

U.S. Masters Swimming House of Delegates - All Sessions Hybrid Annual Meeting September 16-18, 2022 Friday, September 16, 2022 4:00 pm MT

President **Peter Guadagni** called the 2022 House of Delegates to order at 4:14 pm MT.

Welcome and Annual Meeting Opening Remarks: **Peter** welcomed attendees and provided an annual meeting overview. **Peter** went through the agenda of the HOD sessions for Friday, Saturday, and Sunday (if necessary).

Peter recognized **Carrie Stolar**, Secretary, for the Secretary report. The number of certified delegates was 189 at the start of the session. **Carrie** named guests of the President for the duration of the Annual Meeting per the Standing Rules: **Dawson Hughes, Onshalee Promchitmart, Bill Brenner, and Jessica Reilly.**

Peter recognized **Chris Colburn**, Vice President of Administration, for approval of the proposed Standing Rules. **MSA the Standing Rules of the 2022 USMS Hybrid Annual Meeting.** (**Chris Colburn**, motion; **Chris Campbell**, second. No discussion.)

Peter spoke about the state of USMS and reviewed the strategic priorities, the mission and vision statement and recognized that we all have the same goals, just different ideas about how to achieve those goals. **Peter** highlighted the recent successes of USMS including the return of national championships with participation at pre-pandemic levels, the one-hour postal swim with a high participation rate, and Relay 2022 which focused on club development and had 87% of participants rate it as very good or excellent. Membership is rebounding following the pandemic declines. **Peter** recapped the new strategic direction that was adopted this year and detailed the strategic priorities of local club development, local event development, community development, effective use of volunteers at the local level, and support of the independent swimmer. Together, these strategic priorities will enrich the member's experience. Lastly, **Peter** thanked everyone for their efforts on behalf of USMS.

Peter recognized **Dawson Hughes, USMS CEO**, for the 2022 Update and 2023 Priorities. **Dawson** shared the mission of USMS and asked the staff and volunteers to keep it in mind as we manage our limited (staff and time) resources. He also discussed the evolution of the annual meeting, shifting from a USAS convention to a virtual USMS annual meeting to the current hybrid meeting and reminded us that change is constant. We must stay focused on our mission and strategic priorities. **Dawson** gave an overview of the membership numbers since 2016. He reminded the HOD that 70% of USMS members don't swim in events. In 2022 our member retention rate was 71%, higher than usual, but overall, he shared that we need to do a better job at retaining members, especially first year members. The three largest age groups have aged. In 1987 they were ages 25-39 and in 2021 they were 50-64. In terms of clubs, **Dawson** shared that of the 1000 clubs and workout groups, 230 are Gold Clubs. He talked about tactics to support club development and shared success stories. He gave a financial overview, which includes a fee increase recommendation. **Dawson** asked all delegates to return to their LMSCs once the annual meeting is over and review the LMSC financial and volunteer resources and identify ways to support the strategic priorities, knowing that the LMSC Development Committee, National Office, and BOD are available to help.

Consent Agenda (Ed Coates):

Peter recognized **Ed Coates**, Vice President of Local Operations, for approval of the annual reports. Approval of committee reports (Standing, Board, Executive Committee Members, Special Liaison, and Zone) will be by unanimous consent. **Ed** indicated that if any of the 43 reports are pulled, they will be considered at the end of Saturday's HOD session.

Executive Committee Reports to be approved:

- President
- VP of Administration
- VP of Local Operations
- VP of Programs

- VP of Community Services
- Secretary
- Treasurer

He proceeded to read the list of the Standing Committees to be considered today: **Championship, Coaches, Diversity and Inclusion, Fitness Education, History and Archives, LMSC Development, Membership, Officials, Recognition and Awards, Records and Tabulations, Sports Medicine and Science.**

Ed then read the Committees of the Board: **Audit, Finance, Compensation and Benefits, Elections, Governance, Investment, ALTS Programming Committee.**

Next the Zone Committees were read: **Breadbasket, Colonies, Great Lakes, Northwest, Oceana, South Central, Southeast, Southwest.**

Finally, the Liaison and Special Assignment Committees were read: **FINA Representative, IGLA Liaison, National Board of Review, National Senior Games, Pan Am Aquatics Masters Committee.**

The following reports were pulled for further consideration:

- Great Lakes – by **Mel Goldstein**
- Diversity and Inclusion – by **Marilyn Fink**
- VP of Community Services – by **Marilyn Fink**

No other objections. **Reports listed are approved with the exception of the Great Lakes Zone, Diversity and Inclusion, and VP of Community Services reports.**

Elections – Floor Nominations (Erin Sullivan):

Peter recognized **Erin Sullivan**, Elections Committee Chair, for floor nominations for any of the at-large director positions. **Erin** gave an overview of this year’s elections and explained the floor nomination process. **The Colonies Zone (Robert Dugay) nominated Ally Sega for at-large director for the Colonies Zone. Sarah King seconded the nomination. Ally Sega** then had one hour after the nominations closed to send her nomination packet to the secretary of USMS. **Rob Copeland** asked if a zone endorsement of the floor nomination candidate is required. **Erin** responded that they are never required, however, it is the responsibility of the candidate to seek that endorsement and then let the elections committee know that it has occurred.

Awards (Elizabeth Nymeyer):

Peter recognized **Elizabeth Nymeyer**, Recognition and Awards Committee chair. **Elizabeth** gave an overview of the awards announcements and presentation.

- **Peter** announced the **Captain Ransom J. Arthur Award winners, Jim and Anna Lea Matysek.**
- **Elizabeth Nymeyer** recognized **Kenny Brisbin**, who announced the **Coach of the Year Award** winner, **Linda Irish Bostic.**

The following 2022 Service Awards were announced via a pre-recorded video/slideshow played during this HOD session. **Elizabeth** thanked **Ray Novitski** for his help on creating the video.

- **Elizabeth Nymeyer and Rich Burns**, who announced the **2022 Dorothy Donnelly Service Award** winners: **Stacy Abrams, Jerrilynn Bayless, Colette Crabbe, Greg Danner, Diana Dolan Lamar, Mark Hahn, Ali Hall, Doug Jelen, Ian King, John Pettibone, Al Prescott, Maddie Sibilila, Mary Sweat, and April Wyncott.**
- **Kenny Brisbin**, who announced the **Kerry O’Brien Coaches Award** winners: **B.J. Graham, Judi Norton, Jimmy Parmenter, Danny Prear.**
- **Nancy Ridout**, who announced the **2022 June Krauser Communications Award** to **Nicole Christensen.**
- **Phyllis Quinn**, who announced the **2022 Open Water Service Award** to **Shirley Loftus-Charley.**
- **Phyllis Quinn**, who announced the **2022 Long Distance National Championship Award** to **Jeff Erwin.**

- **Teri White**, who announced the **2022 Officials Excellence Award** to **Jacki Allender**.
- **Erin Sizelove**, who announced the **2022 National Championship Meets Award** to **Jim Clemmons**.
- **Mike Hillegonds**, who announced the **2022 Club of the Year Award** to **Masters of South Texas**.
- **Jeff Commings**, who announced the **2022 Diversity, Equity and Inclusion Award** to the **IGLA 2022 Organizing Committee, Rook Campbell, Laura Dennison, Donita Flecker, and Sarah Welch**.
- **Jessica Reilly**, who announced the **2022 Ted Haartz Staff Appreciation Award** to **Stacy Abrams**.

Peter congratulated all the award winners.

The House recessed at 5:58 pm MT.

Saturday, September 17, 2022 9:00 am MT

The In Memoriam Video was shown beginning at 8:30 AM MT. After delegate instructions by **Jessica Reilly**, an ALTS/USMS Special Projects and People video was shown.

President **Peter Guadagni** reconvened the House at 9:10 am MT.

Peter recognized **Carrie Stolar**, Secretary, for the Secretary report. The number of certified delegates was 183 at the start of the session. The total number of certified delegates (at the highest point) was 198 for yesterday's HOD session. There are 229 total certified delegates.

Peter informed the HOD that the legislation package has been posted on the annual meeting website. **Charles Cockrell** clarified that L7 and L17 have been changed/amended.

Elections (Erin Sullivan):

Erin Sullivan, Elections Committee Chair, thanked her committee and then announced each of the 10 candidates for a meet the candidate session:

- Breadbasket Zone: **Sue Nutty**
- Colonies Zone: **Charles Cockrell** and **Ally Sega**
- Great Lakes Zone: **Jay DeFinis**, and **Susan Ehringer**
- Northwest Zone: **Paige Buehler**
- Oceana Zone: **John King**
- South Central Zone: **Kris Wingenroth**
- Southeast Zone: **Britta O'Leary**
- Southwest Zone: **Jeff Commings**

Erin indicated that according to 2022 election procedures, **all candidates running unopposed will be elected by acclimation**. There two contested zones are Colonies and Great Lakes. Elections are online and be open for 30 minutes.

205 certified delegates online (in-person and hybrid) currently.

The house recessed for approximately 30 minutes from 10:06 am MT until 10:40 am MT.

Erin announced that Charles Cockrell and Susan Ehringer were elected as At-Large Directors in the two contested elections.

Legislation:

Consideration of proposed amendments:

It was noted that proposals do not need to be pulled, they will all be considered individually.

Long Distance Committee (Rules) (**Phyllis Quinn**, chair, with **Jim Davidson** and **Sarah King** of the Rules sub-committee): Proposed amendments recommended by the Long Distance Committee: **MSA to adopt LD-1, without objection.** No objection. **LD-2 pulled by Bill Tingley.** **Phyllis Quinn** moved. **Jill Wright**, second. Point of information regarding the naming of the 3 long distance postal events this year. They have already included these changes (changing postal or epostal to virtual) this year, and the question was posed as to when the changes were put to the BOD under 506.13.10 to make the changes in arrears by the HOD. Bill Tingley voiced his disapproval with how the name change took place. **Marilyn Fink** said that this proposal only addresses changes in part 3 but not in other sections of the rule book. **Phyllis Quinn** reminded the HOD that the Long Distance Committee only deals with changes in the Glossary and Part 3. **Robin Smith** clarified that she had pointed out early in the year that the Long Distance Committee was operating under the direction of the national office on this change. **Motion passed. MSA to adopt the Long Distance Committee annual report, without objection.** No objections.

LMSC Development Committee (**Dave Brancamp**): **MSA to accept D-2, Appendix D, without objection.** No objections.

Rules Committee (**Mollie Grover**): **MSA to adopt R-1, without objection.** No objection. **MSA to adopt R-2, without objection.** No objection. **MSA to adopt R-3 pulled by Bob Anderson.** **Mollie Grover** moved, **Jim Matysek**, second. **Bob Anderson** stated that in 2024 if SC Nationals will be held in conjunction with the Olympic Trials and be held after the season, we should consult with host teams that normally schedule meets in this time period. **Robert Duguay** spoke about the potential of following FINA's calendars for SC and LC, from Jan 1 to Dec 31 so that everyone is on the same calendar. **Mollie** responded that the Rules Committee has discussed this but has taken no action on it. **Skip Thompson** has a concern that in June there could be system problems. Include other meets up until the national championship? **Mollie** clarified that it would include all end of season meets, not just nationals. **MJ Caswell** shared that the dates are hard coded for Top 10 in the system, so the software will need to be updated. If we changed to the calendar year, it will be a heavy burden will be on the Top 10 recorders. **Anna Lea Matysek** commented that the software can be modified. **Ed Coates** commented that the Records and Tabulations Committee is aware of the software issue and has been talking to the national office about the need to modernize the Top 10 database. The national office and the BOD have a technology plan in place. **Motion passed. MSA to adopt HK-1, without objection.** No objection. **MSA to adopt HK-2, without objection.** No objection. **MSA to adopt HK-3, without objection.** No objection. **MSA to adopt HK-4, without objection.** No objection. **Mollie** noted that normally the governing body of USA-S meets at the same time as USMS. This year, USA-S is not meeting until next week, so we cannot act on U1 – U8 until USA-S has met. Within 30 days of this HOD meeting, the Rules Committee will meet and publish how they took action on these proposals. **Charles Cockrell** clarified that one of the proposed L numbers will provide additional flexibility, if it passes. It will clarify the process so the Rules Committee can act and adopt these and report to the HOD. **Mollie Grover** said **Nadine Day** shared that there could be Masters rules changes that will be effective January 1. **MSA to adopt the Rules Committee annual report, without objection.** No objections.

Legislation Committee (**Charles Cockrell**): **Charles** introduced the legislation in batches. **MSA to adopt L-1, without objection.** No objection. **MSA to adopt L-3, without objection.** Discussion: Charles clarified that L-3 gives the HOD the power to determine the method of the annual meeting. L-4 gives that power to the BOD. Only one is possible. **Crystie McGrail** and others commented that it makes sense to empower our elected officials at the national level to have the responsibility to determine the method of the annual meeting like a LMSC does at the local level. Several delegates mentioned that it makes sense to plan the annual meetings several years in advance, like our national championships. **Nancy Ridout** reminded the delegates that this year's meeting is a result of **Peter Guadagni** issuing a recommendation of the HOD last year to have a hybrid meeting this year. In her opinion, the power to schedule and to determine the venue is rightly given to the BOD, but she believes that the purview to decide the method belongs to the HOD. **Tom Moore** said that the HOD has not exercised this authority in years due to USAS. Several delegates stated that the BOD has the best ability to make the decisions in real time, taking into account business and financial realities and the wishes of the delegates as well as real-time issues. **Patty Miller**

stated that the decision between supporting L-3 versus L-4 is deciding who is best suited to determine the method for the meeting, Several delegates spoke regarding the benefits of having an in-person meeting with the decision as to the method of the meeting being made by the HOD. **MSA call the question. Britta O’Leary moved. Chris Colburn second.** A few delegates also mentioned scheduling and the timing of the meeting. **Motion to adopt L-3 is defeated. Charles Cockrell moved to adopt L-4. Stephanie Gauzens second.** Discussion: none. **The motion to adopt L-4 passed. Charles Cockrell moved to adopt L-2. Stephanie Gauzens second. Doug Sayles moved to amend L-2 to delete 504.2.5 to remove the conflict/for consistency given the passing of L-4. Stephanie Gauzens second.** Charles explained that with the passing of L-4, for consistency we need remove 504.2.5 which gives the power to the HOD to fix the time, place and manner of the annual meeting. Discussion: MSA call the question. **Jim Matysek moved. Chris Colburn second. The motion to amend L-2 to delete 504.2.5 passed. The motion to adopt L-2 (as amended) passed.** The proposals, L5 – L-14, from the task force that dealt with the annual meeting and the reorganization, and the amendment processes discussed earlier, will now be considered. **Motion to adopt L-5 through L-14, without objection by Charles Cockrell. Stephanie Gauzens second. Motion passed. Motion to adopt L-15, 16, 18, 19 by Charles Cockrell. Stephanie Gauzens second. L-17 pulled by Jeff Commings. L-20 pulled by Sally Dillon. The motion to adopt L-15, L-16, L-18, and L-19 passed.**

L-17 and L-20 will be considered after lunch and then we will move into the Sunday agenda. The HOD recessed at 11:57 am MT for approximately one hour for lunch.

The HOD reconvened at 1:01 pm MT and resumed considering legislation.

Charles Cockrell moved to adopt L-17 as amended. Stephanie Gauzens second. The motion to adopt the amended L-17 passed. Charles Cockrell moved to adopt L-20. Stephanie Gauzens second. Discussion: **Sally Dillon** said that there was confusion when the Recognition and Awards Committee discussed this proposal and believes that the rationale listed is incorrect and misleading and recommends a no vote on L-20. **Charis McCarthy** clarified that the proposal was discussed at two different meetings, and the rationale was discussed and voted on by the committee. In addition, she said that the proposal doesn’t limit the number of Ransom J. Arthur recipients on the committee, it just reduces the minimum number required, giving the president more flexibility. Several members of the HOD voiced concerns about how this proposal would affect the committee and the opportunities for volunteer contributions, and commented on the number of awards that the committee considers each year. **Patty Miller** commented that as a past president she knows how difficult it is to place committee members, and many people that aren’t Ransom J Arthur award winners in USMS have a passion for rewarding volunteers. She doesn’t want committee selection to be constrained as to whether you are a RJA award winner or not and is in favor of the proposal. **Ed Coates** clarified that this change does not affect the process and procedures that the committee uses to select RJA award winners, it’s just about how the committee member selection process that is in the bylaws. **MSA call the question. Stephanie Gauzens moved. Chris Colburn second. Motion to adopt L-20 passed.** Charles thanked his committee and the representatives from the Long Distance and Rules Committees that helped with the task force and all of the proposals as well as **Stephanie Gauzens** and **Doug Sayles**. **MSA to adopt the Legislation Committee’s annual report, without objections.** No objections.

Peter congratulated the HOD for the efficient manner in which it addressed all of the legislative items.

Committee Reports (Ed Coates)

Peter recognized **Ed Coates** for the approval of the committee reports that were pulled during HOD Session 1.

- Great Lakes zone report: **Ed Coates moved to approve the Great Lakes zone report. Chris Colburn second. Mel Goldstein** shared that the Pan American Masters Championship that is mentioned in Ohio is not the FINA sanctioned championship. This competition is direct conflict with the Pan Am Aquatic Masters Championships which will be in Trinidad and Tobago in 2024. **Ann Marshfield** shared that the meeting minutes were correct, clearly stating the year and that FINA doesn’t recognize these games. **Chris Colburn point of order** that the annual report is being discussed, not the minutes. **Great Lakes zone report is approved.**

- Diversity and Inclusion Committee and VP of Community Services reports: **Ed Coates moved to accept the reports of the Diversity and Inclusion Committee and the VP of Community Services. Chris Colburn seconded. Kathy Casey** stated that the reports implied the USMS Rules Committee created a policy regarding the participation of transgender females following the participation of Leah Thomas in the 2022 NCAA Women’s Championships. She is concerned with the impression that the Rules Committee had done nothing regarding transgender until Leah Thomas competed in the NCAA Championships. For history, discussions and guidelines began as early as 2005. A detailed policy was approved and published initially in 2012. She would like to change “created” to “reviewed”. **Charles Cockrell** said that the current policy that was created to conform with the IOC guidelines regarding fair and equitable competition and were updated in 2016. Another IOC update to the guidelines took place in 2021, and USMS has not yet fully responded to it. **Leo Letendre** clarified that, earlier, an accommodation was made for a transgender individual to participate in meets but her times and places were not official since she did not meet the requirements. **Leo Letendre made a motion to change the word “created” to “reviewed” in both reports. Chris Colburn, point of order, obtained the concurrence of the VP of Community Services and the chair of the Diversity and Inclusion Committee to amend the reports to change the word “created” to “reviewed” and seconded the motion.** The parliamentarian ruled that it is out of order for the HOD to amend a report. Someone who attended the meeting must do it. He instructed the HOD to go ahead and vote on the motion. **Motion to amend the report passed and change the word “create” to “review”. Motion passed. Motion to accept the reports of the Diversity and Inclusion Committee and the VP of Community Services. Motion passed.**

The HOD session #2 recessed at 2:35 pm MT and resumed at 1:52 PM MDT. Secretary’s note: 208 delegates are currently online/in-person.

Peter Guadagni recognized **Jessica Reilly’s** efforts in support of this hybrid annual meeting.

Peter Guadagni recognized **Guy Davis**, Finance Committee Chair, and **Dawson Hughes**, Chief Executive Officer, for the overview of the business plan and budget assumptions. **Guy Davis** recognized his committee’s efforts on behalf of USMS and **Susan Kuhlmann’s** efforts as CFO and congratulated her on her retirement. He also recognized **Gary Keehner** as the new USMS controller.

To put the upcoming presentation in context, **Guy Davis** reminded the HOD that the pandemic was a significant disruption to the activities of USMS. USMS is successfully transitioning thus far through/out of the pandemic, maintaining services to its members and managing operating deficits while still retaining substantial financial reserves. Key to this was the loyalty of our members. Organizational leadership and the national office acted quickly when the pandemic hit to manage costs, while balancing cost reduction with the retention of organization capability. This allowed for the capacity to restart normal programming once the conditions allowed. **Susan and Teddy Decker**, USMS treasurer, were very proactive in exploring and accessing the pandemic support programs that were made available by the federal government. These support programs, together with cost management in 2020 and 2021, helped to largely eliminate any budget deficits. At the end of 2021, the BOD approved a significant budget deficit in order to allow a full return of programming. Due to this, membership has now exceeded expectations for 2022. The 2022 deficit is now lower than budgeted. Investment reserves also remain solid. **Guy** explained that the national USMS fee of \$48 and the unified fee of \$60 have remained unchanged since they were adopted in 2018 for the 2019 membership year. In the meantime, inflation has soared to 17 – 20%, affecting USMS’ costs. The BOD is now recommending an increase in the unified fee for 2023. This increase follows inflation and is a key part of the plan to bring USMS back into fiscal balance and fiscal sustainability.

2023 Business Plan Assumptions and Proposed Fees slideshow (**Dawson Hughes and Guy Davis**)

- Board of Directors (provides direction, oversight, and resources (budget approval)). The Finance Committee (provides oversight, advice, guidance, regular accountability). The Investment Committee (meets quarterly and provides strategy, oversight, advice and adjustment). The Comp and Benefits

Committee (provides HR and benefits recommendations and advice). The Audit Committee (provides and annual accountability and oversight with an outside auditing firm.) CEO & Staff (responsible for daily operations, implementation of programs, as guided by the BOD, the strategic plan and the budget).

- Overview of the annual financial budget cycle
 - 70% of our revenue (membership) occurs by the end of January.
- 2022 financial results: In 2020, despite the pandemic, we had an operating surplus due to PPP loans. In 2021 we broke even with the help of PPP loans. Both years had lower operating costs due to reduced programming. In 2022 we are restoring the capacity to offer a full range of programming, so we will have a deficit budget (forecasted at (\$320,000)). Membership is stronger than expected but costs are rising with inflation. We have a strong investment portfolio/reserves. Sixty percent of USMS reserves are invested in equity and 40% in bonds, leading to variability in investment reserves, and this year the market has been volatile.
- Strategic programs:
 - Club development strategy
 - Find clubs that are ripe for growth with support (grants)
 - Find facilities for new clubs.
 - Provide startup support.
 - Find coaches with interest and potential.
 - Connect with opportunities.
 - Club development success stories
 - Event development strategy: Relay 2023 theme
 - Matching grant program: Details forthcoming
 - Local focus: Additional staff resource figured into assumptions.
 - Support coordination, communication, and training on strategic initiatives
 - Club and event matching grants (LMSC and National)
 - Targeted market initiatives: specific to clubs and events
- 3 Year Financial Projection: reconciles fiscal sustainability and providing programs, initiatives and services that support our members, and a reasonable fee.
 - Goal: balanced fiscal position by 2025
 - Will need to utilize investment reserves to balance the deficits.
 - Will require a fee increase in 2023 (\$70) and 2025 (potential fee increase to \$75)
 - High level financials shared for 2023 showing with/without a fee increase.
 - The fee was shared in an inflationary context from 2018 to 2025.
 - Proposed fee increase for 2023 (80%/20% fee split):
 - \$65 until the end of 2022 (\$52 national/\$13 LMSC).
 - \$70 beginning Jan 1 (\$56 national/\$14 LMSC).
 - Similar adjustments to the club and WO Group fees.
 - LMSC financials
 - Assets and revenue have increased, and expenditures have decreased from 2019 – 2021.
 - Best use of these funds at a local level to enhance member experience.
 - Significant financial resource (\$2.8 million in assets).
 - The BOD's proposal for the annual meetings:
 - 2023 hybrid
 - 2024 virtual
 - 2025 hybrid
- Questions:
 - **Tom Moore:** Progress on other membership types? Once the digital transformation has progressed, we will be able to do more membership types, but we will also need legislation to enable this. Currently we have the bridge membership for college club swimmers.
 - **Bob Anderson:** Asked for an explanation of net assets. Key driver is the digital transformation project (capitalized). What is the appropriate level of LMSC reserves? Enough to cover ongoing

expenses and keep members engaged. What makes up the \$400,000 expense increase? The biggest expenses are payroll/contractors, insurance, and production and mailing of Swimmer magazine, combined with inflation, recommendations from the Comp and Benefits Committee, and the new programs per the strategic plan.

- **Sarah Welch:** Would like more information behind the fee increase besides the explanation of inflation and would like to see the history of the staffing levels and the merit pool (in aggregate) recommendations have been historically and would prefer to see fee increases happen gradually and predictably. We will increase the FTE staff by 1, an increase in supplier fees, and a payroll increase recommended by Comp and Benefits. **Dawson** shared the levels of FTE and contractors since 2016.
- **Robert Duguay:** How much is going to LMSCs and have we investigated cutting the share that the LMSCs given the high level of reserves to keep the cost increase from passed onto members? It will stay at 20%. **Dawson** said that cutting the share to the LMSCs was considered and that he would like to let the unified fee play out a little longer before any changes are considered.
- **Teddy Decker:** Stated that regardless of inflation, USMS is still one of the least expensive national sports organizations to join (i.e., USAT, USA-S). USMS is a great value what we receive (website, staff support, coaching, magazine, etc.). She is in favor of the fee increase.
- **Doug Garcia:** The one event fee is too low. It needs to be higher so as to provide more of an incentive for people to join USMS. Sanction fees for OW events: Events aren't being sanctioned which amounts to lost funds for USMS. LMSC surpluses: Perhaps reduce them to help balance the USMS budget. It is difficult for LMSCs to determine how to spend those dollars equitably across all their members.
- **Skip Thompson:** The second biggest revenue source in the past was sponsors. **Dawson** responded that sponsorship has been a challenge given the pandemic. Many sponsorship contracts had to be renegotiated to keep them involved. We just signed a new sponsor, and we will be announcing it soon. Like membership and events, sponsorships are still climbing back after the pandemic, and we want to get back to that pre-pandemic level.
- **Ben Wyckoff:** Some LMSCs have little money in the bank and others have a lot. The unified fee makes it difficult for the LMSCs with healthy balances to keep those low, and providing subsidies or reimbursements is not practical. How can we manage this? Providing grants only helps a small number of members. How can we equitably spend LMSC money? Why are we adding staff while sunseting committees? Can't we leverage willing volunteers at the national level? We should consider making a physical copy of Swimmer magazine an optional extra cost subscription for people who want it. **Dawson** responded that Swimmer magazine will undergo a digital change and we will see how that version is adopted. We would like to see that before we make any other changes to the magazine. Currently about 50% of our members are receiving a hard copy of the magazine. We are hoping that the switch to digital will happen organically as we continue to improve the digital version. As for the LMSC reserve differentiation, one of the reasons we are looking at the grant program for specific strategies is that there are LMSCs in need of extra funds. Unfortunately, it is near impossible to spend money equitably across members. Volunteers vs staff: There are some roles that are good for volunteers and some that are full-time jobs, and we can't ask volunteers to commit to that level of time or accountability.
- **Trey Taylor:** Would like clarity on comparing the 2017 and 2022 budgets. **Dawson/Peter:** Dawson shared a 5-year history of the budget from 2017 through 2022. Labor costs have increased because our staff is more experienced and the labor market is tight.
- **Ally Segal:** Many can't afford USMS memberships. Please keep this in mind when considering fee increases.
- **Leo Letendre:** Spoke on the appropriate level of reserves. We need to look to the Finance Committee/professionals for guidance. **Guy** responded that there is no magic number for reserves, but our reserves allowed us to control our own destiny when the pandemic hit. He is comfortable with the reserves at the current level. We have a loyal membership and a somewhat predictable

revenue stream. We need to retain the appropriate level of reserves so that we have the right level of control of our own destiny during difficult periods.

- **Chris Ottati:** Would like the one event fee to be stable. **Dawson** responded that the one event fee is mostly used for open water events. The one event fee is pegged at 25% of our membership fee.
- **Ann Marshfield:** Asked about the \$250 assessment per in-person delegate for the annual meeting and the \$60 unified fee which was to cover hotel accommodations. **Dawson** responded that the unified fee proposal under USAS was to incorporate hotel accommodations into the national budget and away from LMSC budgets. The assessment was added to cover meals (post-USAS).
- **Ralph Davis:** Commented on recognizing the economic reality of all organizations now – increased prices. This is what we must do to continue as an organization.
- **Brian Cohn:** Given that many LMSCs are financially healthy, is there any consideration of trying to transfer some costs from national to the LMSCs? **Dawson** responded that they looked at many options and need to uphold the commitments made in the last few years. The strategies coming out of the pandemic still match with the intent of giving LMSCs more money to use locally.
- **Elise Shank:** Urged everyone to think of the finances of the demographic you are trying to attract when you consider fee increases.
- **Elizabeth Nymeyer:** Have we considered a monthly subscription model like Netflix? **Dawson** responded that we have the capability but the processes will be more difficult for coaches and events to ensure that someone is a member. Automatic renewal for the annual membership is coming.

The HOD went into recess at 3:37 pm MT. The HOD reconvened at 3:55 pm MT.

- **Peter** recognized **Guy Davis**, Finance Committee Chair. **Guy made a motion to approve the membership fee for 2023 for those renewing their memberships for \$65 between Nov. 1 - Dec. 31 of 2022 for individuals, and Oct. 1 – 31 for clubs and workout groups. Chris Colburn second. Discussion: Susan Ehringer** stated that she would like the individual and club and WO Group fees to be separated as they should be different fees. **Jim Matysek** would like to amend the motion to charge \$65 for individual memberships and \$65 for club and WO Group memberships for the entire calendar year of 2023. If this is approved, per **Jim**, we should then make another motion to increase that fee during the year. **Chris Colburn** withdrew his second. **Guy** withdrew his motion. **Peter made a motion to set the membership fee for the 2023 membership year at \$65 and for the 2023 club and WO Group membership year at \$65. Chris Colburn second. Discussion: Chris Colburn** clarified that we want to state membership year as the renewal period begins Oct. 1 - 31 for clubs and WO Groups and Nov. 1 – Dec. 31 for individuals. **Ben Wyckoff** was curious as to the status of membership partnerships that were brought up during the unified fee discussions. He disagrees with Dawson on the comment that was made that most members don't know what the annual fee is. **Skip Thompson** asked about and **Chris Colburn** clarified the approval process. **Phyllis Quinn** called the question. **Jill Wright** seconded. **Motion passed to call the question. Sarah Welch** would like to have a one-year lag period on the membership fee increase in order to notify the membership. **Phil Dodson** said that we should be focusing on delivering value for the membership proposition, leaving us with 2 options. USMS can keep the membership price the same and reduce its services and outreach or continue to invest in programs and services to drive membership value and growth. This fee increase is an investment in USMS. **Motion passed.**
- **Guy made a motion that the membership fee and the club and WO Group fee should be \$70 for the 2023 membership year beginning Jan. 1 (membership) and Nov. 1 (clubs and WO Groups). Chris Colburn second. Discussion: Jim Matysek** fully supports the \$5 increase but is concerned about \$10. He would prefer to defeat this and change the percentage of the fee that goes to the LMSCs to help out the national organization. **Bob Anderson** asked what percentage of our members tend to renew in November and December? **Dawson** said 50%. **Motion passed.**
- **Guy made a motion that the year plus membership fee for the membership year 2023/2024 which would start in July of 2023 would be \$115. Chris Colburn second. Discussion: Sarah Welch** asked for clarification of the annualized amount for 2024. **Dawson** answered that it is \$70, planning on continuing

the \$70 for 2024 but that is a decision to be made at the 2023 annual meeting. **Robin Tracy** pointed out an error in the chart showing the dates for the year plus fee. **Dawson** acknowledged the error. **Motion passed.**

- **Guy made a motion that the one event membership fee for the membership year 2023 would be \$17.50. Chris Colburn second. Discussion: Bob Anderson, Robin Smith and Homer Lane** would like to keep the fee at \$15. **Homer Lane made a motion to have the fee remain at \$15. This motion failed for lack of a second. Phil Dodson** said that whether the fee is \$15 or \$17.50, the LMSC has the option to waive its fee and tell the meet host that they can charge a lower fee. **Ed Coates** said that we should treat non-members the same as we treat our members and increase their fee similarly. **Skip Thompson** gave background information on the OEVF and recommends to we have the OEVT fee be at least 25% of the membership fee to encourage membership. **Anna Lea Matysek** suggested raising the OEVT fee to \$20. **Doug Garcia moved to adjust the OEVT fee to \$20 for 2023. Jim Matysek second. Chris Colburn, point of clarification: The motion on the floor is to raise the one event membership for the 2023 membership year to \$20. Discussion: Doug Sayles** said that as an event director, this is an easier amount to collect. **Anna Lea Matysek** corrected her earlier statement that half the participants of a large race entered as one event participants. **Hector Becerra** said that \$20 is an excessive fee in his area and will be difficult to promote. **Chris Ottati called the question. Chris Colburn second. Bob Bruce** said that there is an amendment on the floor to increase the one event fee to \$20. How would that break down between USMS and the LMSC? **Guy** asked the parliamentarian how to make sure that the allocations are understood in the motion so that the same proportions would be applied to the \$20 fee as the \$15 and \$17.50 fee. The parliamentarian said that the allocation was not included in the motion so it would be at the discretion of the Finance Committee and the CEO, unless there is a subsequent motion that says what the allocation should be. **Guy** responded that it will be 20%, according to the leadership. **The motion to amend the motion and raise the one event fee from \$17.50 to \$20 passed. The motion now stands to change the one event membership fee to \$20. Doug Garcia called the question. Chris Colburn second.** Several members commented that they would keep the fee the same as USAT. **The motion to change the one event membership fee to \$20 for the membership year 2023 passed.**

Closing Comments

- **Paige Buehler** asked about approving the USMS Plus fee. **Dawson** replied that that is not a membership fee that is the responsibility of the HOD.
- **Dawson** said that one of his responsibilities is to make sure that we are using our resources appropriately. If there are questions regarding not valuing volunteers' efforts or sunseting committees, please ask them prior to the annual meeting. Talk to BOD members, national committee members, or call him. It is not an effort to devalue volunteers but rather to apply the right resources in the right places. Volunteers at the local level can do things that cannot be done with 15 staff nationally, but the national office want to support you (volunteers) as much as possible. Please ask questions and have dialogs outside of the annual meeting.
- **Dawson** thanked **Peter**, the BOD, the staff of the national office, the delegates and **Jessica Reilly** for their efforts throughout the year and at the annual meeting.
- **Peter** said that he thought that the hybrid annual meeting went well, but there is always room for improvement. Our goal is to improve every year.
- **Peter** thanked **Jill Gellatly, Mel Goldstein, Jenny Hodges and Jeff Strahota** for their service as BOD members. In addition, **Maria Elias** is stepping down as legal counsel and was recognized for her efforts on behalf of USMS. **Peter** welcomed **Jeff Commings, Susan Ehringer, Sue Nutty and Charles Cockrell** to the BOD.
- Sunday's session will be optional. An email will be sent regarding its format. It will begin at 9 am MT.

MSA to adjourn the 2020 House of Delegates of U.S. Masters Swimming.

The House concluded its business at 4:56pm MT.

Respectfully Submitted, Carrie Stolar, USMS Secretary 2022-23