

USMS NON "BLOCK" COMMITTEE/TASK FORCE REPORTS

DATABASE TASK FORCE

Committee Chair: Jim Miller, President of USMS
Vice Chair: Lynn Hazlewood, USMS Zone Chair

Committee members: Pieter Cath, Betsy Durrant, Tracy Grilli, Carl House, Leo Letendre, Jim Matysek, Hugh Moore, Patty Powis, Anna Lea Roof

ANNUAL REPORT

The Database Task Force has served in it's second year of existence as an over site and review committee for the development of the USMS Enterprise Database System. We continue to set the broad policy outlines of the implementation of the database through monthly conference calls and email discussions. It is expected that we will continue to serve in this capacity through the first quarter of 2004, at which time the responsibility for database development and maintenance will be turned over to web site administration. Following is a review of database development by Jim Matysek, USMS Webmaster/Information Technology Director and Database Project Administrator, and a compilation of action items taken during our meetings. A full set of meeting minutes can be viewed on the USMS web site at www.usms.org/admin/excom.

PROJECT ADMINISTRATOR'S REPORT

We have made significant progress on a number of database development projects this year and are currently in the planning or implementation phases for several other projects. We have been maintaining our focus on the big picture throughout the process and have implemented each of the pieces in a way that brings these formerly disparate database elements together.

One of the keys to enabling the integrated database was creating an easy method of importing the National Office registration files to the database. This feature and the new permanent swimmer ID have given us the ability to identify swimmers in every portion of the database that is implemented. Other areas that have been integrated into the database this year include the annual USMS awards and recipients, the USMS pool and long distance records, relay All American listings, and the national top ten listings. In addition to these, several key changes have been made to improve the on line entry system used for nationals and a new on line event check-in system has been created and used successfully for nationals.

The History & Archives RFP was executed this year and the development activities associated with it are underway. All of the data specified in the RFP has been converted and imported to the USMS database, and the current development activities are focused on creating web display and maintenance software for this data. Other development activities that are currently in the planning stages will integrate the usms.org e-mail aliases, the calendar of events, and the top ten photo gallery. We are also planning to roll out an on line event sanctioning application that will integrate with the calendar of events, the ability for LMSCs to offer on line registration, and will modify the on line entry system to enable it to be used for local events as well as national championships.

ACTION ITEMS

Minutes of 10/30/02

1. The committee agreed that, as we move forward with this project, we will need to consult our customers so that when a system is implemented, they will be able and agreeable to the changes in their operations. We need to resolve any potential problems before work is done.
2. The EC determined that the alternate bid process approved by the DB Task Force on September 2 was not presented to the House of Delegates at convention. The EC is, therefore, requesting the USMS

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Board of Directors approve the alternate process. The committee **MSA** - That the time frame for the BOD to vote will be 7 days from the time of posting.

Minutes of 12/11/02

1. The Project Administrator presented a Database Foundation Document and the committee **MSA** - to give conditional approval of the foundation document as a starting point.
2. The committee discussed setting up subcommittee discussion for #1) Swimmer Name and Club Affiliation Tracking and #2) Permanent Club ID and **MSA** - That issues #1 and #2 will be combined and handled by the Swimmer ID Subcommittee.
3. The committee discussed setting up subcommittee discussion for #3) Member Login and Identification and **MSA** - that issue #3 will be a topic that is referred to the Privacy Subcommittee.
4. The H&A RFP has been revised since the vote was taken in August. Carl and Patty suggested several changes to the posted RFP after which the committee **MSA** - Approval of the amended RFP.
5. The committee **MSA** that Fritz Lehman be included on the DB Task Force as a technical resource.

Minutes of 12/18/02

1. Minor revisions were made to the RFP as a result of working on the Management Plan. The committee **MSA** - to accept the revisions to the RFP as they appear above.
2. The committee then discussed the Management Plan and the naming of the Management Team for the RFP. The committee **MSA** - to accept the H&A DB Management Plan as amended.

Minutes of 1/21/03

1. The H & A Management Plan was changed since the previous meeting and the committee **MSA** - Approval of H & A Management document as amended.
2. The committee agreed to a 5-day extension of the bid deadline for the H & A RFP to allow additional bids to be presented.
3. The committee **MSA** - to set up a conference call to allow all bidders to ask questions of the management team and, following the conference call, bidders be allowed to amend their bids.

Minutes of 2/26/03

1. The committee agreed that in order for Top Ten information to be used in the Enterprise DB, it will be necessary for each swimmer listing to contain the USMS number. President Jim Miller asked Pieter Cath, Records & TT Chair, to devise a plan for the orderly conversion of our procedures so that the USMS number is incorporated in the data at the LMSC level prior to submission to the Top Ten Chair.
2. The committee discussed the report of the H & A RFP Management Team and separately approved the following action items from the report:
 - a. **MSA** - That we accept James Merrill's bid for Phase I minus the cost of the upgraded APL licenses. [James Merrill extracted the data from the existing H & A database and exported it to an online database.]
 - b. **MSA** - The web-side programming that will implement the DB will be done by the USMS Webmaster/IT Director and contractors should they be needed.
 - c. **MSA** - That we accept Sarah Stevens as a second contractor for the web portion of the RFP.

Minutes of 3/11/03

1. The committee determined that it would be necessary for us to purchase APL licenses as per James Merrill's original bid and therefore **MSA** - That we accept James Merrill's bid for Phase I which includes the cost of the licenses. [During the implementation phase it was ultimately determined that we did not have to purchase the licenses after all]
2. The committee discussed the subcommittee reports on administrative login, permanent club ID, and swimmer name tracking and passed the following motions:
 - a. **MSA** - The report on administrative login from the privacy subcommittee.
 - b. **MSA** - The report on the permanent Club ID from the swimmer ID subcommittee.

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- c. **MSA** - The report on swimmer name tracking from the swimmer ID subcommittee.
3. The committee discussed the formatting of the USMS# using the permanent Swimmer ID. A proposal has been submitted that would remove the prefix, making this a truly permanent ID number. The committee **MSA** - that as we move forward, the committee consider any situations where we can separate the permanent portion of the swimmer ID from the variable portion for instances where we do not need the full number.

Minutes of 4/22 & 5/1/03 (2-part meeting)

1. The committee disc used the implementation of the new Swimmer ID for the H & A conversion and **MSA** - that the project administrator use the new Swimmer ID in the H & A conversion and not propagate the use of the old H & A ID further than is necessary.
2. The committee discussed the wording of a letter that will be distributed to USMS leaders concerning tools that will be placed on the web site to assist the running of sanctioned events. A subcommittee was formed to make revisions.

Minutes of 5/29/03

1. It was reported that wording for the Sanctions letter was approved by email by both the DB Task Force and EC.
2. A decision was made to accommodate workout groups. Although these groups are not official USMS entities, it will be necessary to address their needs in our databases. The Project Administrator outlined a plan for handling workout groups which the committee agreed to as follows:
 - a. The committee **MSA** - that we attempt to accommodate the need to handle workout groups in the online entry system for the purposes of scoring meets that use workout group competition. Hugh Moore and Jim Matysek were assigned the task of devising the methods for dealing with the workout groups. They will consult with the affected LMSCs to confirm that we have provided them with the tools they need and report back to the committee.
 - b. Workout groups will be provided free web hosting on the USMS web server, but only as sites that are subsidiary to their official club web site.
 - c. The USMS club website listing page is scheduled to be converted to a database-driven page. During that conversion, provision will be made to allow listing of multiple web sites associated with a single registered club to accommodate the workout group sites.

Minutes of 6/26/03

1. The committee discussed the elimination of the variable portion of the USMS# and:
 - a. **MST** - to eliminate the variable portion of the USMS registration number starting with the 2005 registration year. The DB Task Force shall notify the user base beginning November 1, 2003 and periodically thereafter until the change has been implemented.
 - b. **MSA** - that we start a discussion forum among key LMSC personnel (chairs, TT, registrars) to have a discussion online on the variable portion of the registration number." The vote was 8 Yes, 1 No.
2. The committee discussed the role of DB Task Force going forward and agreed that, once the major elements of the databases are implemented, there will be no more need for continuing into the future. The expectation is that the DBTF will continue in place through the first quarter of 2004.

Minutes of 7/30/03

1. The committee discussed the verification of USMS# in data that is presented for the Top Ten database and agreed that there would have to be some methodology used (manual or programmatic) to verify the data.
2. The committee discussed legislation that would be needed once online registration is implemented and agreed on an approach. Leo was tasked with coming up with the wording and consult with Rob Copeland, Legislation Chair.

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3. The committee removed the motion from the table on the swimmer ID format and **MSD** - to eliminate the variable portion of the USMS registration number starting with the 2005 registration year. The DB Task Force shall notify the user base beginning November 1, 2003 and periodically thereafter until the change has been implemented. The vote was 1 Yes, 8 No.
 4. Since the committee voted to perpetuate the USMS# with prefix it was **MSA** - that we make the check digit algorithm available to approved vendors after executing a non-disclosure agreement.
 5. The committee agreed to discuss the development of software for the Top Ten Recorders. Pieter Cath is developing a set of specifications describing the requirements, which will be distributed to the DBTF.
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AD HOC USMS ENDOWMENT FUND BOARD OF DIRECTORS

Committee Chair: Doug Church

Committee Members: Tom Boak, Rich Burns, Sally Ann Dillon, Betsy Durrant, Mel Goldstein, Dan Gruender, Ted Haartz, Lynn Hazlewood, Carl House, June Krauser, Michael Laux, Jim Miller, MD, Patty Powis, Scott Rabalais, Nancy Ridout, Jessica Seaton, Bill Volckening

The Ad Hoc Endowment Fund report and agenda will be sent at a later date.

ZONE COMMITTEE

Committee Chair: Lynn Hazlewood

Committee Members: Joan Alexander (Oceana Zone), Marcia Anziano (Breadbasket Zone), Doug Garcia (Northwest Zone), June Krauser (Dixie Zone), Wayne McCauley (Southwest Zone), Tom Lyndon (Colonies Zone), Mike Lemke (Great Lakes Zone), Marcia Marcantonio (South Central Zone).

ANNUAL REPORT

This year, the tasks for the Zone Committee have included the following:

1. The committee worked with the Legislation Chair to craft legislation changes to realign the Zone Chair election with that of the other officers. Although offsetting the election has allowed the Zone Chair to run the larger elections, the committee agreed that unintended negative consequences of that decision have outweighed the benefits.
 2. The committee developed changes to the Election Operating Guidelines that will need to be implemented should the Zone Chair election realignment be approved.
 3. The committee has served as the Election Committee for the 2003 election. The report from the Election Committee can be read elsewhere in this packet.
 4. The committee has provided event listings for the events page of Swim magazine.
 5. The committee has developed a Job Description for Zone Reps, which will be reviewed and approved during the convention meeting.
 6. In addition, each Zone Representative has been busy running the internal operations of their zone.
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ACTION ITEMS

1. Approved legislation changes to realign the Zone Chair election with that of the other officers.
2. Approved EOG changes to go along with the legislation changes to realign the Zone Chair election with that of the other officers.

AGENDA Wednesday, September 10th, 4:00-5:00 pm Meeting Room – ESQUIRE

1. Introductions & review of zone activities
2. Election preparation
3. Adoption of EOG changes
4. Adoption of Zone Rep Job Description
5. Discussion of legislation to eliminate the Zone Committee

BREADBASKET ZONE – Marcia Anziano, Zone Rep

ANNUAL REPORT

The Breadbasket Zone Championships were held in Minneapolis, Minnesota, on April 12 and 13, 2003. Daniel Fisher resigned as Chairman of the Missouri Valley LMSC. Wayne Mulhern, Chairman of the Minnesota LMSC died on June 21, 2003. Wayne was a vital part of the Minnesota LMSC. In addition to being the Chairman, he also served as Sanctions Chairperson and Treasurer while helping with the Newsletter, Web site and swim meets. He was described as 'a true Masters Swimmer, a coach, an organizer, Meet Director, and most of all a friend to all he touched. Masters swimming has lost a true champion and a great leader.'

As a Zone, we have had no projects since the last Convention.

ACTION ITEMS

As a Zone, we have no Action Items outstanding at this time.

AGENDA Saturday, September 13th, 12:00-2:00 pm Meeting Room – ROYAL PALM FOUR

1. Zone Communication – an ongoing issue
2. Zone Meet (original list 2001-Colorado; 2002-Kansas City; 2003-Nebraska; 2004-Minnesota; 2005-Iowa; 2006-St. Louis) 2003 was passed to Minnesota. 2004 – does Nebraska want this date, or on to Iowa.
3. Discussion on newsletter distribution. Marion Johnson of Iowa – issue of email distribution.
4. Keeping the information on the National Web Site up to date.

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COLONIES ZONE – Tom Lyndon, Zone Rep

ANNUAL REPORT

PAST COLONIES ZONE CHAMPIONSHIP MEETS

Short Course Meters: Rutgers University, Piscataway, NJ: December 7-8, 2002

Short Course Yards: George Mason University, Fairfax, VA: April 11-13, 2003

Open Water: none

FUTURE COLONIES ZONE CHAMPIONSHIP MEETS

Bids are wanted for the 2003 SCM, 2004 SCY, and 2004 SCM meets. To date, Jeff Roddin has said George Mason University would like to host the 2004 SCY meet. Note: Championship Meets bid forms are available as PDFs on the Colonies web site.

FINANCES – PAST

The zone has a balance as of May 9 of \$744.27 held by USMS in the USMS account #2512. Since December 5, 2002, the only transactions in that account have been the deposit of \$769.27 on December 5, 2002, from the Colonies Zone's that had not been part of USMS accounting until then and a \$25 expenditure on May 2 for the Dot award.

The 2003 zone budget is \$100 registration, \$20 phone/fax, \$15 postage/mailing, and \$15 printing/copying.

FINANCES – FUTURE

1. Zone Rep reimbursement to San Diego: According to USMS, the Colonies Zone's \$744.27 balance will be used to reimburse the zone rep's transportation to San Diego. One half of a double hotel room will be reimbursed from the USMS Convention Committee accounts. The 2003 Colonies Zone budget in the USMS budget will provide the \$100 registration. Yes, the funding sources are a bit complicated.

Note: It is the zone rep's understanding that each zone balance will be used first to reimburse for transportation. If this is insufficient, the USMS budget will reimburse. This would seem to be inequitable in that the zones with smaller balances, such as the Colonies zone balance is not believed to be, will pay, on average, a lesser amount.

2. 2004 Colonies Zone Budget submitted to the USMS Finance Committee August 1: \$110 registration, \$20 phone, \$15 postage, \$15 printing/copying, and \$50 Dot award totaling \$180.

DOT AWARD

2001 Nancy Miller

2002 Jeff Roddin

2003 LMSC's should submit nominations to the zone rep prior to the San Diego zone meeting. To date, one nomination has been received: David Diehl of Potomac Valley.

Note: The zone rep does have the specs/criteria for this award. Anyone having them should send them to him.

ZONE WEBSITE

It is flourishing with its new web master, Mark Hurley. He has said he is willing to continue. This is good news. Check out the site for plenty of zone info.

COLONIES ZONE OPERATING GUIDELINES

They need serious updating. They are available as PDFs on the zone web site.

SEPTEMBER 14, 2002, COLONIES ZONE ANNUAL MEETING REPORT

Colonies Zone Rep and meeting chair: Barbara Protzman

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Total delegates attending the meeting: 43

Committee Members present: Barbara Protzman, Katherine Branch, Tom Hindle, Marcia Cleveland, Mike Laux, Julie Stewart, Scott Petrequin, Dan Kornblatt, David Grilli, Peter Crumbine, Kenn Lowy, Jeff Roddin, Charlie Cockrell, Eric Nordlund, Deb Morrin-Nordlund, Nancy Miller, Ted Haartz, Jim Matysek, Patty Powis, Judy Martin, Betsy Durrant, Conrad Johnson, Colleen Driscoll, Margot Pettijohn, Myriam Pero, Dick Jackson, John Pilger, Mark Murphy, Homer Lane, Tom Lyndon, Paul Fortoul, Stewart Ball, Art Figur, Tracy Grilli, Cheryl Kinney, Barney Hungerford, Pat Timmons, Cathy Pennington, Jim Miller, Rob Berry, Ed Tsuzuki, Ed Nessel, Jack Geoghegan

Time Meeting Called to Order: 12:13 p.m.

1. Introductions and Announcements. One delegate from each LMSC introduced the other delegates from their LMSC. Barbara Protzman distributed the directory of LMSC officers to each LMSC for corrections and updating. All LMSC officers should let Barbara know if their email address changes. Several LMSCs had announcements: Two more open-water swims are scheduled in September in the Mid-Atlantic area. Rutgers University is hosting the Colonies Zone Short Course Meters Championships on December 7-8 and Long Course Nationals in August 2003. Jim Miller asked that all committee volunteer forms be returned by the end of the convention and that all convention attendees fill out the convention evaluation form, focusing on how the block committee formatting worked. The Executive Committee remains committed to fostering communication between committees.
2. Zone report. Barbara reported on Zone activities in the past year. Rutgers hosted the 2001 SCM Championships and University of Maryland College Park the SCY Champs. SCY Champs conflicted with Y Nationals and we will try to avoid that in the future; however, it is difficult when the dates are locked in early and cannot be changed. The Zone is encouraging more facilities to bid for the Zone Championships so that they can be located in various areas of the Zone. The Colonies Zone web site has a new web master, Mark Hurley from Maryland. Jim Matysek will set up a Colonies Zone forum under the USMS Discussion Forums that will be used to facilitate Zone communications and the exchange of ideas. Barbara displayed an attractive mockup of Maryland automobile license plates with the USMS logo [also designed by Mr. Hurley]. (Click here to see the sample.) She encouraged other LMSC's to investigate the procedure in their own states.
3. Work Groups. The meeting split into three work groups: Awards, Zone activities, and Championships and met for about 25 minutes separately.
4. Awards. The Dorothy Donnelly service award was presented to Jeff Roddin from Potomac Valley for his outstanding work as PV registrar, PV secretary and for improving masters swimming in the Potomac Valley LMSC. The plaque will be sent to him from David Grilli. The Awards work group also encouraged all LMSCs to submit nominees for the award and made some minor revisions to the nomination form. August 1st is the deadline and the LMSC chairpersons should take responsibility for encouraging nominations. Forms for the Donnelly award will be posted on the Zone web site. Marcia Cleveland will write a summary of the current and prior award winners (Nancy Miller). Charlie Cockrell has the nomination form for Nancy Miller.
5. Championships. Discussed how to get more bids. The work group suggests that the Zone be considered three geographic areas: North, South, and Central. A rotation between the areas for the championship meets would be encouraged. For example, for 2003 SCM the Northern area would be encouraged to bid, especially since MIT has a brand new pool complex. If there are no other bidders for SCM, Rutgers is willing to bid. There was one bid for SCY Championships from George Mason University, April 11-13. George Mason is a fast pool and has hosted several masters meet each year, plus large age group meets such as the Speedo Sectional Championships. The meet will not conflict with either Y Nationals (projected for April 24-27) or USMS Nationals in mid-May. Other championships events in the Zone include the 2004 one-mile open water at Wildwood, NJ, sponsored by Delaware Valley and Johns Hopkins Hospital/Maryland Masters and the 10K sponsored by Metropolitan. This work group also discussed having a Dixie-Colonies joint championship as was done several years ago. If there is no LCM Nationals in 2006 (because of possibility

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of World Champs in Indianapolis), 2006 might be a good year for a repeat. Another possibility would be the next time SCY Champs are scheduled on the West Coast.

6. Zone Activities. "Success Stories" covering membership retention, team development, successful clinic ideas, tips, and team activities that foster team camaraderie (such as club awards, dual meets, fun meets) will be posted on the Zone web site. Tom Lyndon from New England will solicit stories. There was agreement that the teams and workout groups are where the growth is and we should concentrate on incentives for teams & workout groups. Coaches can be used as the contact point. An area on the Zone web site will be designated for announcing clinics in the various LMSCs. The zone activities work group would like to support Zone swimmers at Nationals and bounced around some ideas about how to do that. One idea might be to keep Zone scores at Nationals (or LMSC scores at Zones). Having "home-stays" where swimmers would host other swimmers during championship meets is another idea. Jeff Roddin will start up a thread on the Zone web site about how to promote involvement/enthusiasm at Zone Championships (and Nationals). Another idea was to have sharing forums at convention.
7. Zone funds. Zone funds that were previously held in individual bank accounts will be transferred to the overall USMS budget lines; therefore the bank account number for the Colonies Zone funds needs to be given to Sally Dillon. Zone bills will be sent through the Zone rep to the USMS treasurer who will set up a budget line for Colonies Zone to be spent down.

Time Meeting Was Adjourned: 1:36 p.m.

TASKS FOR THE UPCOMING YEAR (as determined at the September 14, 2002, meeting)

1. "Success Stories" covering membership retention, team development, successful clinic ideas, and team activities that foster team camaraderie (such as club awards, dual meets, fun meets) will be posted on the Zone web site. Tom Lyndon will solicit stories.
2. An area on the Zone web site will be designated for announcing clinics in the various LMSC's.
3. LMSC chairpersons should encourage submissions for the Colonies Zone Dorothy Donnelly Service Award and forms for the Donnelly award will be posted on the Zone web site. A formal awards presentation of the Donnelly service award will take place at the Short Course Championships.
4. The next Zone meeting will occur at the Short Course Yards Championships at George Mason University.

ACTION TAKEN ON SEPTEMBER 14, 2002, TASKS

1. No action, In some part due to Tom Lyndon being sidelined a few times by several medical situations.
2. No clinics announced on the web site.
3. The form for the Dot award I expected to be posted on the zone web site before San Diego.
4. The meeting was held (as far as the zone rep knows). Anyone having minutes from that meeting should send them to the zone rep.

COLONIES ZONE OFFICIALS (as listed in on the zone web site)

Zone Rep Tom Lyndon
Webmaster Mark Hurley
Zone Records Ed Tsuzuki
On-Deck Coaching Coordinator Paul Fortoul
Treasurer
Open Water Series Chair Bob Kolonkowski
Awards Chairs Betsy Durrant & Jack Geoghegan

ZONE REGISTRATIONS

2001	2002	2003*
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Adirondack	182	198	163
Connecticut	403	394	348
Delaware Valley	604	627	681
Maryland	421	425	462
Metropolitan	1410	1587	1670
New England	1639	1745	1886
Niagara	443	524	453
New Jersey	534	514	553
Potomac Valley	1863	1893	2016
Virginia	810	942	847
Total	8330	8847	9078**

**An estimated 8% for the additional July-October registrations has been added to the June 2003 year-to-date totals. (The 8% is the average of the actual Jul-Oct increases for the past three years.)

AGENDA Saturday, September 13th, 12:00-2:00 pm Meeting Room – ROYAL PALM TWO

1. Introductions
2. Zone Rep election
3. Championship meets – past, future, and guidelines
4. Finances – review and recommendations
5. Dot award – criteria and selection
6. Website – review
7. Colonies Zone operating guidelines – review and update
8. Additional tasks for the coming year

DIXIE ZONE - June Krauser, Zone Rep

ANNUAL REPORT

Since the convention I have mailed three newsletters. The October-December issue contained a synopsis of the written committee reports at the USMS convention. The January-March issue was mailed in January. The April-June issue will have the entry blank for the Dixie Zone Long Course Championships to be held in Greenville, SC. This championship was not on the calendar arranged at the convention, but Roy Dessloch volunteered to host this championship.

There was a difference of opinion concerning the sanctioning of meets and who could participate in the meet. After a few emails, Rob Copeland responded with: "It is NOT a violation of a member's right, for a host organization to limit entrance into a sanctioned event, because of club membership."

Also since convention, USMS has decided that Zone's cannot have bank accounts. All monies have been sent to the USMS Treasury to hold for our use. After we have used up our money, then USMS will fund the zone.

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The Florida Gold Coast LMSC held its 2002 Annual Awards Banquet on January 3, 2003 with approximately 100 attending. This year's awards were beautifully embroidered towels. The Florida LMSC held its 2002 Annual Recognition Dinner on Saturday, February 9, 2003. Both were very nice affairs.

We look forward to our Dixie Zone Championships in Greenville, SC on June 28-29.

AGENDA Saturday, September 13th, 12:00-2:00 pm Meeting Room – ROYAL PALM THREE

This is a lunch meeting. Lunch is being provided by the San Diego – Imperial LMSC.

1. Zone Specific Tasks
 - a. Financial Report
 - b. Newsletters
 - c. Top Ten Times
 - d. Records
 - e. Zone Meets
 - f. Top Ten Patches
2. Zone Activities for 2003-2004
 - a. Championship Meet Bids
 - b. 2004 Calendar
 - c. Other Activities
3. Coaches Mentor Program
4. Future Direction of Zones
5. Discussion of “HOT” Convention Topics
6. Election of Zone Representative (June Krauser is retiring)
7. New Business
8. Adjourn

GREAT LAKES ZONE – Mike Lemke, Zone Rep

ANNUAL REPORT

All Great Lakes LMSC's appear to be operating smoothly and this summer has been very active with competition. The Great Lakes Zone has at least 11 meets which have been (or will be) held between the mid year report and the convention. These include held at Eagle Creek Reservoir, Indianapolis, on June 28 and the 2003 USMS 5K/10K Postal Championship (in progress), both of which are sanctioned by Indiana LMSC. Of course the 2004 short course nationals will be held in Indianapolis in April.

We have several new LMSC Officers, and they include:

- Indiana - Chair Dick Sidner, Vice Chair Cheryl Gettelfinger
- Michigan - Chair, Frank “Skip” Thompson, Editor Jennifer Parks, Sanctions, Jim Coleman, Top Ten, Milton French
- Kentucky - Editor Joanne Tingley

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ACTION ITEMS

1. There is a suggestion that we form a subcommittee to work with various meet hosts to attempt to resolve scheduling conflicts.

AGENDA

Saturday, September 14th, 12:00 – 2:00 pm
Meeting Room – ROYAL PALM FIVE & SIX

1. Roll call and approval of minutes
2. LMSC Reports
3. Old business
4. Meet schedule and discussion of scheduling issues
5. Other new business
6. Election of Zone Rep

NORTHWEST ZONE – Doug Garcia, Zone Rep

ANNUAL REPORT

First, I must say that it has been a pleasure to serve as NW Zone rep. Since last year's convention in Dallas, the Northwest Zone has had a busy schedule. In December we had a very successful short course meters zone championship meet in Oregon City, Oregon. The meet was well attended, especially considering that it was two weeks before Christmas. The NW zone committee discussed at the Oregon City meet, a number of items, including zone voting procedures, zone meet hosting procedures, and other zone policies. We also cleared up some transitional items (from Dan to Doug).

We met as a zone again in April in beautiful Hood River Oregon for our annual short course yards championships. Again, a well attended and well run meet. At the meeting in Hood River, we decided that our zone newsletter would be distributed via email/web site rather than sending it via mail, though it was noted that people who want hard copies could receive one. In addition, Oregon and PNA agreed to serve on a sub committee to review the small LMSC delegate applications. It is anticipated that the zone will fund two delegates from the small LMSCs to convention. A definition of small LMSC is on the agenda for our convention meeting as part of our review of the zone policy. Currently, Alaska, Inland NW, Montana, Snake River and Utah are considered small LMSCs

Our final meeting before San Diego will be in Federal Way, Washington at the zone long course meters championships. It is anticipated that we will decide who the small LMSC delegates will be, and to finish up the agenda items that we will discuss in San Diego.

AGENDA

Saturday, September 13th, 12:00 – 2:00 pm
Meeting Room - SUNSET

1. Minutes
2. Treasurers Report

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3. Old Business
 - Zone Policies
 - Zone Open Water Championships
4. New Business
 - Zone Surcharges
 - Future Zone Meets
5. Other
6. LMSC Reports
 - Alaska
 - Inland NW
 - Montana
 - Oregon
 - PNA
 - Snake River
 - Utah

OCEANA ZONE – Joan Alexander, Zone Rep

ANNUAL REPORT

Oceana Zone has 2 LMSCs, Hawaii and Pacific. As of June 21, 2003 has a combined registration of 9,079. Hawaii has reported 550 swimmers and 10 clubs and Pacific has 8,529 swimmers and 109 clubs.

Pacific LMSC has a full swim calendar in all courses for 2003. Many National and World swim records have been set this past year, and many with Top Ten Times in all courses.

Santa Cruz Masters again hosted both Short Course and Long Course Championships with approximately 800+ swimmers attending each meet. Thanks and congratulations to Joel Wilson and Paul Wrangell (Cruz) and all the supporting staff for well run meets.

Coaches Report: For the 2003 and 2004 seasons, the focus for the Pacific Masters Coaches Committee will be “EDUCATION AND COMMUNICATION”. Put into work already this season have been scholarships opportunities for coaches to attend the annual Pacific Swim Coaches Clinic every January in Napa, and the upcoming ASCA World Coaches Clinic in San Diego this fall. Both clinics provide presentations from the best-known coaches within the entire swimming community and specific Masters tracks to address the unique needs of our sport. A one-on-one mentoring program is available for those coaches or teams that could benefit from some of the more experienced coaches within Pacific Masters. PMS provides funding for a team to hire substitute coaches for their program as their coach shadows a mentoring coach at his program for a day, and a small stipend to the mentor coach.

Pacific Masters has taken a successful page from the USMS Coaches Committee and is adopting an on-deck coaches program for our regional championships. Other opportunities include observing and sitting in on swimmer/coach video assessments during the Walnut Creek Masters Intensive Training Camp in March, and being involved in the quarterly PMS Coaches Retreats where ideas can be shared and concerns can be heard. We hope this will develop into one of our more promising ventures. Pacific will be represented by 21 delegates and 6 automatic delegates at Convention.

Hawaii LMSC reports with pride that Janet Renner was nominated for the Scotty Schuman Award, given out by the Honolulu Quarterback Club. The award went to Al Minn, long time coach of Aulea Swim Club who recently retired. Diane Stowell is having shoulder surgery June 30th and wishing her a speedy recovery. We had several swimmers at Tempe. Univ. of Hawaii Swim Coaches are offering stroke clinics regularly and are seeking to

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spread their clinics to the outer islands for both kids and adults. Hawaii LMSC is hosting the Hawaii International Masters Swim Meet and open water Race June 27-29, 2003 at Kihei Aquatic Center and have 52 Japanese coming for this inaugural event. Unfortunately we were anticipating 200+ Japanese, but because of SARS many changed their mind about coming. We also have entrants from throughout the U.S. mainland and as far away as New Zealand. The County of Maui is planning on submitting a bid for the 2005 USMS Nationals. Long Course or Short Course. We have Amy Patz (co-meet director of the 2002 SC Nationals on Oahu) joining Diane Stowell and Janet Renner at USAS convention this year. Hawaii will be represented by 3 delegates.

AGENDA

Saturday, September 13th, 12:00-2:00 pm
Meeting Room – ROYAL PALM ONE

1. The Officials Chair will discuss the Officials clinics.
2. Janet Renner will update the committee on the success of the International Meet.
3. The Coaches Mentor Program
4. Discussion on Legislation.

I will be open to any other issues the delegates wish to discuss.

SOUTH CENTRAL ZONE – Marcia Marcantonio, Zone Rep

ANNUAL REPORT

Pool length certification is the only issue with which we are concerned. I have asked the zone meet directors to send me a copy of their certification forms. A file will be kept with the forms from each pool in the zone that has a certification.

No committees have been formed to this date.

AGENDA

Saturday, September 14th, 12:00 – 1:30 pm
Meeting Room – STRATFORD

1. Vote on where to hold the zone meets.
 2. Discuss a policy for pool certification and record keeping.
 3. Discuss how to keep accurate zone records and who will work on the project.
 4. Discuss how to keep an updated zone meet schedule which is available to all.
-

SOUTHWEST ZONE – Wayne McCauley, Zone Rep

ANNUAL REPORT

Membership & Meets

Southwest Zone has a very good year for membership and swim meets. Arizona LMSC put on a great short course nationals in Tempe this year. Reports from all swimmers both in person and on the internet were their volunteer spirit was absolutely great.

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SPMA swim meet attendance is the best in ten years. Las Vegas and several new teams have been very active in hosting additional swim meets. SPMA and Nova Masters hosted a USMS Mentors Clinic for coaches and swimmers in March. San Diego-Imperial LMSC has more swim meets than before, with an excellent new facility to host swim meets. Arizona also hosted a mentor's coach and swimmer clinic at the Phoenix Swim Club in January, 2003.

SPMA hosted the Southwest Zone Short Course Yards Championships. SPMA will also host the Long Course Meters Championships at Mission Viejo. Arizona will be host the Southwest Zone Short Course Meters Championships this October.

The Ocean swimming schedule in Southwest Zone is actually larger than the pool meets, with over 20 ocean events scheduled.

Chairman

Southwest Zone LMSC chairman for 2002—2003 are as follows, Sam Perry — Arizona, Wayne McCauley — SPMA, Barbara Dunbar — San Diego Imperial, New Mexico is currently without a Chairperson.

Conventions

The 2003 American Swimming Coaches Association World Clinic and Convention are being held within Southwest Zone this year, in San Diego, CA. Many coaches from Southwest Zone will be attending this educational clinic under sponsorship of USMS and SPMA. Five Southwest Zone coaches will be giving presentations at this convention, Michael Collins (SPMA), Wayne McCauley (SPMA), Clay Evans (SPMA), Ron Marcikic (San Diego—Imperial), and Gerry Rodrigues (SPMA).

The 2003 USMS Convention will be in San Diego. All Southwest Zone LMSC's will be supporting San Diego to make this convention the best yet.

Bill Early Remembered

Coronado Masters Association (CMA) voted on July 10 to establish a Bill Early Memorial Fund that will be used for a memorial plaque at the new Coronado Muni pool (a new pool is in the early planning stages now and will be built about two years from now). Those wishing to contribute can give or send a check to Dave Lamott made out to the "CMA Bill Early Fund." We will keep those funds segregated for the specific purposes of the designing and fabricating the plaque.

Mark your calendars and spread the word. CMA will be hosting a Bill Early roast on the weekend of Sept 21 or 28 (depending on the availability of the Roeder Pavilion). It is open to everyone and intended to be an evening of fun and humorous remembrances of Bill. CMA will provide food and beverages and asks that you bring hors d'oeuvre, dessert or salad. We will get more word out as planning progresses, but you may want to start searching for any old photos, memorabilia, and memories of events to help us remember our friend.

AGENDA Saturday, September 13th, 12:00 – 2:00 pm Meeting Room - DOVER

1. Call to order; welcome all delegates new and old.
2. Lunch
3. Approve 2002 minutes
4. Zone representative report
5. Finance Report
 - Zone monies required to be part of USMS treasury
 - Requested \$1,500 for 2004 Zone swim meets from USMS

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6. Old Business
 - Clinic in Phoenix – January. Very successful
 - Clinic in Irvine— March. Very successful
7. New Business
 - Encourage more mentors clinics with greater advanced publicity.
 - Zone swim meets, assignment for 2004
 - Requests for Mentor Clinics — San Diego? SPMA, Arizona, New Mexico
 - Budget Items —
 - Continue \$500.00 for team awards for 3 Zone Meets
8. Develop action items before adjournment
9. Vote for new Zone representative
10. Adjournment

ZONE ELECTION COMMITTEE REPORT – Lynn Hazlewood

The Executive Committee of United States Masters Swimming consists of five elected officers (President, Vice President, Secretary, Treasurer, and Zone Chair), the immediate Past President, and the Legal Counsel. Full details on the selection of officers and their duties can be found in the USMS Rule Book, Article 505: Officers. Each elected officer holds office for 2 years and may be elected to a second consecutive 2-year term. No officer may concurrently hold more than one office.

The Zone Committee acts as the Election Committee under the authority of Article 505.2.3. At the 2003 USMS National Convention in San Diego, CA, the House of Delegates will elect a President, Vice President, Secretary, and Treasurer. Advertisements for nominees appeared in the Fall 2002 Streamlines and the January 2003 Swim Magazine.

The sitting officers are eligible for a second term and were automatically nominated as of January 1, 2003. All current officers have declared that they will run for re-election. The nomination period from January 1 through March 31, 2003 passed with no other candidates nominated and the Election Chair declared the pre-convention nominations closed and the slate named.

Additional candidates may be nominated from the floor at the HOD meeting where the Election Committee presents it's report. If there are no further nominations, the slate will be elected by acclamation. If there are floor nominees, nomination and acceptance speeches will be offered and an election will follow at a subsequent HOD meeting.

CANDIDATES



Jim Miller Candidate for President

Why are you interested in this position and why do you believe you would be a good candidate? I came into the Presidency with a long term vision of the stature that USMS could have within the aquatic community. In order to achieve the leadership role that we should have nationally and internationally, we must first attend to the needs of our volunteers. One approach is through the Data Base Task Force, which aspires to place the entire organization on the same communication page. Whether the task is that of a local meet director or the national top ten recorder, this program will make their jobs infinitely easier.

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Entering the data into the system in a format that serves all branches of USMS sounds so easy, yet is quite complex. Small data banks have developed both locally and nationally over the years. Some of the new data base requirements are viewed as being too stringent while others are not aggressive enough. Finding this balance is a challenge that I am in the middle of now.

I believe in our mission statement. Yet, a consistent approach to achieving its lofty goals has yet to be described. The core objectives that are before you at this convention represent the first step in that direction. As we pass resolutions, are these objectives being satisfied or are we off on a tangent?

We next must look to our leadership role internationally among masters aquatic organizations. The 2006 FINA World Championship bid is such a statement. My work is only partly completed, and I am dedicated to completing my vision with your help.

What do you consider to be the major issues facing USMS now and in the future. As a member of the USMS Executive Committee, how would you address these issues. A volunteer run organization such as ours needs to attend to the needs of the volunteer base. We need to serve them by networking all aspects of USMS under one communication umbrella. We must build a foundation for this to occur and allow all the committee work to proceed seamlessly. At the same time the privacy of the athlete must be maintained by providing blocks to all but those who need the information, based upon the position. As an example, the data needed by the LMSC registrar would be different than that needed by a meet director. This is just one aspect of service that we need to deliver to our membership.

Growth is important to my view of USMS. Any program that encourages adults to improve their level of fitness and improve their responsibility for their health is unique in this society. The aerobically fit adult athlete is a different creature than the average American adult. Their physiology is different as is their response to physical and emotional stress. We must get the word out and stimulate growth. We must have the infrastructure to support the growth, however. Thus we are giving attention to the flow of information. USA Swimming has just completed an exhaustive study of the governance of their organization. USMS needs to critically look at the contents of this report and decide upon the direction of the future leadership. The groundwork is being laid to look at those aspects that would be appropriate to our mission. The infrastructure must come first.

Please list any other experience that relates to your qualifications for office. My experience and positions within USA Swimming and FINA strengthen the role that USMS has within the aquatic family. I am currently a traveling national team physician for the USA Swimming Open Water team traveling to the last 3 World Swimming Championships. I chair the Asthma and Diabetes Task Forces. I sit on the Sports Medicine Committee for USA Swimming. I have just served as the physician overseeing the drug testing at the FINA Marathon Swimming Championships.

Resume for Jim Miller

Education

- B.A. - University of Virginia, 1972 - Chemistry/Psychology
- M.D. - University of Virginia, 1977
- Family Practice Residency - Riverside Hospital, Newport News, Virginia, 1980
- Induction as Fellow of American Academy of Family Physicians, 1986
- Procedural Certification by American Academy of Family Practice for
- Esophagogastroduodenoscopy, Nasopharyngoscopy, Colonoscopy, and Colposcopy

Subspecialty

- Sports Medicine via Certificate of Added Qualifications

Present Positions

- President, Family Practice Specialists of Richmond, P.C., Richmond, Virginia
- Medical Director, Riverside Wellness & Fitness Center-Briarwood, Richmond, Virginia
- Team Physician, James River High School, Midlothian, Virginia

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Memberships, Affiliations, Activities

- American Medical Association
- American Academy of Family Physicians
- American Medical Society for Sports Medicine
- American Geriatrics Society
- Virginia Academy of Family Physicians
- Medical Society of Virginia
- Richmond Academy of Medicine
- Assistant Clinical Professor, Medical College of Virginia
- Assistant Clinical Professor, University of Virginia
- Adjunct Professor, James Madison University
- Physician, United States Olympic Training Center
- U.S. Olympic Sports Medicine Society
- ACLS Instructor

United States Masters Swimming

- President USMS, 2001-Current
- Recipient of Ransom Arthur Award 1999
- Vice President, 1993-1997
- Representative and Strokes & Turns Official, FINA World Championships, 1995
- Medical Coordinator, National Championships, 1984-2001
- Local Masters Swim Committee for Virginia, Chairman, 1989-1993
- Championship Committee, 1991-2001
- Ad Hoc One-Event Registration Committee, Chairman, 1991-1993
- Coaches Committee, Chairman, 1987-1989
- Chairman of USMS Sports Medicine Committee, 1996-2001
- Long Distance Swimming Committee, 1984-1988
- Virginia Masters Swim Team, President 1985-1989
- USMS "Coach of the Year" 1986
- Vice President, Masters Aquatic Coaches Association, 1984-1988

International Center for Aquatics Research (ICAR)

- Set up testing protocols and formulated pre-participation survey for Masters swimmers, 1993 - 2001

USA Swimming/FINA

- USA Strokes and Turns Official, 1988-Present
- Physician, Olympic Trials, 1995
- Medical Director Women's NCAA Division I National Championships, 1997
- Team Physician World University Team, Sicily, 1997
- Team Physician World Championships, Perth Australia, 1997, Fukuoka, Japan 2001, and Barcelona 2003
- USOC Physician Goodwill Games, 1998
- FINA Open Water World Championships, 2000
- FINA Drug Testing for Marathon Swimming 2003

Publications

- Author, "Injuries and Considerations in Masters Aquatics Sports", Clinics in Sports Medicine, April 1999
- Co-author, "Swimming and the Older Athlete", Clinics in Sports Medicine, April 1991
- Author, "The Organization and Conduct of Cable Swims", September 1989

Society Memberships and Teaching Positions

- American Medical Society for Sports Medicine
- American Geriatrics Society

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- Virginia Academy of Family Physicians
- Medical Society of Virginia
- Richmond Academy of Medicine
- Assistant Clinical Professor, Medical College of Virginia
- Assistant Clinical Professor, University of Virginia
- Adjunct Professor , James Madison University
- Physician, United States Olympic Training Center
- U.S. Olympic Sports Medicine Society
- ACLS Instructor



Scott Rabalais Candidate for Vice President

Why are you interested in this position and why do you believe you would be a good candidate? Having served the past two years as Vice President, I wish to continue serving with the Executive Committee in offering my talents and experience to the organization.

What do you consider to be the major issues facing USMS now and in the future? As a member of the USMS Executive Committee, how would you address these issues? I believe the central issues facing USMS involve our attention to and expansion of the areas of service, education and growth of our membership. I have begun addressing these issues by being instrumental in developing a set of core objectives for USMS that serve as guideposts for our prioritization and decision-making. Over the next two years, I wish to assist in ensuring the implementation of these core objectives at every level within USMS.

Please list any other experience that relates to your qualifications for office.

- USMS Editor for SWIM Magazine (1993 to 1997)
- National Senior Games Liaison for USMS (1999 to 2003)
- Southern LMSC Chairman (1989 to 1993)
- Masters Coach (1984 to 2003)

Resume for Scott Rabalais

Current Employment

- Head Coach, Savannah College of Art and Design Men's and Women's Swimming
- Head Coach, Savannah Masters swim team
- Head Coach, Isle of Hope summer swim team

Former Employment

- Director & Masters Coach, Crawfish Aquatics, Baton Rouge, La. (1998 to 2001)
- Coach of Crawfish Masters Swim Team, Baton Rouge, Louisiana (1984 to 1998)

Major Masters Swimming/Positions Held

- United States Masters Swimming Vice-President (present)
- USMS Coaches Committee Chairman (1997 to 2001)
- Coach/Coordinator – USMS/USA Swimming High Altitude Training Camps (Camps 1-5), Colorado Springs, CO, at Olympic Training Center (1998-2002)
- USMS Liaison to National Senior Games (1999 to present)
- USMS Editor for SWIM Magazine (1993 to 1997)
- USMS Convention Delegate (1988 to 2001 – except 1990)

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Other Positions Held

- Meet Director, over 100 Masters, summer league, age-group, high school, Senior Olympic and Special Olympic swim meets (1986 to 2003)
- Current Vice President of Savannah Coastal Swim League

Major Awards

- USMS Coach of the Year (1995)
- Masters Aquatic Coaches Association Lifetime Achievement Award (2000)
- Inductee: Southern Masters Hall of Fame (1997)

Writing/Editing

- Fitness Editor, SWIM Magazine (1997 to present)
- Contributing Writer, Swimming Technique (1998 to present)

Masters Swimming Achievements

- Four-time USMS All-American, 1500 meter freestyle (LCM & SCM)
- Four-time USMS National Champion (800/1500 meter freestyle)
- Former USMS age-group record-holder, 5 Kilometer Swim and 3000 Yard Swim

Personal

- Born September 4, 1958, in Baton Rouge, Louisiana
- College: B.S. in Psychology, Louisiana State University (1976 to 1980)
- Married to Muriel Downs Rabalais; two sons, Ross, age 6, and Ryan, age 3

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Sally Dillon Candidate for Secretary

Why are you interested in this position and why do you believe you would be a good candidate? I would like to continue in my service to USMS. I feel I have made excellent contributions by serving on the Executive Committee these past two years.

What do you consider to be the major issues facing USMS now and in the future. As a member of the USMS Executive Committee, how would you address these issues. A huge issue is the control of our finances while, at the same time, increasing our service to the membership by improving programs at the local level. As a member of the EC I will continue with the goal of getting a focus for all levels of USMS. As secretary I will make every effort to keep the membership informed.

Please list any other experience that relates to your qualifications for office. I have experience taking minutes at meetings and have coordinated large mailings. I have conducted surveys and compiled handbooks and manuals. I have led workshops, chaired meetings and conducted special events for various organizations.

Resume for Sally Dillon

Qualifications

I have been a committee chair and/or member of the Board of Directors since 1990, have prepared my own convention committee minutes each year and now prepare minutes for the Executive Committee. I communicate by email and letter to others in the organization throughout the year and I have participated in the production of a number of documents (such as the Long Distance Open Water Manual). My minor in college was English and I have adequate writing skills. I have equipped my MAC with all of the necessary equipment to read and exchange documents with other computer users.

USMS Experience

National Level

- Convention Delegate (1976 and 1987-present), Long Distance Committee Chair (1994-present), Long Distance Committee member (1988-present), Ad Hoc-Officials Chair (1990-1993), Ad Hoc Officials member (1990-present).

LMSC Level

- PNA Awards Chair (1998-2001), PNA Long Distance Chair (1998-present)
- PMS occasional member of subcommittees (I lived 3 1/2 hours away from the LMSC meeting location and attended on an irregular basis only so I was never on the Board)
- SPMA Secretary and Top Ten Tabulator (approximately 1974-1978).

Club Level (I have lived in 3 different LMSC's)

- Joined Masters Swimming in 1972, provided leadership and organization to Long Beach Masters, directed meets in Long Beach for SPMA (1976-1978).
- Founded and directed Truckee-Tahoe Swim Team Masters (1979), the Donner Lake Open Water Swim (1980-1994) and the Truckee Winter SCY Meet (1979-1993).
- Co-founded Sierra Nevada Masters (1982). Secretary and Treasurer until 1997 and wrote the team newsletter for many years.
- Joined North Whidbey Masters (1997) and direct the Annual “multi-distance” Pentathlon (1998-present). NWM is a team within the PNA.

Work Experience

- Lifeguard and swim instructor (1965-1974) at Long Beach, CA pools.

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- Teacher of Physical Education in Long Beach, CA (1974-1978)
- Substitute teacher in Truckee and Tahoe City, CA (1978-1981)
- Teacher of Aquatics and High School Mathematics in Reno, NV (1982-1992)

Volunteer Experience

- USA-S Official (1975-present)
- Founder and Head Coach, Truckee-Tahoe Swim Team (age group), Truckee, CA (1979-1997)
- Elected Director, Truckee-Donner Park and Recreation District (1986-1994) and Chair (1990-1992)
- President, Nevada/California Swim League (1992-1995)
- Member, American Association of University Women (1985-present); past president, membership chair, treasurer, public policy chair, program chair, special events coordinator, director of numerous events.
- Director, Surfcrest Homeowner's Association, Whidbey Island, WA.

Education

- BA -California State University, Long Beach 1974 (Physical Education major, English and Math minors)
- MS - University of Nevada, Reno 1989 (Physical Education major, English minor)
- Interests (beyond swimming)—Dancing (country, swing, ballroom), movies, travel, sailing, yoga, grandchildren (in no particular order)



Doug Church Candidate for Treasurer

Why are you interested in this position and why do you believe you would be a good candidate? I have been involved in the financial side of the organization since my first convention and have taken an active role in developing a better understanding of our financial situation.

What do you consider to be the major issues facing USMS now and in the future. As a member of the USMS Executive Committee, how would you address these issues. Providing staff and management support for a growing volunteer organization in a fiscally prudent manner.

Please list any other experience that relates to your qualifications for office. Served as Treasurer of my LMSC (GRIN) for 10 years and Treasurer of USMS for the last two years.

Resume for Doug Church

Personal

- Douglas Denton Church, born on January 22nd, 1944; married, two children, three grandchildren.

Educational

- 1966 graduate of Indiana University (AB); 1970 graduate of Indiana University School of Law (JD).

Professional

- Managing Partner, Church, Church, Hittle and Antrim Law Partnership, (celebrated it's 120th anniversary in the year 2000); Member: Hamilton County Bar Association (President, 1979-81); Indiana State Bar Association (Member, Board of Governors, 1999-2000; 2002-2004; Chairperson-elect, House of Delegates, ISBA, 2002-2003; American Bar Association (7th Circuit Governor, Law Student Division, 1969); Advocate Rank, American Board of Trial Advocates; Member, Board of Directors of the Indiana Municipal Lawyers Association, 1995-2001, President, 1999-2000.

Civic and Charitable:

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- Hamilton County Leadership Development Academy, Board and Faculty Member, Dean (1992), President (1996-98); Immediate Past Chairperson and Member, Board of Trustees, Conner Prairie, Inc.; President, Hamilton County YMCA Advisory Board (1996-97); Member of the Board of Trustees of the Greater Indianapolis YMCA (1996 to present); Member, Board of Trustees, United Theological Seminary, a seminary of the Methodist Church (2000-2002); President, Hamilton County Progress Committee (1997-98); President, The Friends of Central Pool, Inc. (1997-2003); Treasurer, United States Masters Swimming, 2001-2003; Chairperson, Board of Governors of the United States Masters Swimming Endowment Fund (1997-2003); Co-Meet Director, 1998 and 2000 United States Masters Swimming Short Course National Championships.

Honors, Awards & Recognition:

- Certificate of Merit and Appreciation, The Appellate Court of Indiana, 1970; American Bar Association Gold Key Award, 1970; Indiana State Bar Association Citation of Merit, 1982; Irv Merritt Award, Greater Indiana Masters Swim Association, 1989; Volunteer of the Year, Hamilton County Branch, Greater Indianapolis YMCA, 1996; Man of the Year, Hamilton County Branch, Greater Indianapolis YMCA, 1997; Frank Campbell Service Award, Hamilton County Bar Association, 1997; Hamilton County Citizen of the Year Award, Topics Newspapers, 1997; Josiah K. Durfee Award Recipient, Noblesville Preservation Alliance, 2000; Indiana State Bar Association “Cinch Strap” Award, 2000.

Miscellaneous:

Coach, Noblesville Adult Swim