

2022 U.S. Masters Swimming Annual Meeting - Hybrid

Committee Name: Northwest Zone	
Committee Chair: Aaron Norton	
Minutes recorded by: Sally Dillon	Date/time of meeting: September 1, 2022, 6 pm PDT

Actions Requiring Approval by the HOD: none

Motions passed: MSA to endorse Paige Buehler for the NW Zone At-Large Director position.

Number of committee members present: 16	Absent: 7	Number of other delegates present: 1
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Non delegates attending: 3

Committee members present: IW - Paige Buehler & Brian Johnson, MT - Donn Livoni, OR - Bob Bruce, MJ Caswell, Christina Fox, Sandi Rousseau, Tim Waud, PN – Linda Chapman, Sally Dillon, Steve Peterson, Walt Reid, Sarah Welch, SR – Jill Wright, UT – Aaron Norton, Bruce Schroeder.

Committee members absent: Robert Heath (IW), Jeanne Ensign (MT), Arlene Delmage (OR), Kathy Casey, Jim Davidson (PN), Jim Clemmons, Teri White (SR)

Non-delegates attending: Ken Winterberger (AK), Matt Bronson (IW), Ginger Pierson (OR)

Minutes

Chair Aaron Norton called the Zoom meeting to order at 6:06 pm PDT. USMS President Peter Guadagni joined the meeting to say “hello” and thank everyone for their dedication to USMS.

1. Actions taken between meetings: The LMSC chairs approved the minutes of the December, March, and June quarterly meetings via email.
2. Reports:
 - a. Chair: Aaron thanked Christina Fox for taking on the editor position and complimented her on the outstanding newsletters she has produced. He also acknowledged Dave Cabrey, who volunteered to be the new Zone Webmaster, replacing long-time Webmaster Hugh Moore. Aaron was pleased that our zone grew by 20% from 2021. It was good to see a member increase after the Covid related decline. He encouraged all to read his report in the September Chatter. He was particularly impressed with how well NW Zone swimmers performed at Spring Nationals. It was noted that Montana’s Charlotte Sandoval (age 99) took 6 firsts at that meet and Oregon’s Wink Lamb (100+ age group), set or re-set 11 world or USMS records at Summer Nationals.
 - b. Treasurer: Ken reported that the zone has \$5123.42 in its account. The only expense this year was \$10.55 for mailing awards to the Oregon meet.
 - c. Webmaster: Dave Cabrey, not present
 - d. Zone record keeper: Steve Darnell, not present
 - e. At Large Director from the Northwest Zone: Paige Buehler apologized for not having chocolate to share! She will bring some to convention. The BOD has met every month, dealing most lately with FINA’s transgender decision that applies to FINA events and records. The Diversity & Inclusion committee is looking at how that affects USMS, seeking a balance between inclusion, and fairness to all. Much Q2 activity featured communication between the BOD and the LMSCs and Zones. At their summer board meeting the BOD reviewed reports from the board members who met with LMSCs. There were common themes, insights, tones, and items that were surprising. It was a good activity for the BOD to make sure they maintain the connectivity with the local level leaders.

Susan Kuhlman has retired, with Gary Keehner replacing her as USMS controller. In addition to inflation pressures, there are also increases in labor costs. Overages have been approved and the BOD is looking at resourcing activities at the club level. Ongoing conversations about labor markets, inflation etc. have led to a proposal from the National Office to increase fees. The target is to be breaking even as an organization. Sandi asked what amount is in the reserve for “rainy day” concerns and Paige was unsure. Sandi said that most organizations have a specific reserve amount. She’d like to know how much is in the reserve fund and she thinks this is a better time to use those funds rather than raising fees. Paige said USMS is about a \$3 million/year organization, and she thinks the reserve fluctuates between \$3.5M and \$4.1M. Paige said we are at the height of depreciation now. Aaron acknowledged Linda’s email that asked the BOD to provide the data.

Paige said we should look at the budget assumptions. Sarah asked if the HOD still approves fees and Paige confirmed that it does. Sarah asked if there are financial meetings coming up where we can ask about fees and the budget? She also noted that since most of the budget is salaries, and we have increased staff and inflated salaries, we don't need to meet the CPI. Sandi said the finance discussion will be Sunday AM. Linda suggested USMS provide the June YTD Actual Income Statement and 06-30-2022 Balance Sheet – and past years for context. She noted that budget assumptions are not required to be out until one week prior to convention. Linda also thinks “manpower” is pushing the fee increase and she'd like to know what benefits have come for all the positions that have been added over the past 5-8 years. How and why has it changed? That information has not been available, and the transparency would be helpful. She wants to be able to make a valid logic and data-driven decision. Sandi mentioned an Aug 26 document in the financial section of the annual meeting document; it talks about recommendations but has no background data.

Paige asked about the Town Hall event and what was discussed since she was unable to attend. Sandi and Linda said the details weren't covered. Dawson Hughes invited people to talk with him offline. Linda noted that that doesn't give others a chance to learn. Dawson doesn't think people are interested in the data. Paige said feedback from the BOD/zone meeting was that it is hard to find budget information. She tried herself and found it quite difficult, noting that members are losing faith because they can't see what is going on. Linda said lack of transparency is an issue for many.

3. Old Business

- a. NW Zone meeting once a year apart from Annual Meeting: Discussed briefly at the last meeting, Aaron suggested we could plan a get-together with our zone members at future USMS events (Volunteer Relay or Annual Meeting). Paige said her original idea was to gather in connection with a meet or clinic. Tim liked the idea to gather at a meet and Sally said not all the volunteers within the zone attend meets or clinics. Sandi mentioned the plan for the national volunteer meetings. The BOD is recommending alternating between hybrid and virtual every other year. Linda said that at the BOD/Zone meeting we were told it was too much staff time to do both the Relay and Annual Meeting in person in one year. Jill said she heard it is too hard for younger people to attend for multiple day meeting events. She noted that as you get older you have more time, but the BOD wants to attract more of the younger members. For the upcoming Annual Meeting, Jill said that those attending should plan to sit together during lunch. She encouraged everyone to find each other. Sally suggested arriving a night early to future USMS meetings and have the zone gather before they begin. We'll talk more about this in future meetings.

Paige said there are two legislative proposals clarifying authority to determine the method for conducting the annual meeting: L-3 authorizes the HOD, L-4 authorizes the BOD. The Rule Book wasn't clear though in the past, USMS followed USAS's lead. Donn said the proposals are a direct result of the 2021 HOD taking a straw vote about how to meet this year.

4. New Business

- a. Bid rotation and prospective bids for 2022 and 2023 events
 - a. 2022 SCM: It is scheduled to be hosted by “other” (not OR and PNA). There were no bids. Hood River is hosting a 1-day SCM meet in November. Bob has a SCM Pentathlon in Bend in December. Both will be advertised to the zone members
 - b. 2023 Events: PNA is scheduled to host SCY champs, and it will likely be the 2nd weekend of April (Easter in 2023). Linda will ask Lorraine Masse, PNA Meets Chair, to follow up with host club, BWAQ, about their plans for the meet. OR champs may be held the 3rd weekend in May. The bids for 2023 events are due December 1, 2022.
- b. Election of NW Zone Chair: Aaron is stepping down for personal and work reasons. He started a new job and has had family and health issues as well. He has enjoyed his time as the lead of this committee. Sandi thanked him for his service. There were no volunteers or nominations. Jill Wright inquired about the responsibilities. LMSC chairs were encouraged to help find a new Zone Chair.
Reports on Try Masters Swimming Month: Aaron asked for input from those who did the program. Sandi heard from about 6 people, but most didn't show up. Her team allows people to try out their team for a couple weeks anyway at any time of the year. Aaron and Jill said they receive inquiries regularly, without the Try Masters Swimming program. Paige said 21 people reached out to her and she responded to all. 14 showed up to a practice and 9 people have joined. Linda's workout group had 22 people reach out to the coach. He made arrangements for them to come in Aug or Sept due to heater problems at their pool during July. She has noticed a lot of new people at practice. Wade prepped the whole team so they would be aware of the program. Ken said that statewide, about 15 people contacted them. About 6 showed up at his workout group and one continued on. Aaron liked that they did Try MS for a month instead of a couple weeks.

Steve noted that USMS won an award with their recent promotional video. He thinks the NO should distribute it more widely. Few seemed to have seen it.

5. Convention “hot topics”: Sally mentioned the proposal to change the R&A committee description. She is particularly unhappy that the rationale contains incorrect information. To be clear, the R&A oversees just 4 awards (RJA, DDSA, Club of the Year, and June Krauser Communications). Additionally, it’s been inferred that it has been difficult to get 4 RJA members to serve on the committee, but the current president has made it clear that he has not had that problem and there were 5 RJA recipients who listed the R&A committee on their committee choice form last year. Finally, since there is no limit to the number of people who can serve on the committee, the presence of 4 RJA honorees should not prevent others to become members.
6. LMSC reports – please refer to extensive reports in the September NW Zone Chatter at <https://northwestzone.org>
 - a. Alaska
 - b. Inland NW
 - c. Montana
 - d. Oregon
 - e. Pacific NW
 - f. Snake River
 - g. Utah
7. Other business: Tim reported that Oregon LMSC is hosting USMS Clinics and Courses in Hood River, Oregon Oct 29 & 30, 2022.
<https://swimoregon.org/events/>
 - Level 3 Masters Coach Certification (Levels 1&2 must have been completed previously)
11:30 am – 3:00 pm, Sat 10/29, \$225 fee
 - Clinic Course for Coaches, a “How-to” clinic course for coaches (Level 1 or higher required)
3:15 pm, Sat & 7:30 am Sun, \$50 fee
 - Stroke Development Clinic (for individual swimmers)
8:00 am – 12:30 pm Sun., \$50 fee (registration begins at 7:30 am)
 - Adult Learn to Swim program instructor certification course
8:00 am – 1:00 pm Sun, then 1:30-3:30 pm Sun (registration begins at 7:30 am); \$250 fee

Tasks for the Upcoming Year

1. Elect a new Zone Chair before or at the December meeting.
2. Submit bids for 2023 Zone Championship and select hosts at the December meeting.

The meeting was adjourned at 7:34 pm PDT

POST MEETING DECISION: Upon realizing that the endorsement of a candidate for the NW Zone At Large Director position had been inadvertently left off the agenda, the delegates unanimously voted via email on September 1 to endorse Paige Buehler for the position.
