



**President's Report**  
**Board of Directors Winter Meeting**  
**February 9-10, 2019**

In my final year as USMS President, the required tasks of the President have become more familiar and therefore easier. For example, committees have been staffed for 2019 after a new shift to a definite date (January 1) for committee turnover. We largely maintained consistency in committees this year, but took advantage of a few opportunities for committee chair turnover and new committee member selection. Thanks to Jeff Roddin (Championship), Jeanne Seidler (Records & Tabulation), Ray Novitske (Recognition & Awards), Cheryl Gettelfinger (Elections), and Leianne Crittenden (Governance) for their years of committee chair leadership and for so gracefully passing the baton to their successors.

So in this final year, with the required tasks running smoothly, it's a good time to continue setting a course for USMS's future before giving the leadership to *my* successor. A key first step is welcoming and onboarding six new Board members. This amount of new Board membership is unprecedented and is a testament to the good efforts by our LMSCs and longtime leaders to develop a new crop of USMS leaders. Part of USMS's present and future will be setting expectations for how Board members relate to each other, the CEO, and National Office staff. As part of our agenda in the upcoming Board meeting, we'll be deciding and articulating how we expect to work together through the process of establishing Board standards.

We'll also be continuing the quest to determine the best use of USMS volunteers in satisfying roles that help USMS achieve its mission throughout the U.S. We all know that USMS has changed considerably over the last decade since we were able to catapult our efforts to achieve the mission with the addition of professional staff. We also know that USMS will continue to change with shifting demographics and the aging of our core membership. At the upcoming Board meeting we'll consider recommendations from the Volunteers Task Force. This group, which has been operating since after the 2017 convention, has the mission to "Investigate and make recommendations regarding how to optimize USMS's volunteers as resources now and in the future." Task Force Chair Laura Winslow will join us to present the task force findings and recommendations, and we'll spend time discussing any potential actions based on those recommendations.

Our meeting focus on volunteers is well-timed as we're just a month out from the 2019 LMSC Leadership Summit, where some of the task force recommendations will be introduced to LMSC leaders. Vice President for Local Operations Chris Colburn will give us an update on the plans for the summit and the good work that a subgroup of the LMSC Development Committee has been doing.

We'll also be discussing proposals to ready USMS for future outreach and growth, including the concept of standardized fees to facilitate membership options, and strategies to make USMS open water swimming attractive to more participants. Importantly, we'll be discussing not just the substance of these issues, but the best way to develop them to gain acceptance from a broad range of volunteers. As we've learned in recent years, it's just as important to plan for communication, support, and acceptance of an idea among our local volunteers as it is to develop the idea itself.

As we discuss these important topics, we'll also be building our team as we get to know each other better, hearing about international aspects of Masters swimming, learning more about USMS finances and investments, and discussing plans for the USMS 50<sup>th</sup> anniversary in 2020.

I look forward to an active and productive meeting. See you in Tampa!

## **Administrative Division Update prepared for Winter 2019 BOD Meeting**

### **VP Activities**

Peter Guadagni, VP of Administration

1. Conducted individual call with most committee chairs covering following topics:
  - Reflections on 2018 for both the chair's committees and USMS
  - Committee objectives and priorities for 2019
  - Committee activities, if any, since convention
  - What I can do, if anything, to help support the chair and his/her committee
  - Chair's opinion on what the Board of Director's priorities should be for the coming year
2. Distributed chair evaluations
3. Participated in Finance Committee and Subcommittee calls

### **Championship Committee**

Jim Clemmons, Chair (see Rule Book for committee membership)

Committee Activities and Objectives:

1. Preparing for 2019 USMS Championship Meets:
  - 2019 Nationwide USMS Spring National Championship, Mesa: pre-event site visit scheduled for Feb 28, testing online entry system, fine tuning details.
  - 2019 USMS Summer National Championship, Mission Viejo: Preliminary Order of Events; meet ref assigned; working on merchandise graphics with Nat'l Office; and scheduled site visit.
2. Continuing to work with National Office to evolve model for USMS support of national championships (i.e. who does what), standardize documentation regarding regional versus local clubs, bidding resources, timing requirements to make meet deadlines.
3. Sent out 2021 bid packet information to potential hosts.

### **Legislation Committee**

Richard Garza, Chair (see Rule Book for committee membership)

Committee Activities and Objectives:

1. Review 2018 legislation for unintended consequences, need for housekeeping changes, and continued work with Rules.

2. Review 2006 Legislation policy document – currently posted on website but unused in recent years.
3. Conducted initial committee conference call (1/27/19)
  - Member introductions
  - Discussed learning from 2018 and agreed on improvements for 2019
  - Agreed on communications platforms (google docs and experimentation with reddit0.
4. Want to explore ways to provide proposal feedback prior to formal submission.

### **Registration Committee**

Susan Ehringer, Chair (see Rule Book for committee membership)

Committee Goal: Transform the committee into a group which supports the goal of building the membership by using the skills and resources of registrars.

Activities to date: Chair led well attended peer to peer call on 1/8/19.

Committee Objectives:

1. Create a template or survey to be used to gather information from registrars
2. Determine future activities and objectives of the committee based on results of surveys/interviews with registrars
3. Utilize committee members to gather ideas from registrars by reaching out to the registrars in their Zone
4. Create a plan to onboard new registrars
5. List ideas for a strategy to build membership by utilizing registrars
6. Consider changing the name/focus of the committee and submit supporting legislation.

### **Rules Committee**

Charles Cockrell, Chair (see Rule Book for committee membership)

Committee Activities and Objectives:

1. Completed final review of 2019 Rule Book.
2. Issued updated guidance and interpretations regarding approved certifying bodies for officials, permanent medical conditions, and event limits in and conduct of dual sanctioned meets in combined meet format.
3. Conducted survey to assess the clarity, content, and organization of Part One Rules, Glossary, and Appendix B sections of the rule book.
4. Initial Rules Committee conference call scheduled for 2/17/19.
5. Continued use of forums and USMS Dropbox for committee communications.

## **Vice President of Programs**

Report for Winter Board of Directors

Feb. 9 & 10, 2019

Tampa, FL

Prepared by Donn Livoni

### Activities:

1. Communicated with each of the three committee chairs – Officials, Open Water & Long Distance.
2. Outlined expectations: e.g., format of meeting minutes, timeliness of posting agendas and minutes, having each committee member be a fully contributing member, and setting of meeting schedules.
3. Shared results of committee chair evaluation with each chair. Discussed strengths and areas of improvement.
4. Addressed the chain of command – members to chair to VP to BOD/NO.
5. Reviewed the committee's and chairs role to the strategic success of the organization.
6. Participated in committee conference calls

### Officials Committee, Teri White Chair.

#### Goals for 2019:

- a. USMS Officials Certification program development and enhancement.  
Continued advocacy/development of USMS certified officials in all positions (Stroke & Turn, Starter, Referee). Unique test with USMS questions now part of the certification process.
  - Supports our USMS competitions at all levels, especially the LMSC level with trained officials specifically educated on USMS rules and practices.
- b. Officials Training materials for LMSC Officials Chairs and individual officials.
  - Supports our USMS competitions at all levels, especially the LMSC level with trained officials specifically educated on USMS rules and practices.
- c. National Championship level meet support/recruitment of qualified USMS officials.
  - USMS National Championships need and benefit from leadership officials with experience and expertise at high-level USMS meets. Often not present in the local pool of volunteers available to work these meets. Training and recruitment into the USMS Officials Certification program a positive outcome.
- d. USMS Officials website review and enhancement.
  - Supports our USMS competitions at all levels, especially the LMSC level with trained officials specifically educated on USMS rules and practices.

## Open Water Committee, Bob Bruce Chair

### Goals for 2019:

“The OWC goal is to promote the development of and participation in open water swimming, and to support quality USMS open water swimming experiences for adults in line with the Vision, Mission, Values, and Strategy of USMS. The measurement of this goal will be the quantity of events, swims, & splashes, the quality of those experiences, and other metrics that will help us measure our progress to accomplish these goals.”

## Long Distance Committee, Chair Ali Hall

### Goals for 2019:

1. Engaging the LMSC s that currently do not have any USMS sanctioned open water events.
2. Increasing total OW splashes, encouraging bids for our 2021 OWNCs that have non-champ events included within a multi-day or festival type cluster. Including relays more often or swim/kayak/swim types of hybrid events. All events could be under the same sanction resulting in streamlined process for hosts.
3. Recognizing swimmers who completed the ePostal series for 5 yrs, 10yrs 15yrs increments...The “Bob” award :). Maybe a certificate acknowledging the accomplishment and listed on the website.
4. Developing internal documentation to help new committee members ramp up faster. For example, “How to Liaise an OWNC” type of thing that explains more in depth what different steps are, especially who needs to be in contact with for each piece. Update the Liaison Guidelines document.
5. Updating the USMS ePostal National Championship Guidelines online. The current document is dated June 2014.
6. Seeking a sponsor for a swim-them-all-challenge. Developing an award to recognize those "crazies" that complete all the LDNCs in a year.
7. Increasing the number of clubs participating in LD NC events; we could look at a club-participation raffle. For every team member that participates, they get an entry into a raffle for whatever. If a sponsor such as SwimOutlet did a sponsorship, we could do a gift certificate, or we could do it for a custom club banner.
8. Reaching out directly to unattached swimmers, in the general vicinity of an ONWC event.
9. Offering excel consultation to OWNC hosts as well as ensure that the needed host reps are on the CA tutorials.
10. Developing a document for all of the different types of recognition within USMS for OWNC events and what the awards were. Post as an article and/or FAQ
11. Developing an FAQ for Bidding on OWNC events
12. Developing a FAQ for OWNC Hosts

13. Developing ideas for improving the hosts' experiences and a survey past event hosts for ideas.

14. Encouraging event hosts to include relays in OWNC events.

15. Tracking swimmers who first participate in one of the USMS Fitness Series events who go on to participate for the first time in one of the LD Championship events (either OW or ePostal) - can be a question or two on the entry form for the LD Championship event.

Both The OWC and LDC are directly involved with Open Water Task Force. The Chair and Vice Chair of these committees serve on the Task Force. The two committees have reviewed the data collected to this point and participated during their most recent conference call with Jay and Dawson on the status of the Task Force.

USMS Community Services Report  
Winter BOD Meeting – February 10, 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. Meetings planned: 2/11, 3/11, 4/8, 5/13, 6/10, 7/8, and 8/12.

2019 Goals and Subcommittee Assignments:

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 the first weekend is in Phoenix on 2-16-19. Along with Coaches Certification classes there will be 18 ALTS certification class weekends. 16 weekends for Clinic Courses for Coaches and 16 Stroke Development Clinics for both swimmers and coaches are scheduled for 2019. Information on these resources is on the USMS website.
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. Coaches have not been selected at this time. Steve Weatherman will be the USMS Coaches Committee liaison for the camp.
4. Level 4 Certification – The Level 4 subcommittee are going to review the Level 4 Application process and if there are changes they will be sent to Marianne Groening's for publication.
5. LMSC Communications – Molly Hoover is the lead on this topic and she will be surveying the needs of LMSC Coaches Chairs and sending out minutes of the monthly USMS Coaches Committee meetings. A survey was sent out last year to all USMS Certified coaches, receiving over 200 responses and now are in the process of extracting data using custom algorithms. Findings will be submitted to USMS Coaches committee and USMS, so to see how we may help the local coaches. Kenny Brisbin will assist Molly during the transition.
6. Fitness – David Clark will Chair 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 will lead this project and will be responsible for setting everything up and coordinating this through Sign Up Genius at USMS National Championship meets in both the Spring Nationals in Mesa, the Summer Nationals in Mission Viejo, and the USAS Convention in St. Louis in September 2019.
8. Awards – Chris Campbell continues to lead this subcommittee and is a member of the USMS BOD. The Coaches Committee is responsible to select the USMS Coach of the Year and the Kerry O'Brien Grassroots Coaching Award and the deadline is July 1, 2019. A decision will be made at the next Coaches Meeting on the presentation of the USMS Coach of the Year. The



choice will be to have the coach being presented in their home LMSC and not at the USAS Convention Banquet.

9. Publications – Terry Heggy leads this subcommittee. An average of 2 articles to 3 articles have appeared since the end of 2018 in 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. The 2019 Publications Plan has been developed and a move toward providing more technique videos with USMS branding is planned for the 2019 year.
10. Web Workouts – Molly Hoover leads this subcommittee. The workouts have been 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. There were 15 applicants applying to write the web workouts and seven were chosen. The 7 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 Gold Triathlon Training, and Warren Rothman – Limited Mobility. 6 of these coaches are on their second year.
11. International Coaching – The 2019 FINA Masters World Aquatic Championships will be held in Gwangju, South Korea from August 5 to August 18, 2019 and registration is open. The subcommittee for the 2019 World Championships have just selected a Head Coach and it will be announced at the end of February 2019. Tim Waud, Doug Fetchen, and Dean Hawks were the part of the subcommittee.
12. Coaches Mentor Program - Chris McPherson is the chair of this subcommittee. The subcommittee is made up of coaches from different USMS Zones. The subcommittee will be asked to: 1. Find and vet regional certified coaches to act as mentors. 2. Create a phone list of regional mentors that can answer questions over the phone. 3. Create a plan for coaches to watch a mentor coach conduct practice or for the mentor to go to watch a coach at his/her pool. 4. Subcommittee to work on funding, marketing, and applications for mentees/mentors.
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 Iverson, 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: None at time of BOD Meeting. Meeting Planned: 2/17 and others TBD.

2019 Goals and Subcommittee Assignments:

1. USAS Convention Presentation – Due to the success of both the 2016 and 2018 Sports Medicine Presentations with Dr. Tanaka, the committee will be looking for ideas to either have him back for another presentation or do something else.
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. Jim Izzi will assist with this when the new website is launched.

3. Exercise & Pregnancy Project – Ben Kogutt MD, a maternal fetal medicine specialist and 1<sup>st</sup> year fellow at John Hopkins University is doing a survey and getting opinions of swimmers given birth/training while pregnant & postpartum. Selection of swimmers would be within the more recent time frame. Work in conjunction with the Coaches Committee. This has been started and a progress report will be made at the 2/17 meeting.
4. Nationals Booth – Carlos Rodriguez leads this project. Carlos and Meg Carlson set up space at the IUPUI Natatorium during the 2018 Spring Nationals between the warm up pool and the competition pool for great exposure to all participants. Dryland stations were set up for swimmers to use and they got instruction and feedback to help aid in their swimming. Injury prevention specializing in strength and stretch workouts was the theme. This was very successful and Carlos will expand on this at the 2019 USMS Nationals.

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.

First Meeting Planned: 2/4 and others TBD.

2019 Ongoing Projects and Assignments:

1. The Fitness Committee approved to create and start a Winter, Summer, and Fall Fitness Challenge swims to encourage participation from fitness swimmers in 2018. 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 30<sup>th</sup> had 843 participants. The average participation was 988. The goal for 2019 is a 10% increase in participation with an average of 1088 swimmers.
2. Go The Distance Program – There are 2,583 swimmers registered in the program for 2018 and this seems to be growing in popularity.
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 3 USMS Fitness Series.
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.

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 Sega, Diana Triana, and Sarah Wech. Ex Officio Daniel Paulling, Onshalee Promchitmart, and Jessica Porter Reilly.

First Meeting Planned: 2/6 and others TBD.

The Strategic Plan for committee activities is completed and the first meeting will be to review the plan and with the introduction of all members, learn about their interests toward the mission. Former members of the Task Force will be relied on to contribute elements of the plan. Meetings for the future will be determined.

U.S. Masters Swimming  
2019 Winter Board Meeting (Tampa, FL)  
Local Operations Division Report

**Vice President of Local Operations (Chris Colburn)**

As I begin my second year in this role, I have had a chance to reflect both on the activities of our committees and on my own performance over the past year. While I have been able to communicate as needed with the chairs throughout 2018, I found that we did not meet as a group more than once last year. To that end, I have committed to meet quarterly with the committee leaders in 2019 and have continued my open-door policy of communicating as needed with each of the chairs. I have attended a number of committee and subcommittee meetings, fielded calls and emails from members, and assumed the role of facilitator as the LMSC Development Committee takes the lead on this year's LMSC Leadership Summit. In addition, I have become a member of the Governance Committee, and look forward to my new role with that group as we begin our 2019 work.

The following report highlights the activities of each Local Operations committee, as discussed in our Q1 Conference Call on January 31:

**History and Archives Committee (Barbara Dunbar, Chair)**

The History and Archives Committee does much of its work during the year via email. Since Convention, they have continued a number of ongoing projects, including:

1. Data entry of archived Relay Top Ten performances that are not yet accessible online
2. Scanning, OCR, and uploading of historical Open Water/Long Distance Championship results to the website
3. USMS Records Chronology project: locating missing dates in the chronology of older records for the records progression features of USMS records found on the website
4. Assisting the National Office with USMS 2020 activities surrounding articles in *SWIMMER*; features on the website; and items related to 2020 Short Course Nationals (information forthcoming from the National Office)
5. There are 10-11 more projects in progress related to retrieving, digitizing, and proofing of archived materials – contact Barbara or Meegan Wilson for more information

**LMSC Development Committee (Michael Moore, Chair)**

The LMSC Development Committee has been meeting regularly, and members are working diligently on planned activities for this year. Notable work includes:

1. 2019 LMSC Leadership Summit:
  - a. The Summit will take place in Phoenix March 1-3.
  - b. LMSC Chairs/designees and one additional volunteer from each LMSC are invited (currently 63 attending).
  - c. Focal points include volunteer management, leadership, and membership growth.

- d. Summit task force is currently assembling activities/workshops.
2. Practices and Standards:
  - a. LMSC Standards surveys will be distributed 2/15 and due 3/15.
  - b. There will be a study hall session at the LMSC Summit for LMSCs needing assistance with the survey.
3. Mentoring Committee: This group continues with their monthly Peer-to-Peer conference calls on various topics of interest to LMSC Leadership. Upcoming call topics include the Officials Committee Referee Certification Program (February 5) and Treasurers' new Standard Chart of Accounts (February 19).
4. Workshop topics for Convention will be considered in earnest after the LMSC Leadership Summit. The committee would like to solicit the Board for items it may find beneficial to present at the 2019 Convention.

### **Recognition and Awards Committee (Megan Lassen, Chair)**

The Recognition and Awards Committee has started on a number of items following their first meeting of 2019:

1. The committee is working to update information on the website for past award recipients.
2. There is new swag in the USMS Swag Store.
3. IMSHOF is looking for nominees for this year.
4. The Long Distance Committee is going to have an award this year (details TBA).

### **Records and Tabulation Committee (MJ Caswell, Chair)**

The committee is just getting started this year, and has spent much of their time thus far continuing ongoing projects. A lot of work goes on behind the scenes, and since Convention, the committee has been working on:

1. Scheduling its first 2019 meeting (there have been many conflicts in January);
2. Fielding questions from members about results appearing (or not) on the website in the Results Database;
3. Working with the Rules Committee to edit and approve the Recognized Meet Observer's Report for Appendix B of the Rule Book (see previous Board minutes for more details);
4. SCM Top Ten for 2018 (coming out shortly).

In addition to the above reports, the chairs posed a number of questions for various staff members as well as for the Board. I will present those as appropriate when we meet in Tampa.

**Treasurer's Report**  
**Board Meeting February 9 & 10, 2019**

**Audit Committee:**

The June Audit Committee meeting has been scheduled for Friday, June 7th in Sarasota. The Audit Committee will review and discuss the draft financial statements, Board report, management representation letter and Form 990 tax return. The Committee will summarize their comments on the various documents for further discussion with representatives from Kerkering, Barberio & Co. ("K&B") later in the meeting.

The Audit Committee will also follow-up on June 7th with Dawson Hughes on the status of the status of USMS 3.0 (IT Modernization) that was discussed at last year's meeting.

**Investment Committee:**

The Market Value of our USMS Portfolio for 2018 ended at \$3,038,816, with a loss of \$199,931 with a negative return of 6.17%. The Market Value of SSL for 2018 ended at \$202,703 with a loss of \$12,243 with a negative return of 6.02%. As of January 31<sup>st</sup>, our USMS portfolio and SSL had recovered +5.5% for gain of \$176,087.

The Investment chair, Stan Benson, has prepared the 2018 year-end report of the USMS Investments and the SSLF funds. I will request that the Board accept the Investment Committee Report.

**Finance Committee:**

The Finance Committee has created the follow subcommittees:

Financial Operating Guidelines, annual review and revisions  
Program Performance Metrics  
Budget Modernization; follow up on Peter/Jeanne presentation at convention.  
Budget Presentation, including accounting reporting for USMS and SSL budgets

**Treasurer and CFO:**

The CFO will make a 2018 financial slide presentation at the February Board meeting.

CFO and Treasurer's projects for 2019:

- Update disaster recovery plan
- Review USMS rules that restrict USMS business and how to best implement changes
- Solicit USMS Vendors to make contributions to SSL
- Formalize internal procedures for consistent business practices
- Implement new EFT payment program for routine vendors/contractors

U.S. Masters Swimming  
2019 Winter Board Meeting (Tampa, FL)  
Secretary Report

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

- Board of Directors Meeting: 9/26/2018
- House of Delegates (All Sessions): 9/27/2018-9/29/2018
- Board of Directors Meeting: 9/28/2018
- Board of Directors Meeting: 9/29/2018
- Board of Directors Meeting: 9/30/2018
- Board of Directors Conference Call: 10/22/2018
- Executive Committee Conference Call: 11/12/2018
- Board of Directors Conference Call: 11/26/2018
- Executive Committee Conference Call: 12/10/2018
- Board of Directors Conference Call: 12/18/2018

**Minutes taken, pending ratification of email approval:**

- Executive Committee Conference Call: 1/7/2019

**Minutes taken, pending approval:**

- Board of Directors Conference Call: 1/21/2019

**Minutes posted to usms.org:**

- Coaches Committee Conference Calls: 11/12/2018, 1/14/2019
- Virginia LMSC 2018 Meeting Minutes: 11/4/2018
- Officials Committee Conference Call: 11/20/2018
- Elections Committee Conference Call: 12/14/2018
- Finance Committee Conference Call: 1/10/2019