

President

Patty Miller

USMS is going to be 50 years old next year! What an exciting time to celebrate our past and look forward to the future. For almost 50 years, USMS has been promoting health, wellness, fitness and competition in adults through swimming. As USMS has evolved over those 50 years, one constant has been the dedication and passion of its volunteers. This past year has seen a continued focus on evolving volunteer roles and engaging volunteers as USMS moves forward with initiatives to further its mission with younger age groups and current technology.

We started the year with six new Board members. That's an unprecedented amount of turnover and a testament to concerted efforts by many of you to open USMS leadership to new people. These Board members have brought new perspectives that strengthen our discussions and direction.

In March, we held the 3rd LMSC Leadership Summit, bringing LMSC Chairs and other volunteer leaders together for a weekend of learning and sharing ideas. With each of the Leadership Summits held since 2015, we've discovered the value of LMSC leaders having the opportunity to learn from each other. We also use the Leadership Summit as a chance to speak directly with LMSC volunteers and get their feedback on key initiatives. This year, CEO Dawson Hughes explained the concept of having one fee for USMS membership, rather than a separate "national fee" and varying LMSC fees. We had the opportunity to hear LMSC leaders' feedback on this unified fee concept, as well as on some recommendations of the Volunteers Task Force, which has been examining volunteer roles for over a year.

The Leadership Summit is just one example of how we've worked to inform and engage our LMSC volunteers, who are so important to delivering the USMS experience at the local level. In addition to several Streamlines newsletter offerings that have been developed over the years, this year we started a monthly communication that alternates between the President and the CEO. We've used it to communicate about key initiatives and provide a capsule of in-person Board meetings. We also made a concerted effort to reach out to LMSCs to discuss the unified fee concept, which creates the opportunity for many membership innovations, such as multi-year memberships, automatic renewal, and membership types (e.g. triathlon, open water) by simplifying the fee that members and prospective members see. There was a dedicated group of Board members who formed a working group to systematically reach out to LMSC leaders and get their feedback on the concept. Given the time it will take to establish a unified fee structure and the fact that we're not proposing legislation to do so this year, some LMSCs are already contemplating voluntarily opting into a unified fee pilot for the 2020 membership year.

As we approach USMS's 50th anniversary and recognize USMS's evolution from a volunteer-governed and volunteer run organization to one that is volunteer-governed and managed

nationally by staff and locally by volunteers, we also continue to refine the volunteer role. This has been the work of the Volunteers Task Force since late 2017. Change isn't easy. And, to be honest, many recommendations of the task force were not accepted by the Board this year. However, the Board did agree with some recommendations and others will continue to be developed. At this year's convention, the Volunteers Task Force will hold workshops in which they'll discuss (1) the concept of combining local roles related to event sanctioning and results, and (2) proposed changes to national committees.

Along the same lines of refining volunteer roles and streamlining USMS's business to reflect modern realities, the Board of Directors has proposed legislation put forward by the Finance Committee that would change the structure for approving the budget. Under this structure, rather than estimating the next year's budget in July-August without full results from the current year, the Board would approve the next year's budget closer to year-end, after input on budget assumptions and approval of membership fees by the House of Delegates in September.

I will be concluding my term as President with this year's convention. It has been a pleasure to work with so many dedicated USMS volunteers who share my passion for bringing the fun, camaraderie, and tremendous fitness benefits of Masters swimming to as many adults as possible. I look forward to supporting my successor as he or she leads USMS's continued evolution from the organization that was founded half a century ago to an organization that is positioned to accomplish the Masters swimming mission for many decades to come.

Vice President of Administration

Peter Guadagni

One of the aspects of USMS I most treasure is the opportunity to be part of multiple communities. Whether it be my lane mates, fellow officials, competitive swimmers, open water swimmers, LMSC leadership colleagues, or any of the other Masters groups with which I have been involved, sharing experiences with like-minded individuals brings fun and fulfillment. As I complete my term as Vice President of Administration, it should be no surprise that I have enjoyed being part of the USMS volunteer leadership team. Together, the Executive Committee and the Board of Directors are a community that is passionate about Masters swimming and dedicated to improving USMS. While we may not always agree, there is no doubt that everyone is motivated to provide the best possible experience for our members. It has been an honor to serve in this group. I would like to thank President Patty Miller, past President Nadine Day, and CEO Dawson Hughes for their leadership to the organization and their support of me as a member of the Executive Committee and Board of Directors.

As Vice President of Administration, I am assigned to work with the Championship, Legislation, Registration, and Rules Committees. These committees are led by a talented group of chairs and USMS is fortunate to have the benefits of their service. Please refer to each committee's annual report for details of their work over the last year.

The Championship Committee, chaired by Jim Clemmons (vice chair, Erin Moro) chooses and supports the hosts of our national pool championship meets. As part of their efforts to provide a great experience for participants, they have been collaborating with the national office staff to evolve the model in which they work together. The goal is to allocate tasks to the group best able to perform the function. It is also appropriate to congratulate the committee's past chair, Jeff Roddin, on his selection as the year's Ransom Arthur Award recipient.

The Registration Committee, chaired by Susan Ehringer (vice chair, Marcia Anziano) has been working to redefine the role of registrars and function of the committee as we enter our second decade of online registration. Their work culminated in a legislative proposal redefining the committee and support for a board proposal renaming the registrar position. They have also been working with the national office staff on membership and registration issues.

The Legislation Committee, chaired by Richard Garza (vice chair, Brian Albright) is responsible for reviewing proposed changes to Parts 2, 4, 5, and 6 of the USMS Rule Book. They worked in the beginning of the year to consider items left over from the previous year and later to review proposals submitted to them this year. While they met by phone almost every month, they shared thoughts and opinions in an online forum.

The Rules Committee, chaired by Charles Cockrell (vice chairs Molly Grover & Claire Letendre) is responsible for reviewing proposed changes to Part 1 of the USMS rule Book. This group is passionate about ensuring our rules for pool meet swimming remain appropriately consistent

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with those established by USA Swimming & FINA, result in fair competition, and maintain clarity for both swimmers and officials. The committee has delegated responsibility for answering rules related questions and issuing interpretations and clarifications to the chair.

In 2018, both the Rules and Legislation Committees had large numbers of proposals to consider. Fortunately, there was a dramatic decrease in proposals this year. I hope this is the beginning of a trend. While updates to our rules and regulations are necessary from time to time, I believe the way to improve our organization is to bring new programs to pool decks or lake-sides rather than edits to the rule book.

In addition to my responsibilities as an elected officer, I am completing my sixth year as a member of the Finance Committee. It has been a privilege to serve under the capable and dedicated leadership of Finance Chair Jeanne Ensign and a pleasure to work with all the members of this committee.

Vice President of Local Operations

Chris Colburn

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, and also works with

LMSC and Zone chairs on any local 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 VPLO) are summarized below. You can find more details in the annual reports and meeting minutes for each committee.

History and Archives (chaired by Barbara Dunbar) continues to perform detailed work on the tasks of collecting and preserving the history of the USMS organization and its membership. Many of their recent projects include locating, digitizing and consolidating paper documents, such as older registration files, USMS publications, and Top Ten and Records reports; identifying swimmers with missing, legacy, or duplicate registration IDs; and reviewing, fact-checking, and submitting for publication biographical and other historical information on the USMS web site. In addition, the History and Archives Committee assists the National Office and other organizations like the International Swimming Hall of Fame (ISHOF) with special requests for information and materials pertinent to the history of USMS and its members.

The **LMSC Development Committee** (chaired by Michael Moore) has had a busy year.

Many members of the committee were involved in putting together and running the well-received LMSC Leadership Summit in March in Phoenix. The committee conducted its annual survey of LMSCs to collect data related to compliance with current standards. Advice and remediation for LMSCs needing help meeting the established standards were conducted under the supervision of the zone chairs and the VPLO. The committee has continued its excellent series of peer-to-peer teleconferences for different LMSC volunteer offices and roles, giving volunteers across the country an opportunity to share ideas and best practices. Notes from these sessions have been posted in the Meeting Minutes section of the USMS website.

Recognition and Awards (chaired by Megan Lassen) oversees the national service awards that underscore the outstanding efforts of our volunteers. The committee continued their work to increase submissions for national awards. They coordinated the selection of the Ransom J. Arthur Award recipient Jeff Roddin, who was honored during Spring Nationals. The committee works with the National Office throughout the year with the writing and submission of press releases to recognize award recipients. They also continue to work to improve volunteer recognition at the local (LMSC) and national levels.

Records and Tabulation (chaired by MJ Caswell) continued its curation of Top Ten lists and USMS Records, as well as the list of measured/certified competition courses. The committee

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includes the National Swims Administrator (Mary Beth Windrath) among its members. Mary Beth works with the committee to coordinate the validation and entry of USMS Records and swims entered in the National Swims database. The committee continues to formulate, refine, implement, and publish policies related to these lists and records. They have continued to contribute to the process of meet sanctions and recognitions this year, and work with other committees (such as Rules) to update relevant forms and processes.

In addition to acting as a liaison to the Executive Committee for the Local Operations committees, I worked to implement LMSC remediation plans in conjunction with the Zone chairs and the LMSC Development Committee. I also served this year as a member of the **IT Liaisons Group**, a task force consisting of a number of current and former Board members. This group worked with the CEO to advise the National Office on the ongoing Digital Transformation and USMS 3.0 strategies. In addition to those duties, I worked with LMSC Development on this year's LMSC Leadership Summit, and with Recognition and Awards on the Club of the Year subcommittee. I also joined the Governance Committee to understand how we can better function as a Board and as an organization. As I conclude my term, I am happy to report that the Local Operations committees continue to move forward and make progress for the good of our organization and our members.

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.

The Long Distance Committee, chaired by Ali Hall (vice chair – Phyllis Quinn) has been responsible for selecting the ePostal and Open Water National Championship venues and providing USMS members with an outstanding experience in these events. They also have the responsibility of administering Part 3 of the rulebook. Lastly, they will be awarding the first Long Distance Volunteer Award at convention.

The Officials Committee, chaired by Teri White (vice chair – Mike Abegg) have volunteered at countless USMS pool meets. The committee designed and implemented a USMS Referee Certification effective at the start of 2019. They are also selecting an outstanding official to receive the USMS Service Award for Officials. Lastly, they are working with the Open Water Committee on combining certifications onto one USMS Officials Certification card.

The Open Water Committee, chaired by Bob Bruce (vice chair—Karen Febre) have been diligently developing and promoting open water events. They have compiled a list of development and promotional topics and are now working on strategies to implement them. The committee is continually updating the OWGTO as needed. Lastly, they are preparing materials for a training course for event hosts/event directors.

I am honored to serve USMS in a leadership position and would like to thank all of our leaders at the national, LMSC or club level.

Vice President of Community Services

Frank Skip Thompson

This is my last convention report as VP of Community Services, a position I have served from the fall of 2015 until the conclusion of this 2019 USAS convention in St. Louis. I would like to thank all of the BOD, USMS National Office Staff, USMS Volunteers that serve the LMSC's and USMS Committees, and the USMS Task Forces for their contributions to the success of USMS. It's been a pleasure of mine working with these different groups in the last 4 years. The Community Services Division has 4 committees under its direction and those are Coaches, Sports Medicine and Science, Fitness Education, and Diversity and Inclusion Committees. I am going to highlight some of the major projects and successes of each committee in the last 4 years.

The first National Coaches Clinic took place in November of 2016 and the Pacific LMSC, USMS Coaches Committee, and the USMS National Office collaborated to make this event successful and set the benchmark for future clinics. In 2018, the NCC continued success with the Potomac Valley LMSC and this is going to continue in 2020 with the Southern Pacific LMSC. On Deck Coaching with registration online for volunteer coaches through Sign-Up Genius made it easier for coaches to contribute for multiple days at USMS Nationals and the USAS Convention.

International Coaching for International events has improved and continued to be a valuable service with the addition of a dedicated Facebook social media page. Tim Waud, Richard Garza, Nadine Day, and Howard Lee are responsible for this success and USMS can look forward to the 2020 UANA Pan Am Masters Championships in Medellin, Columbia and the 2021 FINA World Championships in Fukuoka, Japan. Web workouts continue to be popular with USMS members with expanded classifications such as Open Water, Triathlon, Limited Mobility, and Expecting Mothers workouts.

The USMS Coach Mentoring Program has been defined and developed in 2019 and will be launched in 2020. Information is available on the USMS website and 51 applications have been sent out to qualified coaches and clubs and 9 applications have been sent back applying. Coaching certification weekend packages have been developed and successful with the bundling of classes and clinics to major metropolitan areas of the country that cover education for swimmers, coaches, and ALTS.

The Sports Medicine and Education Committee continues to research areas with projects of interest to the USMS membership. The Sports Medicine Booth continues at USMS National Championships in the last 4 years. Sally Guthrie, Sally Berry, Jasmine Hansen, Meg Carlson, Carlos Rodriguez, and Arlette Godges have made successful contributions to the success of the SM Booth. The other major project of the last 4 years is the Sports Medicine Convention Presentation. Dr Tanaka (2016 and 2018) Sally Guthrie 2017, and 2019 Dr. Genadijus Sokolovas "Dr. G" present topics of interest to USMS delegates.

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The Fitness Education Committees major contribution for the last 3 years has been the transitioning of major fitness events like Virtual Swim events and the USMS Check-Off Challenge to the USMS e-postal Fitness Series that encourages participation in fitness events. The new fitness series of Winter (30 Minute swim), Summer (2K swim), and Fall (1 Mile swim) has been launched in 2018 and continues to grow with an increase in the 2019 Summer 2K swim. With a new vitamin sponsor (Smarty Pants) and a fundraising component with the majority of the registration fees going to the SSL charity, these actions help raise \$ for sponsorship and with the Learn to Swim cause. A new addition in 2019, is allowing nonmembers of USMS to participate in these events in hopes of joining USMS in the future.

The Diversity and Inclusion Committee is a new committee in 2019 after 3 years as a working unit of USMS Task Force reporting to the USMS BOD. In 7 months since their first meeting, the committee has accomplished major objectives it set out to achieve. A Strategic Plan has been developed after 3 years of activity that the Task Force developed and is ready to be approved at the committee meeting at this year's convention.

Some areas of interest during the committee meeting will be a discussion of projects undertaken by members of the committee including the having Diversity and Inclusion as part of the Coach Certification Levels 1 and 2. Coach Interviews initiated from a survey to select coaches on how their Clubs handle Diversity and gathering best practices that can be shared with the USMS community. The best practices that have been identified will be shared through Streamlines and the USMS website for LMSC's, Clubs, and Workout Groups to be adapted in their local programs.

The Diversity and Inclusion Committee will have its first ever USMS Committee meeting on Friday, September 14 from 10:45 AM to 11:45 AM and their first ever USMS Workshop on Saturday, September 15 from 11:15 AM to 12:30 PM titled "The Ways We Differ – How to Include Others".

USMS Community Services Detailed Committee Report
2018 USAS Convention – September 10 - 15, 2019

Coaches Committee (Bob Jennings, Chair; Kenny Brisbin Vice Chair)

Committee Members – New members for 2019 are: Steve Hall Ex Officio: Molly Hoover, Jeff Taylor and Trey Taylor.

Returning members: Scott Bay, Kenny Brisbin Chris Campbell, David Clark, Doug Fetchen, Marianne Groenings Ex Officio: Dean Hawks, Terry Heggy, Bob Jennings, Chris McPherson, Helen Naylor, Kerry O'Brien, Tim Waud, and Steve Weatherman. Ex Officio: Bill Brenner.

Meetings held: 11/12/18/ 1/14/19 2/11, 3/11, 4/8, 5/13, 6/10, 7/8, and 8/12.
2019 Goals and Subcommittee Assignments:

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1. National Coaching Clinic – There is no clinic scheduled for 2019, so no subcommittee was formed for planning this event. There will be one in 2020 and planning will start in the fall of 2019.
2. Coaching Education Resources – 13 Coach Certification Weekends are scheduled for 2019 year and eight have been completed with five remaining. Along with Coaches Certification classes there will be 18 ALTS certification class weekends and 11 have been completed with 7 remaining. 17 weekends for Clinic Courses for Coaches and 17 Stroke Development Clinics for both swimmers and coaches are scheduled for 2019 and 10 have been completed with 7 remaining for 2019.
3. USMS High Performance Camp – This camp is a joint venture from the Triangle Sports Commission, the Greensboro Aquatic Center, and USMS. The dates for the camp are 8-24-19 to 8-29-19 at the Greensboro Aquatic Center. Four coaches have been selected (Trey Taylor, Mike Hamm, April Cheadle, and Megan Lassen. For future High Performance Camps, USMS will have a solid contract with set expectations.
4. Level 4 Certification – The Level 4 subcommittee have been reviewing the Level 4 Application process and if there are any changes they will be sent to Marianne Groening's for publication. As of June 30, 2019 one application has been submitted for 2019.
5. LMSC Communications – Molly Hoover is the lead on this topic and she has been surveying the needs of LMSC Coaches Chairs and sending out minutes of the monthly USMS Coaches Committee and encouraged nominations for the two USMS Coaching Awards.
6. Fitness – David Clark chairs the Fitness subcommittee. The subcommittee is going to come up with strategies to help motivate coaches so their swimmers will participate in the three fitness series of events throughout the year. (Winter 30 Minute Swim, Summer 2K Swim, and the Fall 1 Mile Swim).
7. On Deck Coaching – David Clark leads this project and was responsible for setting everything up and coordinating this through Sign Up Genius at USMS Spring National Championship meet in Mesa, which was a success. He will not be at the Summer Nationals in Mission Viejo, and Kenny Brisbin and Chris McPherson will coordinate the scheduling. On deck coaches are planned for the USAS Convention in St. Louis in September 2019.
8. Awards – Ken Brisbin leads this subcommittee with assistance from Christine Maki, who is a member of the Recognition and Awards Committee. The Coaches Committee is responsible to select the USMS Coach of the Year and the Kerry O'Brien Grassroots Coaching Award and the deadline was July 1, 2019. Five applications have been received for both the USMS Coach of the Year and the Kerry O'Brien Award and selections will be announced at the convention.
9. Publications – Terry Heggy leads this subcommittee. An average of 2 articles to 3 articles have appeared in 2019 for both the Streamlines for Coaches and Streamlines for Members issues. Coaches still submit favorite workouts, drills, and ideas that are successful in the USMS Coaching community for future publications. Terry has proposed a quarterly webcast where a panel of coaches could discuss new and controversial techniques and what has worked and what hasn't. This is currently being investigated to be implemented in the future.
10. Web Workouts – Molly Hoover leads this subcommittee. The workouts have up and running on the USMS site since the beginning of January 2019. There are seven different categories (5 workouts a week) which try to cover all demographics of USMS swimmers. Coaches are paid a stipend and can write workouts in one category for two years. The 8 Coaches are: Elizabeth Miller – Basic Training, Dean Hawks – Stroke and IM workouts, Mark Stori – Open Water, Trey Taylor - High Intensity Training, Emily Von Jentzen – High Volume workouts, Shauna Payne

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Gold Triathlon Training, and Warren Rothman – Limited Mobility. A new triathlon coach was selected this past spring, Suzie Degazon. 6 of these coaches are on their second year and will need to be replaced in 2020.

11. International Coaching – The 2019 FINA Masters World Aquatic Championships was held in Gwangju, South Korea from August 5 to August 18, 2019 and was a success for all 128 swimmers that attended. Head Coach (Dr. Howard Lee) and Coach Nadine Day kept all of the USMS community updated on the dedicated USMS Facebook page during the event.

12. Coaches Mentor Program - Chris McPherson is the chair of this subcommittee. Qualifications for the program have been updated on the USMS website. Mentor and Mentee applications are being taken currently. 51 applications were sent to Gold Club Coaches to be Mentors and 9 applications have been sent back to qualify.

13. ASCA World Clinic – Dates are September 3 – September 8, 2019 in Dallas, TX. USMS is scheduled to have a booth for the 2019 World Clinic Trade Show. The dedicated Masters Track at ASCA is not scheduled for 2019.

Sports Medicine Committee (Megan Carlson, Chair; Claire Rudd Kubiak, Vice Chair)

Committee Members – New members for 2019 are: Kimmie Inverso, Scot Raab, Christopher Rieder, and Greg Stoner.

Returning Members: Megan Carlson, Arlette Godges, Sally Guthrie, Jim Izzi, Clare Rudd Kubiak, Dr. Jim Miller MD, Jane Moore, Carlos Rodriguez, Jessica Seaton, and Robin Tracy. Ex Officio: Daniel Paulling.

Meetings held: 2/17, 4/2, and 7/30.

2019 Goals and Subcommittee Assignments:

1. USAS Convention Presentation - Dr. Genadijus Sokolovas “Dr. G” confirmed as speaker. Presentation entitled: “Training Design for Masters Based of the Recovery and Rate of Adaption” Synopsis- providing scientific data on rates of recovery for Masters using the lactate tests as well as rate of adaptation in training. Includes examples of training plans for Masters swimmers.
2. Sports Medicine Blog – In the past year, a non-interactive Sports Medicine Committee directed Blog to dispense sports medicine related articles and studies have proven successful. Jessica Seaton is highly involved with the blog, posting a variety of topics related to swimming, health and nutrition. The blog is updated regularly with a focus on current topics in research and the media. Looking at increasing visibility to USMS members with the help of Daniel Paulling in the National Office.
3. Approved research study from Dr. Hiro Tanaka and his team at the U of Texas at Austin. Research study will focus on sexual function and satisfaction of master’s swimmers via a questionnaire. Committee members reviewed questionnaire and gave feedback.
4. Nationals Booth - Booth to be held at LCM Nationals in Mission Viejo. Booth theme this year entitled “Roll It Out”, staffed by current SMS member Arlette Godges, MS, PT,

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OCS, GCS, focusing on swimmer specific, effective ways of stretching and mobilizing soft tissue areas as well as other structures of the body. Foam roller demonstrations available.

5. Dr. Jane Moore and Dr. Jim Miller provided feedback for onsite medical needs at LCM Nationals in Mission Viejo, specifically ambulance needs and a plan for having an ambulance always on site. Also looked at the current language still requiring a SMS Committee appointed Medical Coordinator for USMS National events. The Meet Director's Guide now under "ownership" of the National Office was last reviewed on 9/8/2015, pages 21, 22, 90 and 91 will need reviewed and potentially updated.
6. Volunteer Task Force recommendations for the future of the Sports Medicine Committee to have joint meetings with the Fitness Education Committee have been discussed in the 7-30-19 meeting and will continue in the future for ideas to be implemented.

Fitness Education Committee (Mary Jurey, Chair; Brian Cummings, Vice Chair)

Committee Members – New members for 2019 are: AJ Block, Emily Cook, Mary Jo Driscoll, Chip Glidden, David Morrill, Cynthia Myer, and Robert Perkins.

Returning members: Brigit Bunch, Anita Cole, Ann Marshfield, Andy Seibt Lisa Ward, Lisa Watson, and Karin Wegner. Ex Officio: Bill Brenner and Jay Eckert.

Meetings held: 2/4 and 6/27. Planned: 7/22.

2019 Ongoing Projects and Assignments:

1. The Fitness Committee has been promoting regional/local participation in the three USMS Fitness Series events and sharing best practices from feedback received in the USMS Fitness community to encourage participation from fitness swimmers for 2019. The 30 minute swim was completed from 2-15 to 2-28-18 and had 1273 participants. The Summer Fitness 2K Swim challenge was completed from July 15 to July 31 and had 848 participants. The 1 mile swim in the fall from November 15 thru 30th had 843 participants. The average participation was 988. The 2019 Winter Fitness series had 867 entrants and the Summer Fitness series had 988 swimmers with 30 non-members as One Event participants and that is an improvement of 16% from 2018.

2. Go The Distance Program – There are 2,336 swimmers registered in the program for 2019 which is down from the 2,583 swimmers in 2018 and 2,794 swimmers in 2017.

3. LMSC Communication with LMSC Fitness Chairs on ideas that are being done with success at LMSC level. Two successful LMSC Development Per to Per Conference Calls have been completed in 2018 on the interest and promotion of the three USMS Fitness Series. This needs to be explored in the future.

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4. Fitness Committee Blog – In the past year, a non-interactive Sports Medicine Committee directed Blog to distribute sports medicine related articles and studies as proven successful. A possibility that has been discussed is creating a Fitness blog, where it would be live on the USMS forum and fitness committee members could contribute with articles, ideas, and studies that are going on in the fitness community.

5. Integration of swim com as a resource for the fitness swimmer will be discussed in the future with the committee and how to get members to use the app for their advantage.

6. Volunteer Task Force recommendations for the future of the Fitness Committee to have joint meetings with the Sports Medicine Education Committee have been discussed in the 6-27-19 meeting and will continue in the future for ideas to be implemented.

Diversity and Inclusion Committee (Sarah Welch, Chair; Diana Triana, Vice Chair) New Committee that was approved at the 2018 Convention. A lot of activity will be a continuation of the Diversity Task Force that was set up 3 years ago. All members are new and most were on the DTF.

Committee Members – Virgil Chancy, Jeff Commings, Donita Flecker, Martha Fowler, Michael Malik, Janelle Munson-McGee, Tim Murphy, Carol Nip, Leslie Scott, Ally Segal, Diana Triana, and Sarah Wech. Ex Officio Daniel Paulling, Onshalee Promchitmart, and Jessica Porter Reilly.

Meetings held: 2/6, 4/3, 5/1, 6/5, 7/3 and 8/7. Meeting planned for 9/4.

1. A Strategic Plan has been developed and approved by the committee and in the 4th quarter of 2019 will start to implement ideas and projects of the plan.
2. USMS Coaching Profiles and Interviews have been ongoing to select best practices from Clubs that have a track record of diversity. These best practices will be shared with USMS at the convention.
3. Coach Training for Diversity is being developed to be added to Level 1 – 2 USMS certification.
4. Promotional Information on Diversity & Inclusion is being developed to share with LMSC's.
5. A Diversity & Inclusion Workshop is being developed to debut at USAS Convention.

Secretary

Greg Danner

As my term ends, I find it hard to believe two years have already gone by. I am happy to have worked alongside this Board of Directors, in addition to the quality National Office staff led by Dawson. BOD members approached discussions with poise and provided valuable insight on every topic. The leadership and dedication exhibited by Patty will not be forgotten; she set a great example for our future leaders. I know that our HOD will continue the trend of appointing members that will make a positive impact and address our greatest needs.

My activities for the past year included taking the minutes for the Convention HOD sessions, the Executive Committee and BOD conference calls, as well as in person meetings: several BOD meetings at convention, as well as the Winter and Summer BOD meetings. After the distribution of minutes and their subsequent approval, I posted them to the website. Additionally, I worked with committee and task force chairs to post their meeting minutes to the website. Lastly, I managed the digital recordings for all the meetings.

We have many great ideas to talk about at Convention that will propel USMS forward and I hope to have another term to support those initiatives!

Treasurer

Ralph Davis

This will be my last Treasurer's report. It has been my honor to serve USMS as Treasurer for 8 years, from Sept. 2009 to Sept. 2013 & Sept. 2015 to Sept. 2019. My goal was to provide senior finance executive leadership and implement the best practices from my 40 years of experience in accounting and financial management. As USMS Treasurer for 8 years, we completed the following major accomplishments: recruited & hired a new CFO; implemented quarterly forecasts; established a monthly CFO letter; developed & implemented a sound investment policy; created an Investment & Audit Committee Charter; established the SSL Foundation; modernized the Risk Management function and moved Swimmer Magazine in house and digitalized for \$200,000 in annual savings.

I will miss serving you as Treasurer and serving on the USMS Board.

Financial condition: Our financial condition as of June 30, 2019 is very healthy with reserves in excess of \$4.3M

There are three major reasons for this unprecedented health:

- USMS is well managed in a fiscally conservative manner.
- Investment portfolio (as of 7/31/19) has grown \$404,053 for 2019 and \$1,269,808 since its inception in February, 2011.
- We are in the fifth year of our dues increase program that was adopted to invest in programs and services under a secure financial foundation.

Our financial health gives USMS the resources to support our Mission and maintain USMS as the premier resource for adult aquatic fitness in the United States and make fitness through swimming available for as many adults as possible.

Our Audit, Finance and Investment Committees continue to play significant roles in assisting the board with its fiduciary responsibilities. We have much to thank these volunteers for as their oversight of our assets contributes greatly to our organization's outstanding financial condition. Our independent accounting firm, Kerkering, Barberio & Co of Sarasota, Florida, conducts an annual audit, provides a management review letter and makes an annual presentation to the Board of Directors. I am pleased to report that for the ninth year in a row there were no reported deficiencies by our auditor. Both are a direct reflection on our Chief Financial Officer, Susan Kuhlman.

The 2018 Financial Statements are complete and the certified audited financial report will be available on our website by the end of August. The USMS tax return for 2018 is completed and approved by the Board and will be filed with the IRS by August 15th.

Immediate Past President

Nadine Day

Dear House of Delegates,

I would like to say thank you for the opportunity that you gave me to serve USMS. I am very blessed. I am honored and humble to represent all of you. As this convention ends, though I will no longer have a vote, I will still be involved and serve the membership using my voice to speak on your behalf. It is important to serve our members.

This past year, I have been busy promoting aquatics within the Americas with various projects. We are excited for the 2020 UANA Pan American Championships on June 17-27th in Medellin, Colombia.

I was able to participate in the FINA World Masters Championships in Gwangju, South Korea. I had a great experience and was able to meet with many of the Masters leadership throughout the World. We discussed participation in various events and support from their various Federations. We also discussed allowing other Federations to participate in their respective national championships.

I will continue serve Masters swimming and Masters Aquatics throughout the World. I have been appointed to serve on the UANA Masters Technical committee for the next four years. I am looking forward to promoting masters in the Americas.

I am have been privilege to share in your commitment to serve and represent the members who have elected us. Follow your dreams. Keep swimming.



Mahalo Nui Loa,

Top Ten Words of Wisdom:

- 1) Learn2Swim; SavesLives
- 2) Swimming4Life
- 3) Swimming4ALL
- 4) SwimUNITED
- 5) It is more than medals and records
- 6) USMS Volunteer
- 7) Recognition-just say Mahalo Nui Loa
- 8) Opportunities 4 Others
- 9) We swim 4 Fitness
- 10) FunFitnessFriendship