno, Rogers "Tiger" Holmes, Regan Kenner, Walter Crossley and Margie Hutinger.