

USAS Convention Report

September 11-14, 2019

St. Louis, MO

Tim Husson, General Chair

I have more extensive notes and additional information that I'd be happy to share with anyone that is interested. It was a busy week, but I came back with lots of ideas and things to think about for PVS.

Wednesday, September 11

Scholastic All American Subcommittee

- PVS had 73 Scholastic All Americans this year, which was one more than last year.
- The criterion for next year remains the same: Winter Junior time standard and 3.5 weighted GPA.
- The deadline next year will be August 20 after all the summer meets are completed.
- Despite significant advertising and reminders, not all eligible athletes are applying.

Times & Recognition Committee Business Meeting (I am the chair of this committee)

- In the first year of tracking Mixed Gender Relays, 40 were recorded
- The power points system is being redone. There are now too many swims well over 1000 points which was originally designed to be the maximum
- Draft Age Group Motivational Time Standards for the next Quad (2021-2024) were presented. They will be officially released next September.
- USA Swimming has developed a Power Bi Dashboard with many interesting statistics. Right now, it is a snapshot, updated once a month. The goal is to make this information available through the LSC Portals.
- The SWIMS Unique Qualifier Report is an easy way to get the list of qualifiers for a meet. PVS is maintaining the list of Olympic Trials Qualifiers on our website. We also used it to provide insight into qualifiers for LC 12&U Championships this summer.

Eastern Zone General Chair's Meeting

- A Bylaws and Policy Task Force is being created to look at updating the EZ governing documents.
- The Budget Task Force has completed their mission and will be replaced by a Finance Committee. Thanks to Ellen Colket for serving on that Task Force.
- USA Swimming is looking at the possibility of redoing the Zone logos to make all four Zone logos look the same (branding!). The General Chairs' response is that we are not interested in giving up our unique logo.
- Jeff Allen, the Sports Development Consultant, is looking for LSC best practices that can be shared with other LSCs. I have already sent him a few ideas from PVS.

Rules & Regulations Committee Meeting

- This is the meeting where the committee reviews the rule proposals and allows audience comments and suggestions. Out of this meeting comes the final legislation package that is presented to the House of Delegates (HOD).

Registration /Membership Committee Meeting

- Athlete Protection Training is now just one course (was two).
- There was a discussion of the new requirement to record concussion training in SWIMS for non-athletes.
- Transgender athletes can register as the gender by which they identify.
- A reminder that Junior Coach members must meet all the requirements except for the background check.

Athletes National Committee Fair

- The purpose of this meeting was to introduce athletes to the national committees of USA Swimming. I spent the hour talking to small groups of athletes about how they can get involved in my committee. They were engaged and enthusiastic.

Competitive Aquatic Facilities Directors Association Meeting

- It was interesting to sit in on this discussion of managers of major facilities as they discussed their challenges. One of their challenges is recruiting and keeping lifeguards.
- We heard details of the new 50M pool in Greensboro. The facility now has four pools, including two 50M pools.

Thursday, September 12

Eastern Zone Technical Planning

- At the spring meeting, the SC Zone meet was made a 14&U meet. This resulted in new qualifying times which will be posted soon.
- Since there were no bids for a 2020 South Region LC Sectionals, contingency plans were made for the meet in Buffalo.
 - Moved from 3-1/2 days to 4 days
 - Limited to Eastern Zone athletes only
- A proposal was endorsed to make the regular entry deadline earlier for Sectionals to allow for better pre-meet planning.
- The committee endorsed a proposal to make the LC Zone meet 14&U.
- Since the SC meet in 2016 was extremely large, there is concern about the size again in 2020. The zone will send out a form to try to gauge the interest. Jerry Adams, Marcie Callan and I will be working on that.

- I presented a study I did of the trends (by LSC) at the LC Zone Meet over the last five years. Several LSCs, including PVS, have had declining numbers over that time period. Most of the LSCs have stayed consistent in their team sizes.

Eastern Zone Meeting

- The directors asked for names for the Bylaws & Policies Task Force. I subsequently submitted Kim McMillen.
- The directors asked for names for the Zone Sanction Appeals Panel. I subsequently submitted Morgon Henderson-Kunz (coach), Rich McMillen (non-coach) and Samantha Pliuskaitis (athlete).
- The Zone Directors Council, made up of the eight zone directors will now include athlete representatives from each zone.
- There was a significant discussion of concerns with holding the 2020 LC Zone Championship meet at Liberty University.
- The schedule/hosts/locations for the 2021 championship meets were approved.
- The newly elected board members are: me (director non-coach) and John Yearwood (MR – age group representative)

General Chairs Luncheon

- During this luncheon, the LSC Development Committee made a presentation about LSC governance. This generated much discussion at each table about out different practices and challenges in our LSCs. It is always good to hear what others have to say.

Times & Registration Working Together

- This meeting included the chairs of the Times & Recognition and the Registration/Membership Committee as well as our staff contacts. The two committees have many common elements. We decided to begin holding combined committee meetings and workshops, although the committees will still remain distinct.

Times Workshop

- This workshop was led by me and the committee's staff contact, Larry Herr
- Topics Covered in the workshop were:
- Review of statistics on the number of meets/times loaded into SWIMS over the past year
- A presentation on the various meet categories and the duty of the Times Officers: sanctioned, approved, observed, Paralympic meets, and foreign meets
- A demonstration of the Meet Qualifier Report and other SWIMS reports
- A reminder that Top 10 Certificates will be printed again this year by each LSC. The certificate template should be available soon.
- A presentation by Pam Lowenthal of the Registration/Membership Committee about how to use SWIMS for registration recon.

Friday, September 13

Operational Risk Committee Meeting

- All were reminded of Active Shooter policies and the need to plan ahead
- The committee has created a checklist of all the certification requirements for registration. Once finalized, it will be sent out to all LSCs
- Ohio now requires Sudden Cardiac Arrest training. We may see if spread to other states requirements.
- It was suggested that if there are any specific state requirements (e.g. concussion training) that they be noted in the meet announcement.
- It was recommended that each USA-S club have an Operational Risk Director.
- It was reminded that all clubs need to keep documentation of the racing start certifications.
- Statistics were presented that show more accidents occur during practice than at meets. Coaches should be reminded that even though the facility fills out a report, that the USA-S Report of Occurrence must also be submitted.
- If you have medical professionals that want to volunteer for your meets, USA-S provides Professional Liability Insurance. Contact George Ward for more information.

Mighty Mega Reunion

- The Mighty Mega Workshop will be held November 5-7, 2020 in Colorado Springs. It is suggested that LSCs send an experienced coach and a newer coach.
- There were small group discussions of various coach-related topics, including coach leadership skills, LSC coach-driven initiatives, etc.

Athlete Leadership Workshop

- LSC General Chairs were invited to this workshop with the athletes to discuss ideas for getting athletes more involved in the LSC leadership.
- General Chairs were reminded that athlete voices matter, that we need to make sure the athletes are included in the discussions, and encourage the athletes to propose and implement their own initiatives.

Vendor Demonstrations

- Team Unify and Active/Hy-Tek demonstrated how their software suites interface with the Member Data Validation Service (MDVS).
- The goal of the MDVS is for the clubs to validate their registration files before sending them to the LSC registrar.

Coaches Open Forum

- Some of the topics discussed were:
- The idea of having smaller, more fun meets.
- The number of hurdles to coaching and club ownership has made it more difficult for smaller clubs.
- Resources for new coaches include ASCA and the mentoring program.

Saturday, September 14

House of Delegates

- Potomac Valley Swimming was awarded \$2500 from USA-S for completing LEAP 2.



- Please review the changes to the US Rules & Regulations that were passed at the HOD. There was discussion about the proposed change for USA Swimming Observers at observed meets (R-9). This proposal did pass after much discussion and clarification. It provides more flexibility in the process
- After much passionate discussion, the USA Swimming resolution to increase club membership fees from \$70 to \$250 (\$500 for first year clubs) was sent back to USA Swimming asking for more information about how the additional money would be used.

I thank all the PVS delegates for their participation in the 2019 USAS Convention and look forward to working with all of them in the coming year.



2019 USAS CONVENTION

HYATT REGENCY HOTEL, ST. LOUIS, MISSOURI –
CONVENTION HUB

View out the 18th floor window!



Tuesday, 10-Sep-2019

1. Register, meet and greet



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Wednesday, 11-Sep-2019

1. EZ Coaches meeting

- a. How to eliminate accusations of recruiting away from other teams
- b. Be LEADERS in Ethics and ONE TEAM – it's about respect
- c. MAAPP brief discussion
- d. Club registration fee increase on HOD floor for vote. Waiver process will be available for teams who cannot afford the increase. (*Vote at HOD was to send fee increase back to BOD for further framing and details which will then be brought back at next year's Convention*)
- e. Feedback on Super Sectionals held at Rutgers was that some teams dropped out due to the on/off/on nature of the meet
- f. LSC relationships – recommend improved sharing of best practices between each of the LSC's.
- g. LC Zone meet feedback – push to not include 15-18 year olds because of the number of other meet opportunities for this age group. This would allow for an additional heat for 13-14 year olds. (*This did pass.*)
- h. NJ 10 & Under age group is significantly decreasing. Brief discussion on how each LSC is reaching out to grow the sport and paying attention to the changing demographics.

2. Officials' Committee Meeting

- a. Evaluator Guidelines – Have received 29 requests recommending N3i evaluators and 12/29 are new to the list. 6 N3 Final evaluator requests have been received.



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- b. There are 201 OQM's (Officials Qualifying Meets) each year and the % of OQM's that an LSC hosts is the same % of N3 Evaluators they have.
- c. Recruiting & Retention of Officials – Goal is to increase the # of officials; looking to Masters and college swimmers to help increase as well as replenish those leaving the sport. Continue to promote a welcoming and collaborative environment – include appreciation/thank you notes, pay/reimburse for dues/bkgrd checks/registration, and swag (shirts, clipboards, etc.)
- d. Providing transparency to officials' community for how to get to National level and other championship meets (incl. Trials, etc.)
- e. Succession Planning – all officials should think about identifying experience in their organizations, identifying the pool of candidates, who their next successor could be, what training is necessary, and how to provide supportive leadership to ensure their success.
- f. Certification Process – applications and certifications are down 6% and expected to be under 2000 and that is 20% less than 2016. Average age of EZ, CZ and SZ officials is 50. Average age of WZ officials is 48. EZ had 14% of meets with 27% of the officials.
- g. Carol Zaleski (first woman **Chairman of FINA Technical Swimming Committee** (1992-2005) and currently serving as **Vice-Chairman** and the leader of interpreting and formulating the rules for international swimming) spoke to how proposed rules and rule modifications are reviewed and approved by FINA.



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- h. USA rules are published 1/annum and are essentially the rules communicated from FINA.
- i. Concussion Training now required by all officials. A one-time only certification, however, there are a few states that require re-cert every year. See the NFHS link to access the free training and certification. CDC also provides access to free concussion training and certification.

3. EZ General Chairs meeting

- a. All LSC's should send list of best practices to Jeff Allen
- b. MD LSC is experiencing an issue because the new bylaws change athlete voting period to every 2 years from 1 year. Other LSC's stated that they adopted other language in the new bylaws template and scratched this proposed change.
- c. Club Fee Membership proposed to increase from \$70 to \$250 for current clubs and \$500 for new clubs. Additionally, proposed change in Seasonal club fee to \$70 from \$40.
(Proposed at HOD but was deferred to next season)

4. Rules and Regulations Committee

- a. Reviewed rules to come before HOD on Saturday as well as the language for each.
- b. Discussed the swimsuit controversy regarding HS Swimmer in Alaska disqualified due to swimsuit fit. Sandy Searcy – Director of Sports for NFHS - National Federation of High Schools – spoke briefly to the issue stating that the goal is not to have officials focus on the backsides of male or female swimmers but to provide guidance for compliance. The disqualification was overturned.
- c. Clark Hammond to work to bring clarity around swimsuits and will put together a taskforce.



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5. Athlete Session - National Committee Fair

- a. Representatives from each National Committee met with athletes in a series of rotating roundtable discussions to introduce each committee, its purpose and how it serves the organization. This allowed the athletes to preview each and then consider applying by 29-Sep to be an athlete member. I presented as a member of USAS' National Investment Committee.

6. Keynote Speaker

- a. Trevor Moawad is the co-founder and CEO of Limitless Minds. Success is in the Simple. Talent is in the complicated. We have access to the same insights but I am open to giving those insights access to me – a key differentiator in performance. Two key elements are mental ability and ability to interact/connect with people. What's most important is to gain control of your life by removing the negativity – then the mind finds a way. Potential vs Effectiveness and to view Pressure as a Privilege.

Thursday, 12-Sep-2019

1. LGBTQIA + Affinity Breakfast

- a. Sponsored by Diversity, Equity, and Inclusion and Safe Sport. Veronica Malone talked about connecting Peter to Veronica. Peter Malone served as the head coach and general manager for the Kansas City Blazers Swim Team from 1975 to 2010. Coach Malone's most notable accomplishments was being recognized as USA Swimming's Top 25 Most Influential People in the History of Swimming and being the recipient of the 2001 USA Swimming Award for outstanding contribution to the United States and to the



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Sport of Swimming. Coach Malone was inducted into ASCA's Hall of Fame in 2009. The KC Blazers, under his direction, placed an athlete on the Olympic Team from 1984 to 2012.

2. EZ Technical Meeting

- a. Feedback on Super Sectional at Rutgers: Difficult meet due to on/off/on scheduling and the communication was pitiful. Little or no communication with the meet leadership & management. Only 400 athletes participated. Would not recommend this facility. Seniors in Buffalo: meet ran smoothly. AG in Richmond, VA: good meet in terms of eligibility. Locker room and photography issues, however, everything was handled professionally. Need to shorten timeline for Finals. Next year, earlier start time on Saturday.
- b. LC AG Meet: 964 athletes so the meet is pretty full. Warm-ups varied from 19/lane to 20/lane for 12 & under.
- c. Recommendation to eliminate 15-18 year olds from LC meet and give more opportunities to younger athletes. Older athletes have many more opportunities – e.g., AG Champs, Sr. Champs, ISCA, NCSA's, etc. (*Approved by EZ*). Format of meet is 11-12/13-14 in morning and 10 & under in afternoon. Format of meet needs to be further defined
- d. Also discussion re: prohibiting language in the Meet Announcements about restrooms and penalties (misuse of facilities).
- e. LC Meet North – change format to 4 day meet and this is closed to all LSC's outside the Eastern Zone.
- f. Super Sectional (SC) meet in Christiansburg, VA can run 2 courses. Need to move up entry deadline 1 week to assist planning for this as well as the LC meet. Consider 3 entry dates – ex. Regular Entry, Late Entry, and Corrections.



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- g. There was some confusion regarding whether clubs enter the LC meet or the LSC's enter the meet. It was clarified that the LSC's enter the meet.
- h. Next meeting date is 17-18 April.

3. EZ Business Meeting

- a. Task force to update Bylaws and Policy Manual.
- b. EZ BOR and Sanction Appeals (need names of pool of appointees to this committee)
- c. Zone Directors Council meets 3x/year via Zoom (videoconference) Athletes are invited to participate in council meetings.
- d. Zone considering offering a subsidy to Hosts unable to accommodate financial requirements of hosting a meet.
- e. Joel Shinofield – Managing Director of Sport Development for USA Swimming spoke about the proposal for increasing club dues. Specifically, increasing fees from \$70 to \$250 per year for recurring club registration and \$500 per year for first year clubs' registration. Additionally, Seasonal club registration would increase from \$40 to \$70. Mentioned the recent investment USA Swimming has made in a CRM (Customer Relationship Management) platform. It is a technology to aid in managing all of USA Swimming's relationships and interactions with its customers and potential customers. The goal is simple: Improve business relationships. A CRM system will help us to stay connected to our customers, streamline processes, and improve profitability.

4. Safe Sport Workshop – Coaching Boys into Men & Athletes as Leaders

- a. Valencia Peterson, Founder and CEO of Open Door Abuse Awareness Prevention (ODAAP) Program that aims to prevent sexual assault and intimate partner violence by providing trauma-



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informed prevention education to youth and shared examples of tools. Coach V's philosophy is prevention, which is the most vital aspect of intervention in today's struggle against sexual assault and intimate partner violence. Additionally, she spoke to adolescent and college student psychological well-being.

5. Athletes in Leadership

- a. 3 youth Leaderships approved for next year.
- b. Camp to talk about governance – Athlete Leadership Summit. There is a push to bring these programs to the LSC's.
- c. 1 day Summit (6-8 hours) with 20-40 athletes in attendance with even gender ratio.
- d. Reaching out to athletes who are not yet involved at the Board level or on a committee.

6. Facilities Development – Panel of Aquatic Experts

- a. Discussion regarding new pools, renovated pools, air & water quality, pool equipment options, grants and marketing, and other related topics.
- b. Parks Bond paid for an aquatic facility to be built in Federal Way.
- c. \$18MM to build a 50 meter pool – 21,000 square feet and includes a bulkhead.
- d. PPCB's (personal care products such as conditioners and perfumes) are causing more pool problems than urine. Lanolin based soaps clog pool filters. 30 second showers will eliminate 80% of the problems.
- e. CDC is working to develop a model code for pools (includes from building to operating a pool), however, this must be adopted at the state level in order to become a law. 13 states are currently reviewing it. **ACTION** – Verify if MD, DC, and VA are reviewing/considering this.



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7. Women Leadership Reception

- a. Provided an opportunity to meet and network with women and men in Swimming.

Friday, 13-Sep-2019

1. Women in Aquatics Breakfast

- a. Great opportunity to speak with women and men from various LSC's around the country.

2. Treasurer's Workshop

- a. Doug Barker from First Western Trust discussed USA Swimming's investments, philosophy and some of the funds currently held by USAS.

3. Officially Awesome – A Celebration of Officials!

- a. Assigned Team of Officials for 2020 Olympic Team Trials was announced with Meet Referee as Clark Hammond.
- b. Asst. Administrative Referees: Peter Lagow and Lisa Olack, Administrative Referee: Jacki Allender,
- c. Chief Judges: Dana Covington, Kim Downs, Jason Johnson, Trish Martin, Mike Urbanowicz, and Lisa Vetterlein, Team Lead Chief Judge: Don Hougardy,
- d. Deck Referees: Jamie Cahn, Sandy Drake, Jim Holcomb, Kathleen Scandary, and Wayne Shulby
- e. Head Starter: Denice Wepasnick. Additional Starters are Dick Duncan, Eric Peterson, Fran Werner
- f. Time Trial Referee: Mark McCaw
- g. Underwater Camera Referees: Robert Broyles and Dan McAllen

4. NBOR/ZBOR

- a. Recommending to eliminate ZBOR's and have all issues move directly to NBOR. NBOR has heard very few cases since the



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Center for Safe Sport was launched. Prior to this, the NBOR would hear 90 cases per year.

- b. Consideration for LSC Administrative Review Boards and their role as this does not exist for every LSC within each Zone
- c. Affiliate agreements with rules for LSC's are being issued and need to be signed by 1-Jan-2020.

5. Meet the Candidates

6. House of Delegates

- a. Memorial Presentation, USA Swimming Foundation Report, BOD Chair's report, State of the Sport, and Awards

Saturday, 14-Sep-2019

1. HOD

- a. Membership Report, Credentials Report, Board Election, NGB Financial Report, Life Members presentation, LEAP Awards, Presentation to Past Board Members, Rules and Regulations, Adjourn

2019 USAS CONVENTION NOTES

Here are some highlights of what I learned from the Operational Risk perspective:

1. Injuries are still underreported. Coaches need to be reminded that they need to file a report with USA Swimming even if they already reported it to the facility where the injury occurred. It should be clear who has to report the injuries to USA Swimming at meets: Coach? Meet Director?
2. It is important to educate coaches on the importance of learning about Operational Risk- why injuries are occurring and how to reduce the incidences. This should occur at the LSC level.
3. There is a growing emphasis on the Return To Sport (RTS-swimming specific) and the Return To Learning (RTL) after concussions. Studies have shown that it is really important to get the athlete back into the learning environment as soon as possible. This reduced the negative effect on academic performance and emotion state of mind.
4. It is anticipated that Sudden Cardiac Arrest (SCA) education will be required in the future.
5. It is important to educate LSCs and clubs about Good Samaritan laws and USA Swimming's Professional Liability Policies when nonmembers respond to injuries on deck.
6. Concussion training requirements vary by state. Some states require that you have their state-specific training.

After the Operational Risk Committee meeting, I was inspired to do some research into how other LSCs approach Meet Director training. One of the key pieces of the training is the Meet Director's Handbook. I have downloaded several other LCSs' handbooks to see how they approach the position. My goal is to update the PVS Meet Director's handbook which will include making sure that all documents are current and making it easier to navigate and search.

I attended several Officials meetings. There was a lot of discussion on recruiting, training, mentoring, retention, and succession planning. I was impressed by the athletes who spoke about their appreciation for officials. I plan on having some athletes speak at my club's next parent meeting as a recruiting tool. Succession planning in all aspects of swimming (officials, club, LSC, and national level) is important. One needs to balance experience with new opportunities. There should be more "supportive" leadership where the more experienced official mentors by stepping back and let the mentee learn by doing.

There was not a lot of discussion regarding MAAPP which surprised me. I believe that all of us have many questions about its implementation, particularly regarding the coach to athlete communication and how to put into practice the many of the rules, such as officials/coaches and athletes having to use separate restroom facilities.

Carolyn Kotarski
Operations Vice Chair

USA Swimming Convention Report

Evan Stiles- PVS Senior Chair

Eastern Zone Meeting- Wednesday, Sept. 11

- Recruiting
- Sharing
- Retention of 10 & Unders

Club Development- Wednesday, Sept 11

- USA Swimming #'s- 2nd highest total
- Over 25,000 registered as Flex

Senior Development- Wednesday, Sept. 11

- US Open- LCM- 12/4- 12/7 @ GA Tech
- Winter Junior's- SCY- 12/11- 12/14 @ GA Tech- LCM Time Trials on Tues, 12/10
- Olympic Trials- LCM- 6/21-6/28 @ Omaha, NE
- 2020 USA Swimming Invitational- LCM- 8/4-8/8 @Indianapolis, IN (Combo US Open/USA Swimming Jr Nationals)
- 2020 US Open- 12/2-12/5 @ TBD
- 2020 Winter Junior's- 12/9-12/12 @ TBD

US Open – Relay Swimmers will be allowed but they cannot Time Trial.
2 Bonus events per swimmer with individual cuts.
There will be cuts for 800 and 1500.

Eastern Zone Technical Meeting- Thursday, Sept 12

- Review of LC Sectional meet at Rutgers- lots of pre-meet issues
- Senior Zone Champs meet at Buffalo- language in meet announcement about proper locker room usage. Swimmer removed for using wrong locker room.
- LC Age Group Champs at Richmond- try to end Finals earlier
- 2020 Age Group Champs- 2 heats of Finals
- 2020 Sectional Qualifying times- unchanged
- 2020 LC Age Group Zones- 15-18's have been removed from the meet
- Spring LC Sectionals-
 - move to a 4 day format
 - no out of Zone teams
 - relay only swimmers can Time Trial

- there will be an on-line “commitment” form for attending teams
- entry deadline will be moved up 1 week

Eastern Zone Annual Meeting- Thursday, Sept 12

- task force to review By-Laws
- Zone Board of Review- could move to National Board of Review
- Spring Sectional LC meet in Buffalo- 4 day format; SC meet in Christiansburg
- Summer Sectional in May will be in Richmond
- Summer LC Zone meet @ Liberty University- as 14 & Under meet
 - Much discussion about the use of Liberty U. and inclusion
 - Athletes proposed that future meet bids include language that locations follow the USA Swimming Code of Conduct and DEI policies.
- Possible 3 meet Zone Open Water series

Athlete Leadership in Your LSC- Thursday, Sept 12

- LSC Leadership Summits- 1 day- 20-40 swimmers of high school age
 - Leadership Style & Values
 - LSC Governance

Facilities Development- Thursday, Sept 12

- Cooling outdoor pool temps- aerators
- Recommended air temp- +2 degrees over comp pool; should not be set at over 87
- Personal Care products causing more issues than peeing in the pool. Chlorine is having trouble burning the new chemicals in these products that weren't around 30 years ago.
- Shower prior to getting in the pool
- Model Aquatic Health Code

Mighty Mega- Friday, Sept 13

- Broke into groups of random LSC's- shared ideas

Stroke Technique- Friday, Sept 13

- Russell Mark reviewed the success of the Butterfly Revolution
- Next Challenge to coaches- USA Distance Pride

House of Delegates- Saturday, Sept 14

- USA Swimming proposed to raise Club membership fee to \$250. This proposal was directed back to USA Swimming to come up with more definitive plans for programs that this extra money will be used for.

USAS Convention

September 11-14, 2019

St. Louis, MO

Jessica Fry-Mack – Senior Coaches Representative

Wednesday, September 11

Eastern Zone Coaches Meeting

- Jeff Allen led the discussion; covered a variety of topics, but nothing earth shattering
- No coaches had issues with MAAPP; everyone seems to understand the reasons why it has to be done
- How can we recruit and retain 10 & Under swimmers in the sport; offer lower dues and less practice time so young athletes can play other sports
- Jeff brought up the idea of getting the Zones to communicate more so we do things in a more streamlined way
- LSCs are encouraged to put together leadership weekends, clinics, etc. (Commonwealth Swimming and South Short YMCA put a women's She Leads type camp together and it went very well)

Diversity & Inclusion Committee Meeting

- D & I has been changed to DEI to include Equity in the name
- MJ Truex introduced new USA Swimming staff member, Ashanee Player
- Athletes can follow steps listed online at www.usaswimming.org/changerequest to request a change in their competition category
- Some committee members were unsure how Liberty University was even considered to host the Eastern Zone Diversity Select Camp; how can we prevent this in the future?
- Juan Caraveo has put together a taskforce to come up with a minimum time standard for Diversity camps so that we are heading in the right direction of those same kids making the National camp

Keynote Address – Trevor Moawad

- Trevor described the power of positive thinking and how important it is for athletes to push negative thoughts out of their heads
- Negative thinking increases the probability 40-70% that the bad thing you don't want to happen, will happen
- Having negative thoughts can influence how others feel
- Did a few exercises that involved how we think in a quiet setting and pressure settings (somebody looking over your shoulder and somebody trash-talking); I am going to do this with my senior swimmers at our retreat in October
- People talk to themselves 800-1400 words a minute/it's important to tell yourself what you CAN do and do well
- Mental training is just as, if not more, important than physical training
- Pressure is a privilege

Thursday, September 12

LGBTQIA+ Affinity Breakfast

- Veronica Malone, a world-renowned swim coach and founder of the Kansas City Blazers, shared her story of transitioning to a woman and how it has shaped her advocacy and work following her retirement from coaching
- It was truly a blessing to be able to hear Veronica's story; she shared her struggles in her relationship with her wife and even what she loves to do, like shopping and buying shoes

Eastern Zone Technical Planning Committee Meeting

- Committee members were in agreeance that LC Zones should be a 14 & Under meet
- Issues with Sectional meet at Rutgers; teams felt it was difficult to plan for it being on, then off and on again
- Senior Zones in Buffalo (which I had a coach attending with athletes) removed a swimmer from the meet for a day because he entered the wrong restroom; punishment seemed harsh for most likely a mistake, important to post signage where everyone can see and coaches need to pass onto their athletes
- Spring LC Sectionals will be moved to a four-day meet with numbers; Jerry will work to post a commitment form to gauge interest

Eastern Zone Business Meeting

- Athletes proposed that the Eastern Zone does not host meets at facilities that do not follow USA Swimming's Code of Conduct
- Elections for new board members
- Meet locations were announced from the technical planning committee meeting (Spring Sectional – Buffalo, SC Sectional – Christiansburg, LC Zones – Richmond)
- Four-day format for Summer Senior Zones
- Will create intention form for teams to fill out showing interest and meet/if numbers are high, board will make changes to meet
- Summer Zones will now be 14 & Unders only
- Mike Unger – club dues increase recommendation (\$70 to \$250, first year clubs would pay \$500, season would go from \$40 to \$70), hardship cases would go to the board if they cannot afford the increase, 4 year deal-will be no increases

D&I – Unpacking Your Backpack Part One & Two

- Stephanie and Abby emphasized the importance of having the understanding and resources to navigate discussions about diversity and inequality in our daily life (school, work, sports, etc.)
- We spent a good amount of time talking about microaggressions and how to effectively challenge them and how to minimize implicit bias and stereotype threats to create more inclusiveness
- Worked through an exercise in which we took pennies from the center of a table as we answered yes to questions about our own personal lives and put pennies back if we answered no; talked about how it made us feel during the activity (guilty, embarrassed, privileged, etc.)
- This session was very interactive; worked with a partner to talk about a personal social identity and implicit bias; was able to gain a better understanding how to work through

biased co-workers and how our social identity plays a major role in how we communicate and interact with others

Friday, September 13

Zone Diversity Select Camp – Closed Meeting

- I was part of a taskforce put together by Juan Caraveo w/ USA Swimming; our task was to go through time standards achieved by past Zone Diversity Select Camp attendees and to recommend a standard that we feel is fair to the population, but also competitive
- One coach was assigned to a Zone in which they worked; USA Swimming provided a large amount of data separated by LSCs and ethnicity and broke it up into time standards achieved by each group
- We have a lot of athletes that are not reporting or reporting “some other race” so it is difficult for us to really see how recommendations impact a certain ethnicity
- All four Zones are recommending that a swimmer must meet a 13-14 AA time to apply for the camp
- We discussed only pulling swimmers into the camp that have reported ethnicity, but are worried about how that will impact camp numbers
- Our goal with creating a recommended time standard is to align the Zone Diversity Camps w/ USA Swimming Camp progressions and to make sure the camp attendees are more similar with ability

Educate. Initiate. Celebrate.

- Maryland LSC put together a round table to discuss DEI issues; this session was an intro to what a round table could look like and how to bring it to your LSC
 - Find a support system to help bring questions and concerns to the board
 - Need \$\$\$ (MD designed shirts and lanyards for people that came)
 - Where would it be hosted (coaches, non-coach/volunteer based, athletes) – churches, schools, libraries, limited to about 15 per group
 - Maybe need to serve attendees breakfast or lunch/snacks
 - What questions do you want to ask to the round table; have a plan and limit each question to a certain time (6-10 minutes)
 - Athlete table with an athlete facilitator
 - Coaches table with a coach facilitator
 - Non-coaches table with a non-coach facilitator
- This is a great idea and really serves as a great tool to get members of the LSC talking about important DEI issues and how to resolve them and put new plans in place

Coaches Open Forum

- USA open water/distance swimming is not competitive compared to the rest of the world; how can we get kids excited about it?
 - NCAP has a Gold Patch Program that requires 14 & Under swimmers to swim longer events to earn the patch once all events are swum and earn bars once a certain numbers of time standards has been met in an age group
 - Distance Select Camps – can USA Swimming bring this back and can LSCs start their own

- Can USA Swimming take a look at MAAPP and reconsider the requirements for 18 & Under coaches that work/volunteer on deck
- Several coaches have issues with raising annual club dues; where is this extra money going specifically and how will it be used to help clubs
 - Joel Shinofield described that the NGB offers many more things than it did 30 years ago (education, tools like DeckPass, visits by USA Swimming Staff members, etc)
 - Coaches demanded that a tangible list of where the money is going be offered to the HOD

Meet the Candidates

- Loved hearing from each of the candidates and how their careers can impact USA Swimming should they be voted onto the Board
- I was excited to see 6 of the 8 candidates running were women; this shows that our work on the Women's Taskforce with Susan Teeter is successful

House of Delegates

- Enjoyed the memorial and awards presentations and hearing Rowdy Gaines speak about the USA Swimming Foundation; would love to get involved and to see PVS teams get more involved with this great program by fundraising for donations or offering swim lessons/volunteering

Saturday, September 14

House of Delegates

- Reports were given and the board election was completed (two women and two men!)
- PVS was awarded a check for \$2500 for completing LEAP 2
- Presentations were held for Life Members and Past Board Members
- The hot topic of this HOD was raising the annual club dues; it did not pass and was handed back to USA Swimming so they can come back with more discernible information

2019 USAS Convention | St. Louis, MO

DEI Chair Report - September, 23

- **Wednesday, September 11**

- Wednesday was the first day of convention for me. I attended the keynote speakers address about the power of negative thinking, and developing an elite mindset. This talk was highly informative for coaches with young athletes and I found it extremely useful. I have already shared many of the insights covered at this specific talk with my senior level athletes.

- **Thursday, September 12**

- Thursday was a full day of talks and meetings:
 - **LGBTQIA+ Affinity Breakfast** - Guest speaker Veronica Malone who is now retired, but had a long career as a highly successful club coach for the Kansas City AquaBlazers. Veronica is transgendered and shared her journey as a transgender woman having to navigate the pool deck for decades as a male coach. I found this talk highly inspirational, and informative about the struggles that so many transgendered athletes, coaches, and officials must deal with on a daily basis.
 - **Eastern Zone Technical Planning Meeting** - a review of summer LC meets was done. Also covered the schedule and forming of SC and LC Zone meets for 2020 and 2021.
 - **Eastern Zone Business Meeting** - probably one of the most exciting (and longest) meeting of the week. Several chairs gave their reports and a new general and age group chairs were voted in. I was please to see a motion pass that prohibited the eastern zone from doing business with an organization or group that does not adhere to USA Swimming's code of conduct as it relates to discrimination. This issue came up last year at convention when the Diversity Select Camp was scheduled to be held at Liberty University. USA Swimming later stepped in barring the camp from being held there as the schools student code of conduct was in direct opposition to USA Swimming's code of conduct when it came to respecting the rights of members from the LGBTQ community. The eastern zone athletes were the ones to actually put forth the motion, showing the true power that athletes can have when it comes to governance.
 - **Safe Sport Workshop/D&I 101** - I split time in both of these sessions as I had already attended a number of D&I 101s before and wanted to hear a little bit about this SafeSport topic. The talk centered around the power that coaches and teachers can play in the lives of young people, especially young men. Often in our society we tell boys to be tough and hide their emotions, or to express themselves in more physical ways through sport. Many young men who have gone through life altering traumatic experiences are extremely vulnerable and susceptible to violent

behavior if they do not have a positive outlet for their aggression and mentors to help them deal with their emotions. A very powerful presentation.

- **DEI 1 & 2: Unpacking your Backpack** - This DEI training was broken up into two sessions. We covered basic vocabulary of terms and theories common in DEI studies: microaggressions, stereotype threat, implicit bias, and intersectionality. These talks are always informative and help me as a chair to better understand the complexity of DEI work and the time it takes to really reach and communicate with individuals from marginalized groups. We also did an exercise involving power/privilege recognition, and how people's lack of power in one area often intersects with another area creating a double or triple burden on them. This is important to remember in DEI work as we look to create policies and strategies to help disadvantaged populations gain access to the sport.
- **Friday, September 13**
 - Friday was a lighter day meeting wise, but I was able to connect with many DEI chairs and network with them about ideas for the future of DEI in our LSCs.
 - **Educate. Initiate. Celebrate.** - This meeting was led by National DEI board member Wade from MD LSC. He led a workshop where he discussed how to create and implement a round table discussion for members in your LSC. Often DEI chairs must deal with sensitive or taboo subjects and are tasked with outreach to marginalized groups. Often times these discussions can be difficult to get started and can become explosive very quickly if not handled with the time and care necessary. Wade's workshop show DEI chairs how to engage marginalized members of our communities to get them to sit down with other members of our LSC to discuss challenges they face and the best way to help encourage and include them in the vision of the LSC moving forward. The key takeaway from this talk is that you really have to engage athletes to take part in these initiatives as they are more likely to gain support than adults are.
 - **Conversation Corner** - The Western Zone DEI chairs hosted a networking session for all DEI chairs where we were able to meet and collaborate with other chairs to discuss challenges that we each face in our LSCs and strategies to overcome those challenges. Many DEI chairs are appointed positions or non-voting positions in other LSCs and so they struggle with getting board support and funding to do any type of meaningful programming in their communities. We all agreed that additional DEI training should be required of all board positions so that we are creating inclusive boards and therefore the policies coming from those boards have a better chance of being inclusive for the entire LSC.

- **Meet the Candidates** - Panel of candidates for the new open board positions. Panelists fielded questions about their ability to function on the executive board and their plan for the future of USA Swimming.
- **House of Delegates Awards Ceremony** - Awards and recognition for the 2018-2019 year were handed out. We heard the reports from each member of the Board of Directors.
- **Saturday, September 14**
 - At House of Delegates the major topic to be voted on was the increase in club dues. USA Swimming had not raised club dues in many years, and citing upgrades in programmatic services to clubs in that same span of time, the Board recommended that we vote to increase our club dues significantly. The major points of contention surrounded what the increase would do to small and/or rural teams who do not have a large membership to pass the cost onto or simply absorb the fee increase. Another point of contention was the lack of clarity in terms of exactly where the additional revenue would go to. Citing the incompleteness of the explanation around where the fees would go and the fear of killing small and rural clubs as a result the recommendation was sent back to the Board for presentation at the 2020 convention.

*Submitted by:
Rob Green*

Mike O'Shaughnessy
PVS Safe Sport
USA Swimming Convention Notes

I attended the USA Swimming Convention in St. Louis from September 11-14, 2019. I attended various meetings, including the Eastern Zone Business Meeting, Rules and Regulations meeting, House of Delegates meeting, Keynote Address, and "Getting Athletes Involved" presentation. These meetings were very useful to understand the new initiatives within USA Swimming that will affect our local LSC, but my primary focus was on the Safe Sport meetings. With respect to Safe Sport, I (along with Greg York) attended the Eastern Zone Safe Sport Meeting on Wednesday, the Safe Sport Workshop on Thursday, and the LSC Safe Sport Chairs Workshop on Friday. These meetings reinforced the work we are doing within PVS, and provided some updates on USA Swimming's initiatives.

The most promising observation was that the Safe Sport meetings were literally overflowing with people. Many attendees were forced to sit on the floor or stand in the hallway. This suggests that people are recognizing that Safe Sport is an important part of our sport. Other information to be brought back to the LSC includes:

1. At the Eastern Zone Safe Sport meeting, the Athlete Fellows delivered a presentation on getting athletes involved in safe sport. They noted that athletes are much more likely to listen to other athletes, and having a respected peer deliver the message of safe sport may prove more effective in achieving our goals
2. At the Safe Sport Workshop, we heard from members of the "Coaching Boys to Men" organization in Philadelphia. This organization discussed the important role coaches play in the development of the person. The key take-away is that coaches should serve as a good role model and help support athletes. The teachings of "Boys to Men" will serve as the foundation for the forthcoming "Safe Sport Monday" program.
3. At the LSC Safe Sport Workshop, we talked about some negative safe sport examples in the media, including Christopher Wheat (Indiana), which reflect how adults can groom minor athletes, leading to abuse. We also discussed some of the initiatives undertaken by USA Swimming Safe Sport and the US Center for Safe Sport, including:
 - a. The new US Center for Safe Sport web page (<https://uscenterforsafesport.org>), which hopes to make training information and resources more easily available (including age-specific training)
 - b. The production of new webinars
 - c. The requirement for concussion training
 - d. The updated "Learn Portal," including Athlete Protection Training and USADA "Coach's Advantage Training," which all coaches must complete by Jan. 1.
 - e. Safe Sport Recognition – As we have observed, the rate limiting step continues to be the online training for athletes and parents. I have provided detailed walk-through, but clubs are still balking at completing the training. We will continue to push on it.
 - f. Other programs (Train the Trainer and Meet in a Box) still under review

National Officials Committee Business Meeting: In some respects this was a business meeting, but mostly not. Yes, each of the subcommittees briefed their on-going efforts and reports from the international meets. All of the subcommittee presenters also presented the same material at the Officials Chair Conference in Charlotte, NC, so it wasn't much new learned. There was some discussion of the new requirement for concussion training for all officials. This was new. Gina Mensay from member services recognizes that there is a need to be able to view this information in OTS. Currently, it is only viewable in SWIMS, which the officials chairs don't have access to. Also, of the two platforms to take the concussion protocol, NFHS and CDC, NFHS is the recommended platform for one reason. The certificate from the NFHS site can be retrieved after the fact, but not with CDC site.

Rules and Regs Committee Business Meeting: The list of HOD rules items were reviewed and a number of items were discussed in the business meeting. Of note, the change of the wording for the requirement to have USA-S observer on the deck versus at the end as previously stated. After hearing the reason behind the new rule, I am happy that our local high school association and LSCs understand the value in being in position to properly observe swims per the USA-S rules for these observed meets. There was a bit of discussion about the recent swim suit coverage DQ at an Alaska High School Meet.

The Key Note talk with Trevor Moawad was one of the highlights of the conventions and I will try to incorporate the neutral thinking, versus negative thinking in my mentoring and the mentors I get a chance to work with. Negative thinking is 4-7 times more powerful than positive thinking and needs to be avoided.

Eastern Zone Business Meeting: This meeting was not well controlled from a parliamentary procedure stand point. It was an example of what can happen when we let the rules that govern such meetings break down. The other highlight of this convention was seeing the Athletes of the Eastern Zone find and use their collective voice in the matter of Liberty University. I will hopefully use this as an example to get the athletes on the officials committee more engaged to use their voice.

Met with two LSC officials chairs, separately, to review the PVS travel reimbursement policy. Some LSCs that lack a travel education reimbursement policy had heard that PVS has a good program. Having had these two meetings and listened to the state of the sport briefing by the Chairman and CEO and their talk about enhanced coach education had me thinking about funding for official education from national. If they are investing in coach education as one of the four tenets for the next year, why not have a program to enhance opportunities for officials from national for LSCs that don't have the budget to host OQMs or send officials to Zone or higher-level meets. I'm working on a draft proposal.

I was able to reconnect with some officials I had asked to be evaluators at 2020 PVS OQMs, and push them to get me a response.

Officials Committee (celebrating officials): The assigned team for Olympic Trials was announced. No PVS officials were on the list. The remainder of the Olympic Trials deck officials will be notified in mid-October 2019. The average age of an official is 51. We need to at least try to recruit at younger ages. I'm trying to schedule a former PVS athlete clinic targeting college students before the end of the year.

I assisted Kurt Thiel setup for the Playing by Robert's Rules workshop. He was a late add as an instructor, since Dan McAllen couldn't attend.

Dave DiNardo
USA Swimming Convention Notes

I attended the Convention from Wednesday through Saturday. Many Board Members have presented summaries of the Meetings I attended. I did make some notes which are outlined below:

Officials Committee Business Meeting.

Under the new Leadership Team of Amy Hoppenrath and Kathleen Scandary the Committee appears to be more open and transparent.

FINA Travel - All Officials who worked International Events were recognized. In addition, Meet Referees for National Meets were recognized.

FINA Series - Carol Zaleski, FINA Technical Chair, updated the group on this event.

Survey - All LSC Officials Chairs, and those who attended Winter National Meets were sent a Survey in January. Much of the Committee's efforts has been guided by the Survey results.

Evaluation Committee (Dana Covington) - Increase number of N3 Evaluators. July 139 N3 Evaluators. 4 removed. 29 Recommendations. Goal - Create more transparent and helpful Evaluation Process.

Recruitment & Retention (Bill Rose) - Goal get more people get involved. Look at how individuals (Meet Refs, LSC Officials Committees, etc.) encourage involvement.

Succession Planning (Amy Hoppenrath) - Transparency (Trials selection process). Look at how to identify, train and mentor your replacement(s).

OTS (Marie Walling) - Down 6%. OQM's ~200 per year.

Rules (Carol Z/Clark H) -

FINA entertains rules changes once every four (4) years. Next Congress is scheduled for 2021 in Japan. Proposed new Rules go from the Committee -> Bureau -> Congress/Approval.

USAS - Rules Committee worked hard to minimize the number of changes.

Uniforms - Blue Shirts will be out after December 2019 National Meets.

Concussion Protocol - Training will be required as of January 2020. One-time requirement for USAS. Must provide certificate to your Registrar. May require renewal, depending on the State where the Meet is held.

Rules & Regulations Committee Business Meeting

Due to the limited number of proposed Rule Changes, this Meeting was much shorter than in years past. Nothing extraordinary was proposed/considered. The Meeting ended early and the Friday morning session was cancelled.

Registration/Membership Committee Meeting

This meeting was also rather perfunctory in nature. Staff has been working with a 3rd party vendor to implement a new Registration validation program that should make the links between SWIMMS and Registration much smoother.

CAFTA

This program was oriented towards Facility Managers and those who are involved in the Operation of aquatic facilities. Of note was the wide disparity in lane rental costs. In some LSC's lanes are available for rent for as low at \$8 per hour. Most areas are in the \$14-18 range.

We would like to thank PVS for the opportunity and the support that made it possible for us to attend and participate in the 2019 USAS Convention in St. Louis. We had no idea what to expect and it was an amazing experience. We met many people including athletes from all over the US and spent time understanding the sport and operations from a different perspective.

We learned how to participate in meetings using Robert's Rules, and how the governing of USA Swimming and Potomac Valley functions. This is particularly important as we look at how we can affect PVS and USAS going forward.

We met many people from all over the country, including many people (athletes and coaches) from the Eastern Zone who helped us to understand the way Convention was run. This was particularly helpful as these folks were able to fill in the blanks and the history of the organizations, this increased our understanding of these organizations. They were also very helpful in showing us how to better communicate to PV athletes about our role in the LSC (Maryland was especially helpful with this).



The Executive Athlete Committee was also helpful in educating the athlete participants about involving more athletes within our LSC's in the different committees (D,E, & I, Safe Sport, and Clean Sport). They focused on using our athlete voices and making sure our needs and wants our heard in our LSC. This in particular resonated with us because we know PVS has a huge opportunity with regard to the athlete involvement. Now that we are more educated and

informed about the topic, we are extremely excited to start getting more athletes involved. Our plans include some social media options and actual athlete meetings or social gatherings.



The keynote speaker was amazing in addressing mindset. This was more helpful on a

personal scale, however, it was a great reminder that things take time. That being said, we are prepared to take on larger projects within the LSC and be prepared to run into red tape along the way.

One of these projects will hopefully be an Open Water meet hosted by PVS. Molly in particular, went into Convention with this idea in mind, and was able to get tons of helpful feedback. We met with athletes, coaches, and officials alike to discuss the ways PV could go about putting this project together. They explained a lot of the logistics of an open water meet and stories of success and failures (i.e. the Eastern Zone Open Water Circuit). All in all, we learned a lot about open water meets, and am excited at the prospect of putting one together.

Sam has expressed an interest in working with the competition committee to bring back a more “teamy” and “pumped up” environment to our JR and SR LSC Championships. They currently are more like a last chance meet and have too many athletes scratching events and avoiding relays.

On that note, being able to vote on and analyze new rules to USA Swimming was extremely helpful. It was such a great opportunity to better understand the processes that we will see in the future when working on projects and participating in board meetings as an athlete representatives.



Again, this was an amazing opportunity for both of us and we are very grateful.

Molly Kennedy and Sam Pliuskaitis

October 14, 2019

USAS CONVENTION 2019 REPORT

1. MISSING PHOTOGRAPH

See Ellen Colket's report she used the photo I was going to use!

A. First Timer Workshop on the 11th of September

- i. The workshop was worthwhile even though this was not my first convention. They covered all the changes in format which had occurred since my last one.

2. OPEN WATER DEVELOPMENT COMMITTEE (WEDNESDAY)

A. LSC Involvement

- i. The meeting emphasized the new direction USA Swimming has launched on with Open Water Swimming. The focus is on development at the LSC level with actual Open Water events providing opportunities for higher level event selection.
- ii. Development of a standard OW Sanction Template. I'm currently in work on providing a response since PVS has a body of water available for OW Training and Competition once more.

3. RULES & REGULATIONS COMMITTEE

A. (Well covered by other attendees)

4. KEYNOTE ADDRESS

A. Trevor Moawad provided a memorable presentation

- i. My main takeaway was the power of NEUTRAL thought triumphing over Positive Thinking and most assuredly over Negative Thinking.
- ii. The secondary item was concentrating on our interactions with others and the positive effect we can have on group dynamics by application of The Golden Rule.

5. EASTER ZONE BUSINESS MEETING (THURSDAY)

- ### A. The need to follow Robert's Rules of Order was clearly demonstrated with the session spiraling into anarchy. If we are to "Respect the Majority, respect the minority, respect the individual, respect the absent and respect the body as a whole.

- i. I have been invited by the Eastern Zone leadership to perform the function of Parliamentarian at future meetings.

6. VENDOR DISPLAYS

- A. Of particular interest were swim caps purporting to reduce the risk of confusions. Unfortunately no documentation is available on the efficacy of the various Designs since it is currently considered proprietary.

7. ATHLETE LEADERSHIP IN YOUR LSC

- A. Interesting session also covered well by other reporters in depth.
 - i. I had numerous discussions with Athletes on the usefulness of Robert's Rules of Order in their striving for leadership positions within their respective LSC.

8. WOMEN'S LEADERSHIP RECEPTION

- A. An excellent opportunity to learn about the aspirations of women within our sport. I used the opportunity to talk up Open Water. I also enjoy the well informed attendees present and the most excellent catering. A not to be missed reception!

9. PVS DINNER

- A. Enjoyable group conversations while breaking bread together.
- B. I was WELL watered by our Server!

10. OPERATIONAL RISK COMMITTEE MEETING (FRIDAY)

- A. (The meeting was well covered by our General Chair as well as our Operations Vice Chair)
 - i. Two items to add are that PVS (One of the Safest LSC) has always done a good job of reporting incidents at Swim Meets as well as coaches during training and events.
 - ii. Referees' in their leadership role at swim meets are responsible for ensuring that all Reports Of Occurrence (ROO) are completed covering incidents involving swimmers, coaches, spectators, volunteers and officials. Coaches are responsible for all ROO at all other events involving training or covered social events.

11. AT THIS POINT MY CONVENTION EXPERIENCE TOOK A NEW TURN.

- A. I was asked by the Educational Committee Chair to cover the Playing by Robert's Rules for Can McAllen who had a meeting conflict. I unfortunately missed; A Team Approach Today for a Better Tomorrow and #Officially Awesome to give me time to prepare for my afternoon educational presentation. I want to do a special Shout Out to Rich McMillen for keeping me sane for the next few hours!

12. PLAYING BY ROBERT'S RULES; PRESENTER

- A. I Receiver a 4.6 rating and am proud of that result. I have been informed I may be doing the presentation future conventions; I will prepare better in that case.

13. HOUSE OF DELEGATES

- A. The proceedings went really well, at first.
- B. The debate of the slate of Amendments was well ordered until the Resolution:
RES 1, Regarding USA Swimming Club Membership Fee Increase. After an initial speaker chose to offer the idea of raising the fee \$1,500.00 without making the statement into a proper Amendment to the Resolution before the HOD the debate degenerated into a series of negative speeches that were not Germaine to the Resolution before the House. After a properly Seconded Motion to Commit, the HOD voted in favor of the Motion and ended the debate of RES 1 returning it to staff/committee for further clarification. This was yet another example of the need for a Parliamentarian that can assist the Chair with Making Meetings More Manageable.

14. USAS AWARDS BANQUET

- A. Represented Potomac Valley Swimming at the banquet
- B. Was invited by the Metropolitan LSC to perform as Parliamentarian for their October House of Delegates Meeting.
 - i. I traveled to New York and helped METRO have what I was informed was one of their smoothest and shortest meetings ever. I have been invited to their Spring HOD for a repeat performance.
 - ii. I was invited to attend the METRO Referees' annual meeting which followed the HOD session. Interesting discussions and it is all covered by: "What happens in METRO STAYS in METRO!" I die receive an example of their MAAPP bag tag for Officials, Timers and Meet Marshals to share with the PVS BOD.

Respectfully submitted,
Kurt Thiel