

Hawaiian Swimming Board Meeting
August 25, 2019
9:30 a.m. to 12:30 p.m.
Punahou School - Thurston PE Center
1601 Punahou St, Honolulu, HI 96822

AGENDA

- I. Meeting Called to Order**
- A. Introductions & Announcements
 - B. Appointments
 - C. Consent Agenda
- II. Administrative Reports**
- A. Secretary (Minutes) – June 2019 is attached below and posted as draft online
 - B. Treasurer
 - C. Membership/Registration Coordinator
 - D. National Times Verification Administrator
- III. Chairperson Reports**
- A. Administrative Vice Chair
 - B. Finance Vice Chair
 - C. Senior Vice Chair
 - D. Age Group Vice Chair – see attached report
 - E. Technical Planning Chair
 - F. Officials' Chair – see attached report
 - G. Governance Chair
 - H. Safe Sport - There has been a good flow of information coming from USA Swimming and this information has been forwarded to the head coaches as they are received. There have been some changes in the education requirements for all those people involved in Safe Sport (sent out earlier this week).
 - I. Diversity - Our projects directed at increasing diversity (particularly income diversity) are somewhat dependent on our money-raising efforts. This is why we want to look at the Shain proposal with open eyes, ears and minds.
- IV. Representative Member Reports**
- A. Coach Representatives
 - B. Officials' Representative
 - C. Athlete Representatives
 - Senior Select Camp Debrief (unless you guys did that at the last meeting)
 - Senior Recognition Reflection (^)
 - Elections-new junior reps, lots applied
 - Athlete Committee
 - Meet schedule inquiries
 - Meet record inquiries
 - D. At-Large Maui Representatives

- E. At-Large Hawaii Island Representatives
- F. At-Large Oahu Representatives

V. Old Business:

VI. New Business:

- Western Zone Business Meeting

VII. Final Comments:

VIII. Adjournment:

Respectfully submitted by
Sandy Drake
Hawaiian Swimming, Secretary

APPROVED

Hawaiian Swimming Board Meeting
June 16, 2019
Punahou School - Thurston PE Center
1601 Punahou St, Honolulu, HI 96822

Attendees: Jon Hayashida (General Chair), Malcolm Cooper (Admin VP, NTV, Tech Planning), Gwenn Tomiyoshi (Registrar), Mike Osborne (Finance Chair), Eric Nagoshi (Senior Chair), Sandy Drake (Secretary, Official's Chair), Reid Yamamoto (MAGSA Rep), Lex Escondo (Official's Rep), Kenny Chew (Immediate Past General Chair), Dave Coleman, Makena Ginoza (Athlete Rep)

IX. Meeting Called to Order – 8:37am

D. **Announcements-** none

E. **Appointments-** Jon asked for suggestions of a Risk Management Coordinator

F. **Consent Agenda** – Reviewing all documents. Please make sure you send the consent agendas to Secretary Sandy Drake. The Registration, Official's Chair, and Official's Rep reports were approved. Malcolm read reports submitted from Athlete, Age Group Chair, Finance, and Safe Sport. All reports were approved as submitted.

X. Administrative Reports

E. **Secretary Minutes-** Reviewing last month's minutes, Jon asked about the different banks that are being proposed to use. Mike said they are waiting for response from the banks. Mike said Bobby Dugar is leaning towards First Hawaiian.
Minutes approved.

Past meeting minutes have been uploaded on a drive. The years uploaded are 2014-2017. Years 2006-2008 are in binders. Missing meeting minutes

from 2009-2013. What would the BOD want done with the minutes in binders? Sandy will send what has been scanned to Malcolm for him to upload on a google drive.

F. Treasurer Report- No report

G. Membership/Registration Report- Consent Agenda

H. NTV – All meets have been uploaded to June 15, 2019. Jeff Meister sent in the ILH reports and are uploaded.

XI. Executive Chairperson Reports

J. Administrative Vice Chair- Safety report that was received. Reminding everyone to submit it with the online report on USA Swimming website. Jon suggested sending out the link to the registrars and coaches. Sandy will also make sure all referees know of the link. Sandy spoke about MAAPP and bringing..... Jon wants to have something drawn up for clubs to say what can and can not be done. This would need to be sent to Abby Howard of USA Swimming Safe Sport for approval.

K. Finance Vice Chair- Consent agenda

L. Senior Vice Chair – No report

XII. Age Group Vice Chair- Consent Agenda – Malcolm added that he posted JAGS.

XIII. Board of Director Member Reports

G. Coach Representatives- Senior Champs entries are due June 18th. To remind everyone at Age Group States Championships, there will be not much of concessions since Maui County does not allow for sale of food.

H. Athlete Representatives- Consent Agenda and Makena reported that they need to start on Senior recognition. He was told there is a budget of \$1500 for it. They need to update the Junior Rep application. Voting will take place at the Age Group State meet on Maui. Malcolm asked if they've been telling athletes 18 & over to make sure they take the Athlete Protection Training by June 23rd.

I. Official's Chair – Consent Agenda

J. Official's Rep – Consent Agenda

K. Technical Planning- No report

L. At-Large Maui Representative- To remind everyone at Age Group States Championships, there will be not much of concessions since Maui County does not allow for sale of food. There will be a huge room in the community center with air conditioning for the athletes.

M. Big Island At-Large Representative- The Kona pool should be open by late October, early November.

N. Governance – No report

XIV. Old Business:

Rules & Regs and Policies & Procedures – Dave said it should be done by July.

XV. New Business:

Sandy spoke about USA Swimming BOD's proposal for new club registration.....

Jon spoke about the 12 & under tech suit band that will take affect September 1, 2020. Jon wants to propose we implement the ban on April 1, 2020. Tech suits are defined as not having any seams.

Motion for Hawaiian Swimming to have April 1, 2020 as the date to ban tech suits for 12 and under swimmers. Amended to change the date to September 1, 2019. Amended motion approved for September 1, 2019 for Hawaiian Swimming sanctioned meets to have a ban on tech suits for 12 and under swimmers.

Safe Sport MAAPP – as mentioned above, we will have something for clubs. The live date is June 23rd for MAAPP.

HHSAA had a meeting that will require coaches for 3 weeks after HHSAA Championships they cannot coach the swimmers. This also includes the first 3 weeks of school.

Jon suggests we (Hawaiian Swimming) ask for a waiver from HHSAA for USA Swimming coaches who coach high school to be allowed to coach. Jon, Malcolm, and Dave will work on submitting a waiver to HHSAA on behalf of Hawaiian Swimming coaches.

Eric said Jeff Meister informed him HHSAA Championships will most likely be February 14-15, 2020. Our Age Group State Meet is scheduled for February 20-23, 2020. Jon and Malcolm need to look if this date will impact our athletes.

Eric asked about Zones. Jon and talked with Joe Glenn and they are filling in the spots for the swimmers. Malcolm and Jon will be at the Zone meeting during the meet.

Gwenn said Concussion Training all expires 1 year after the training was taken. Gwenn will make a list for coaches and officials and send out. Gwenn will send a report to Sandy for the officials.

Junior Pan Pacs will be on Oahu August 2020. Malcolm, Sandy, and Joe Glenn are working with USA Swimming.

XVI. Adjournment:

Adjourned at 11:32 am.

Respectfully submitted by
Sandy Drake, Hawaiian Swimming Secretary

APPROVED

CONSENT AGENDA

CONSENT AGENDA ITEM

Name of person submitting agenda Item:
Gwenn Tomiyoshi

Committee Name/Member Position:
Registration Membership

Committee/Member Report
Committee/Member Proposal: _____

Narrative (Provide a brief summary of report/proposal)

See attached (Year-Round Report and Month/Year Comparison Report)

USA Swimming now requires CPT certification to be renewed on or before 12 months the 12-month expiration date. The expiration date is 12 months after the complete date of the CPT certification. It will be each coach's responsibility to renew their CPT certification.

Issues Addressed (Pros & Cons)

PROS	CONS
1)	1)
2)	2)
3)	3)
4)	4)
5)	5)

Additional Comments:

USA Swimming, Inc.

6/11/2019 3:36:33 PM

Year to Date Registration Report

LSC: HI

Athlete

Athlete	2686
Athlete Flex	264
Athlete Season 1	64
Athlete Outreach	99
Total:	3113

Non-Athlete

Individual	368
Life	2
Total:	370

Clubs

Club	28
Organization	2
Total:	30

REGISTRATION COMPARISON 2014_2019_rev

Months	2014	Run- total	2015	Run- total	2016	Run- Total	2017	Run- total	2018	Run- total	2019	Run- total
Sept	252	252	588	588	347	359	369	369	608	608	424	424
Oct	813	1065	775	1363	689	1065	531	900	543	1151	623	1047
Nov	407	1472	426	1789	420	1492	849	1749	404	1555	288	1335
Dec	771	2243	602	2391	753	2247	707	2456	671	2226	880	2215
Jan	331	2574	304	2695	320	2569	278	2734	210	2436	262	2477
Feb	184	2758	222	2917	253	2828	132	2866	239	2675	172	2649
March	93	2851	68	2985	141	2978	149	3015	125	2800	77	2726
April	97	2948	68	3053	92	3078	67	3082	127	2927	56	2782

May	115	3063	167	3220	89	3167	102	3184	46	2973	119	2901
June	138	3201	143	3363	99	3272	97	3281	113	3086	.	
July	68	3269	75	3438	48	3323	25	3306	42	3128		
August	27	0	83	3521	11	3334	34	3340	32	3160		
Total	3296	3269	3521	3521	3262	3341	3340	3343	3160	3160		

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Official's Chair Report

Hawaiian Swimming BOD

August 25, 2019

Submitted by Sandy Drake, Official's Committee Chair

- Senior Championships – We had a total of 30 officials at the meet. I did evaluations for 2. The first session had very few officials. It's difficult when it's on a weekday. We were able to get by, but it was at the bear minimum. The meet went well. During the meet, I presented Marcelle Arakaki with the Official's Excellence Award. This award is voted upon by the National Official's

Committee. Only 6 of these are presented each year. She was completely surprised!

- Age Group Championships – There were a total of 42 officials who worked the meet. There were 9 evaluations given with all advancing to various certifications. I'd like to thank Dar Gerber for her excellent work as the meet referee. I'd also like to thank Eugene Drzymala for attending to our evaluator, Don Houghardy.
- Junior Age Group Championships – There were 20 officials who attended this 2-session event. It was the first time Stephanie Monahan was the Meet Referee.
- Age Group Zones – Bobby Dugar attended this meet and received a very good evaluation for Chief Judge. Amanda Wilson also attended the meet. It is my hope that next year, we get more Hawaiian Officials attending Zones.
- Futures – Lex Escondo attended his first Futures meet. He received his recertification for N3 Stroke & Turn. Hawaiian Swimming should be proud of how well he represented us.
- Referee Workshop – Will be held in Tampa, Florida October 4-5. I have asked Stephanie Monahan to attend.
- Swim Kauai has asked for an AO to attend their meet on October 5th. They have one certified AO and she will not be on island. They've asked if Saint Marie could attend. I'll leave it up to the BOD if we want to fund the flight for an AO to be at this meet.
- Attached is the current Official's Quota list including names, meets, and sessions worked for all clubs. Please let me know if there are any questions.
- As always, we are always in need of officials. I ask teams to look at their parents who have 11-12-year olds. Get them involved in becoming an official. On the website is a document explaining 'How to Become an Official' that you can send to them.
- All-island Referee clinic—Looking at dates, I would like to do one either November 30 or December 1. I will need a room where I can use a projector. Should this be on Oahu? Maui? There are 23 referees with 1 retiring and 1 moving making it 21.
- Need to place an order for nametags. Need island reps to give me names. I'd also like to make sure at one of our State meets we have meet shirts for officials. Budget item?

Official's Quota

2019 Official's Quota

History: 09/01/2018 - 08/21/2019

Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Webster, Leonard Tyrone	HI/AAA	REG: ###	0		0	15	ST	15 32
		BGC: ###					XC	1 1
		APT: ###					XT	1 2
		leonardweb1967@gmail.com						
Barretto, Andrea	HI/ASC	REG: ###	0		0	5	ST	2 4
		BGC: ###					XJ	3 6
		APT: ###						
		nanibarretto@gmail.com						
Birdsall, Kai	HI/ASC	REG: ###	4		0	9	ST	1 1
		BGC: ###					CJ	5 11
		APT: ###					DR	1 2
		APR: ###					XR	3 6
		birdsallohana@gmail.com						
Honda, Dean S.K.	HI/ASC	REG: ###	0		0	2	ST	1 2
		BGC: ###						
		APT: ###						
		APR: ###						
Robertson, Laura Katherine	HI/ASC	REG: ###	7		0	7	ST	7 19
		BGC: ###						
		APT: ###						
Scarth, Robyn Malia	HI/ASC	REG: ###	2		0	6	ST	3 6
		BGC: ###					XJ	3 6
		APT: ###						
		rscarth1@gmail.com						
Schad, Melissa M	HI/ASC	REG: ###	3		0	10	ST	4 8
		BGC: ###					XJ	4 8
		APT: ###					TR	1 2
		jawsaquatics@yahoo.com						
Soler, Ignacio Luis	HI/ASC	REG: ###	0		0	4	ST	4 8
		BGC: ###						
		APT: ###						
		pinkdogtail@mac.com						

Officials Tracking - Officials Participation Evaluation Report

2019 Official's Quota

History: 09/01/2018 - 08/21/2019

Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Sorensen, Michelle Lee	HI/ASC	REG: ###	0		0	3	ST	1 2
		BGC: ###					TR	1 2
		APT: ###						
		APR: ###						
		cmaasorensen@gmail.com						
Weyrick, Michelle Rene	HI/ASC	REG: ###	2		1	9	ST	3 5
		BGC: ###					CJ	6 15
		APT: ###						
		michelle@kohanasoap.com						
Barrot, Juan Antonio	HI/AUL	REG: ###	0		0	2	ST	1 1
		BGC: ###					CJ	1 1

Canevari, Brian David	HI/AUL	APT: ###	0	0	5	ST		4	8	
		REG: ###								juan.barrot@me.com
		BGC: ###								
		APT: ###								
Christensen, Susan Margaret	HI/AUL	REG: ###	2	0	10	ST		9	12	
		brian@bcframe.com								
		BGC: ###								
		APT: ###								
Duval-Arnould, Francois	HI/AUL	REG: ###	1	0	15	ST		11	15	
		vandyblond@aol.com								
		BGC: ###								
		APT: ###								
Johnson, Lou	HI/AUL	REG: ###	3	0	13	ST		9	11	
		alohafrancois@icloud.com								
		BGC: ###								
		APT: ###								
Kong, Shelley Anne	HI/AUL	REG: ###	0	0	13	ST		13	17	
		louiswjohnson@gmail.com								
		BGC: ###								
		APT: ###								
		shelley@paclawteam.com								

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Lerner, Jenn	HI/AUL	REG: ###	0	0	0	-		
		BGC: ###						
		APT: ###						
		jpimom@gmail.com						
McCown, Neil Robert	HI/AUL	REG: ###	0	0	1	XJ		1
		BGC: ###						
		APT: ###						
		neilmccown@hotmail.com						
Mehnert, Bettina	HI/AUL	REG: ###	4	0	15	ST		5
		BGC: ###						3
		APT: ###						7
		bmehnert@ahldesign.com						9
								1
								3
Moore, Frank LeMonte	HI/AUL	REG: ###	0	0	11	ST		3
		BGC: ###						3
		APT: ###						3
		APR: ###						3
		frank_and_kayla@yahoo.com						3
								1
								1
								1
								2
								3
Moore, Harmony	HI/AUL	REG: ###	0	0	0	-		1
		BGC: ###						1
		APT: ###						1
		frank_and_kayla@yahoo.com						2
								3
Picken, David Joseph	HI/AUL	REG: ###	0	0	3	ST		2

		BGC: ###				XJ		1	1
		APT: ###							
		dnapicken@hotmail.com							
Radio, Matthew J	HI/AUL	REG: ###	0	0	12	ST		9	11
		BGC: ###				GO		2	3
		APT: ###				TR		1	1
		matthewradio@gmail.com				AN		1	1
Redford, Johnny	HI/AUL	REG: ###	0	0	0	-			
		BGC:							
		APT:							
		stobear@gmail.com							

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Slay, Hudson	HI/AUL	REG: ###	3	0	14	ST		12 18
		BGC: ###				SR		2 2
		APT: ###				XS		2 2
		hudsonslay@gmail.com				XC		1 1
Van Zile, Debra Ann	HI/AUL	REG: ###	1	0	8	ST		8 11
		BGC: ###						
		APT: ###						
		debra_vanzile@yahoo.com						
Zerr, Pete	HI/AUL	REG: ###	0	0	0	-		
		BGC:						
		APT:						
		pezerr@gmail.com						
Dugar, Bobby	HI/BLUE	REG: ###	4	1	10	CJ		4 13
		BGC: ###				SR		3 5
		APT: ###				DR		2 3
		APR: ###				AR		1 1
		rgdugar@gmail.com				OR		1 1
Fukumoto, Gordon Satoru	HI/BOWS	REG: ###	0	0	7	AO		3 8
		BGC: ###				TJ		1 1
		APT: ###				CO		2 7
		jellyfish@hawaiiantel.net				TO		4 7
Fukumoto, Janice Leiyung	HI/BOWS	REG: ###	0	0	5	CO		3 8
		BGC: ###				TO		2 7
		APT: ###						
		APR: ###						
		janicebows@hawaiiantel.net						
Heskett, Marvin	HI/BOWS	REG: ###	0	0	0	-		
		BGC:						
		APT:						
		mhesketts@mac.com						

Officials Tracking - Officials Participation Evaluation Report

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Loi, Agnes H.P.C.	HI/BOWS	REG: ###	0	0	5	CC		5 11
		BGC: ###						

		APT: ###							
		APR: ###							
		ahploi@gmail.com							
Nakamoto, Mei	HI/BOWS	REG: ###	0	0	5	DR		2	5
		BGC: ###				MR		2	6
		APT: ###							
		mn@hawaii.rr.com							
Camarillo, George	HI/HAQ	REG: ###	5	0	9	ST		8	18
		BGC: ###							
		APT: ###							
		APR: ###							
		gcamarillo@hawaii.rr.com							
Hashimoto, Kristi T	HI/HAQ	REG: ###	4	0	7	ST		6	16
		BGC: ###							
		APT: ###							
		APR: ###							
		kealohalani64@aol.com							
Hayashida, Jon	HI/HAQ	REG: ###	0	0	2	GO		2	6
		BGC: ###							
		APT: ###							
		haqpoidog@gmail.com							
Loo, Noel S.S.	HI/HAQ	REG: ###	6	0	13	ST		11	27
		BGC: ###				TR		1	2
		APT: ###							
		APR: ###							
		nloo62@yahoo.com							
Morales, Jarett Donnie	HI/HAQ	REG: ###	0	0	3	ST		2	6
		BGC: ###				CJ		1	2
		APT: ###							
		jtmorales@aol.com							

Officials Tracking - Officials Participation Evaluation Report

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Sabnani, Lovina H	HI/HAQ	REG: ###	3	0	10	ST	2	3
		BGC: ###				CJ	2	5
		APT: ###				SR	4	8
		hiloentdoc@aol.com				MR	2	6
Tomiyoshi, Gwenn K	HI/HAQ	REG: ###	0	0	8	CC	8	24
		BGC: ###						
		APT: ###						
		jackel@hawaiiantel.net						
Manoukis, Nicholas Chirivas	HI/HISC	REG: ###	0	0	9	TR	1	2
		BGC: ###				TJ	1	2
		APT: ###				CO	1	2
		manoukis@unitsci.org				TO	6	14
Mondoy-Jack, Teresa M	HI/HISC	REG: ###	1	0	1	XJ	1	2
		BGC: ###						
		APT: ###						
		tmondoy.jack@gmail.com						
Peng, Ruisheng	HI/HISC	REG: ###	0	0	9	AO	2	6
						TR	1	2

		BGC: ###				CC		1	2
		APT: ###				TJ		2	3
		rpengdr@netscape.net				CO		1	2
Rocha, Joe	HI/HISC	REG: ###	1	0	8	ST		7	18
		BGC: ###							
		APT: ###							
		808rochas@gmail.com							
Arakaki, Keith T	HI/HSC	REG: ###	0	0	2	GO		2	7
		BGC: ###							
		APT: ###							
		hsc@flex.com							

Officials Tracking - Officials Participation Evaluation Report

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked	
Arakaki, Marcelle L	HI/HSC	REG: ###	2		1	33	ST	3	6
		BGC: ###						8	20
		APT: ###						4	7
		marcelle808@gmail.com						6	12
								7	16
								1	4
								1	1
								2	9
								1	2
Camacho, Mac	HI/HSC	REG: ###	1	0	2	ST		2	2
		BGC: ###							
		APT: ###							
		drcamachoent@yahoo.com							
Ginoza, Kim Emiko	HI/HSC	REG: ###	3	0	6	ST		4	8
		BGC: ###						1	2
		APT: ###							
		humuhumu@hotmail.com							
Johnson, Chuck	HI/HSC	REG: ###	0	0	4	ST		4	9
		BGC: ###							
		APT: ###							
		cnmp68@gmail.com							
Kane, Dain P	HI/HSC	REG: ###	0	0	3	GO		2	4
		BGC: ###						1	4
		APT: ###							
		dainkane@yahoo.com							
King, Brian Christopher	HI/HSC	REG: ###	0	0	6	ST		6	8
		BGC: ###						1	3
		APT: ###							
		briancking40@gmail.com							
McNabb, Myla Orendain	HI/HSC	REG: ###	2	0	15	ST		12	26
		BGC: ###						1	1
		APT: ###						1	2
		APR: ###						1	3
		mylamcnabb@gmail.com							

Officials Tracking - Officials Participation Evaluation Report

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked	
Nonaka, Tomoko Shimamira	HI/HSC	REG: ###	3		0	13	ST	12	22

		BGC: ###								
		APT: ###								
		nswell@hawaiiantel.net								
Orr, Walt	HI/HSC	REG: ###	0	0	12	ST		10	14	
		BGC: ###					CJ	3	4	
		APT: ###					XJ	1	2	
		manapua22@hawaii.rr.com					GO	2	8	
Pelletieri, Robert V	HI/HSC	REG: ###	3	0	14	ST		13	27	
		BGC: ###					CJ	1	1	
		APT: ###					SR	1	1	
		ghostinahouse@gmail.com								
Yonemura, Lloyd M	HI/HSC	REG: ###	0	0	8	GO		4	16	
		BGC: ###					AN	4	17	
		APT: ###								
		flash.announcer@gmail.com								
Zane, Craig Palani	HI/HSC	REG: ###	1	0	5	ST		4	6	
		BGC: ###								
		APT: ###								
		craigzane15@gmail.com								
Campbell, Pinky	HI/IA	REG: ###	4	0	16	ST		7	15	
		BGC: ###					SR	6	9	
		APT: ###					DR	3	3	
		APR: ###					XR	3	5	
		pinkynkeanna@yahoo.com								
Davis, Rachel J	HI/IA	REG: ###	7	0	14	ST		13	26	
		BGC: ###								
		APT: ###								
		aquapulco@hawaii.rr.com								
De Aguiar, Anuschka Van Der Spek	HI/IA	REG: ###	4	0	17	ST		5	11	
		BGC: ###					CJ	2	2	
		APT: ###					SR	2	2	
		APR: ###					DR	11	16	
		scubrazil@hotmail.com								

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Horwitz, Cory	HI/IA	REG: ###	0	0	4	ST		1 2
		BGC: ###				XJ		3 3
		APT: ###						
		corymhorowitz@yahoo.com						
Starmer, John Andrew	HI/IA	REG: ###	1	0	7	ST		4 5
		BGC: ###				CJ		1 3
		APT: ###				SR		1 1
		john@johnstarmer.com				XJ		2 3
Takeda, Darryl James	HI/IA	REG: ###	5	0	16	ST		14 21
		BGC: ###				CJ		1 4
		APT: ###				SR		1 1
		djtakeda@gmail.com				XS		1 1
						XC		1 1
Andaya, Bryan P	HI/IOL	REG: ###	1	0	15	ST		8 15
		BGC: ###				CJ		1 1

		APT: ###				SR		9	18
		APR: ###				XS		1	2
		bpandaya@netscape.net							
Nishikawa, Ruthie	HI/IOL	REG: ###	0	0	14	ST		12	17
		BGC: ###				CJ		1	2
		APT: ###				XS		1	1
		APR: ###				XC		1	2
		rwongnish@hawaiiantel.net							
Wilson, Amanda	HI/IOL	REG: ###	3	0	17	ST		10	23
		BGC: ###				CJ		5	6
		APT: ###				SR		3	5
		APR: ###				XC		2	3
		straightsmile4u@gmail.com							
Yoshida, Donna	HI/IOL	REG: ###	1	0	6	ST		6	9
		BGC: ###							
		APT: ###							
		APR: ###							
		kdkdy2001@gmail.com							

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked	
Yoshiyama, Chris	HI/IOL	REG: ###	0	0	9	ST	8	11	
		BGC: ###				AN	1	1	
		APT: ###							
		chrisyoshiyama@gmail.com							
Ascino, Dustie'Lee	HI/KONA	REG: ###	0	0	5	XT	4	10	
		BGC: ###				TJ	1	4	
		APT: ###							
		dustielee01@gmail.com							
Cornforth, Colin James	HI/KONA	REG: ###	1	0	3	ST	1	4	
		BGC: ###				CJ	1	2	
		APT: ###							
		APR: ###							
		colincornforth@yahoo.com							
Oka, Keolalani Tyson	HI/KONA	REG: ###	0	0	0	-			
		BGC: ###							
		APT: ###							
		keolaoka2@gmail.com							
Swan, Joyce	HI/KONA	REG: ###	0	0	0	-			
		BGC: ###							
		APT: ###							
		babycody@gmail.com							
Kawamura, Peter A	HI/KSA	REG: ###	0	0	1	XJ	1	1	
		BGC: ###							
		APT: ###							
		APR: ###							
		peter.kawamura@gmail.com							
Robins, Hoku	HI/KSA	REG: ###	0	0	0	-			
		BGC: ###							
		APT: ###							
		hr3bugs@gmail.com							

Conover, Connie HI/KSC REG: ### 3 0 8 ST 5 10
 BGC: ### CJ 4 14
 APT: ### GO 1 3
 constance.j.conover@gmail.com

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Davis, Courtney Jean	HI/KSC	REG: ###	0	0	14	ST	13	28
		BGC: ###				SR	1	1
		APT: ###				XS	1	2
		APR: ###						
		courtneydavis808@me.com						
Drzymala, Eugene William	HI/KSC	REG: ###	3	3	36	ST	8	16
		BGC: ###				CJ	13	27
		APT: ###				SR	4	6
		APR: ###				DR	6	15
		waokanaka1@twc.com				AR	1	2
						MR	9	25
						YA	1	1
						AN	1	2
Escondo, Lex	HI/KSC	REG: ###	4	0	25	ST	9	20
		BGC: ###				CJ	11	18
		APT: ###				SR	2	3
		APR: ###				DR	5	11
		alexie3215@gmail.com				MR	1	2
						XM	1	2
						XT	1	1
Fujiwara, Jan K	HI/KSC	REG: ###	0	0	9	XJ	2	2
		BGC: ###				YA	1	2
		APT: ###				XT	2	2
		APR: ###				GO	2	10
		jan.fujiwara@gmail.com				CC	2	8
Gough, Saint-Marie J	HI/KSC	REG: ###	1	1	29	ST	9	17
		BGC: ###				AR	3	14
		APT: ###				AO	12	26
		splendid_splenda@yahoo.com				XJ	1	1
						XC	1	1
						GO	1	1
						TR	1	2
						CC	1	7
						TJ	1	6
						CO	2	3

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Hioki, David	HI/KSC	REG: ###	3	0	21	ST	9	17
		BGC: ###				CJ	2	2
		APT: ###				SR	10	23
		APR: ###				XS	2	2
		davidhioki@yahoo.com				MD	1	1
Kealoha, Jamie Lyn	HI/KSC	REG: ###	0	0	18	YA	1	1
		BGC: ###				CO	2	2
		APT: ###				TO	16	18

Kealoha, Walter K	HI/KSC	APR: ###	0	0	0	-			
		jamie.kealoha@dfs.com							
		REG: ###							
Kodama, Wade K	HI/KSC	BGC: ###	0	0	2	ST		2	3
		APT: ###							
		jamie.kealoha@dfs.com							
Lofton, Bart Douglas	HI/KSC	wadekodama@hawaii.rr.com	3	0	10	ST		10	21
		REG: ###							
		BGC: ###							
Ming, Kristie Kiyomi	HI/KSC	APT: ###	0	0	8	CO		6	9
		bart_lofton@yahoo.com							
		REG: ###							
Monahan, Stephanie Ann	HI/KSC	BGC: ###	2	0	27	ST		3	3
		APT: ###							
		kristiekm@hawaii.rr.com							
		BGC: ###						2	3
		APT: ###							
		SR							
		BGC: ###						4	7
		APT: ###							
		DR							
		BGC: ###						4	24
		APT: ###							
		AR							
		BGC: ###						8	19
		APT: ###							
		AO							
		BGC: ###						7	8
		APT: ###							
		MR							
samonahan17@gmail.com									

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Mucciarone, James	HI/KSC	REG: ###	2		0	21	ST	21
Patterson, Pat	HI/KSC	BGC: ###	0	0	0	-		
		APT: ###						
		jamesmucciarone@yahoo.com						
Robinson, Christopher Richard	HI/KSC	REG: ###	0	0	3	ST		3
		BGC: ###						
		APT: ###						
Ruelas, Manuel	HI/KSC	APT: ###	0	0	0	-		
		defendo@ymail.com						
		REG: ###						
Saunders, Ward Douglas	HI/KSC	BGC: ###	2	0	9	ST		9
		APT: ###						
		mruelas3@aol.com						
Sawai, Gary R	HI/KSC	REG: ###	0	0	2	MD		2
		BGC: ###						
		wardsaunders@hawaii.rr.com						

		APT: ###							
		gsawai808@gmail.com							
Sawai, Pauline N	HI/KSC	REG: ###	1	0	17	ST		4	8
							CJ	1	1
		BGC: ###					SR	4	9
		APT: ###					DR	4	11
		paulinesawai@gmail.com					AR	2	3
							MR	4	9
Story, Michael	HI/KSC	REG: ###	0	0	2	ST		2	9
		BGC: ###							
		APT: ###							
		mililanistory@gmail.com							

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Terada, Kara Erin Fumi	HI/KSC	REG: ###	0	0	3	TJ	1	2
		BGC: ###				CO	2	2
		APT: ###				TO	1	1
		tnkterada@aol.com						
Cherry, Mindi	HI/LAH	REG: ###	2	0	10	ST	9	17
		BGC: ###						
		APT: ###						
		mindicherry1@gmail.com						
Merrill, Alexis	HI/LAH	REG: ###	1	0	7	ST	6	8
		BGC: ###						
		APT: ###						
		alexismerrill@gmail.com						
Pope, Paula G	HI/LAH	REG: ###	0	0	0	-		
		BGC: ###						
		APT: ###						
		popepaula2@gmail.com						
Richmond, Dawna L	HI/LAH	REG: ###	0	0	10	ST	2	5
		BGC: ###				CJ	1	2
		APT: ###				SR	4	5
		dawna.richmond@gmail.com				DR	4	4
Wintermeyer, Dave	HI/LAH	REG: ###	0	0	15	AO	2	4
		BGC: ###				TJ	1	2
		APT: ###				CO	2	5
		dwintermeyer@yahoo.com				TO	9	20
Yip, Lucille N	HI/LAH	REG: ###	0	0	7	CC	6	11
		BGC: ###						
		APT: ###						
		lucilleyip@gmail.com						
Coleman, David L	HI/MAN	REG: ###	5	4	10	ST	2	4
						SR	3	5
		BGC: ###				DR	3	5
		APT: ###				AO	1	2
		dcoleman@chaminade.edu				EV	1	7
						TR	2	4

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
----------	------------	-------------------	--------------	--------------	--------------	----------	-------------	-------------

Hamamoto, Randy	HI/MAN	REG: ###	0	0	6	MD	1	4
		BGC: ###				CO	1	1
		APT: ###				TO	4	7
		rchamamoto@aol.com						
Higa, Denny Sadaharu	HI/MAN	REG: ###	0	0	2	CC	2	6
		BGC: ###						
		APT: ###						
		higad005@yahoo.com						
Oh, Kim	HI/MAN	REG: ###	0	0	5	ST	5	11
		BGC: ###						
		APT: ###						
		kimoh88@hotmail.com						
Taylor, Phillip David	HI/MAN	REG: ###	0	0	0	-		
		BGC:						
		APT:						
		phill_taylor78@gmail.com						
Winter, Kim	HI/MAN	REG: ###	0	0	0	-		
		BGC:						
		APT:						
		kimberllywinter@mac.com						
Wong, Jon Yuen-Yau	HI/MAN	REG: ###	0	0	19	GO	18	33
		BGC: ###				MD	1	4
		APT: ###						
		jw_hi@hotmail.com						
Castillo, Edna Damo	HI/MAUI	REG: ###	4	0	16	ST	14	26
		BGC: ###				SR	1	1
		APT: ###						
		ecalaro3@gmail.com						
Gunderson, Shirlyn	HI/MAUI	REG: ###	2	0	9	ST	7	16
		BGC: ###				SR	1	1
		APT: ###						
		sgunderson074@yahoo.com						

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Lopes, Laurie Brooks	HI/MAUI	REG: ###	0	0	0	-		
		BGC: ###						
		APT: ###						
		jbranch@hawaiiantel.net						
Macario, Matthew John	HI/MAUI	REG: ###	0	0	10	XT	2	4
		BGC: ###				TO	8	13
		APT: ###						
		guiter_shark@hotmail.com						
Murata, Ruth I	HI/MAUI	REG: ###	4	0	16	ST	1	2
		BGC: ###				CJ	2	3
		APT: ###				SR	5	6
						DR	7	8
Romero, Cecelia E	HI/MAUI	REG: ###	0	0	16	MR	3	6
		BGC: ###				CC	16	33
		APT: ###				AN	1	1

sugimoto, Jill Mikiko	HI/MAUI	mauiswimclub@yahoo.com	REG: ###	0	0	14	CC	14	30
		BGC: ###							
		APT: ###							
Cooper, Malcolm	HI/MDSC	jmsugimoto@gmail.com	REG: ###	0	0	22	AR	1	1
		BGC: ###				AO	4	7	
		APT: ###				GO	17	33	
Drake, Sandy	HI/MDSC	malcolwhy@yahoo.com	REG: ###	6	18	24	CO	1	2
		BGC: ###				CJ	2	2	
		APT: ###				SR	4	7	
						DR	4	11	
						MR	3	16	
						OR	3	8	
						OF	1	2	
				GO	2	3			
		sandydrakemaui@gmail.com				TR	8	13	

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Eyre, Aja Denelle	HI/MDSC	REG: ###	3	0	10	ST	3	4
		BGC: ###				CJ	1	1
		APT: ###				SR	5	7
Riemenschneider, Jenny Ellefson	HI/MDSC	ajaeyre@yahoo.com				XS	1	1
		REG: ###	5	0	10	YA	1	2
		BGC: ###				ST	9	15
Sinnott, Toni	HI/MDSC	jennye129@aol.com				SR	1	1
		REG: ###	0	0	21	AO	18	30
		BGC: ###				CO	1	7
Kurusu, Reina Masako	HI/MOKI	tonisinnott@aol.com				TO	1	1
		REG: ###	0	0	0	-		
		BGC: ###						
Moises, Kristi	HI/MOKI	rdkurusu@gmail.com						
		REG: ###	0	0	1	AO	1	2
		BGC: ###						
Howell, Evan Aubrey	HI/PAQ	ksasato@yahoo.com						
		REG: ###	0	0	0	-		
		BGC: ###						
Lileikis, Linda Aki	HI/PAQ	rofreason@gmail.com						
		REG: ###	0	0	9	GO	1	5
		BGC: ###				AN	8	18
Nakamura, Hanna	HI/PAQ	llileikis@yahoo.com						
		REG: ###	0	0	8	GO	1	1
Yemimi		BGC: ###				CO	4	7

APT: ###
yemimihp@gmail.com

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Nakatsu, Curtis	HI/PAQ	REG: ###	3		0	13	ST	11
		BGC: ###					CJ	2
		APT: ###						
		APR: ###						
Natori, Darrell Tamotsu	HI/PAQ	poppi8282@gmail.com REG: ###	0		0	0	-	
		BGC: ###						
		APT: ###						
		APR: ###						
Nitao, John Shinichi	HI/PAQ	dtnatori@gmail.com REG: ###	0		0	2	ST	2
		BGC: ###						
		APT: ###						
		APR: ###						
Saulez, Katie	HI/PAQ	john.nitao@gmail.com REG: ###	0		0	0	-	
		BGC: ###						
		APT: ###						
		ksaulez@live.co.za						
Sills, Kris	HI/PAQ	REG: ###	0		0	1	ST	1
		BGC: ###						
		APT: ###						
		kamaki77@gmail.com						
Watts, Ken	HI/PAQ	REG: ###	2		0	11	ST	8
		BGC: ###					CJ	1
		APT: ###					SR	1
		APR: ###						
Cabigas, Cris	HI/PCA	cleewatts@hotmail.com REG: ###	0		0	5	CC	2
		BGC: ###					CO	4
		APT: ###						
		crizcab@gmail.com						

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Dolan, Linda M	HI/PCA	REG: ###	0		0	10	ST	7
		BGC: ###					CJ	4
		APT: ###					SR	1
		ldolan001@gmail.com						
Iwamoto, Andrea T	HI/PCA	REG: ###	0		0	15	AO	5
		BGC: ###					GO	6
		APT: ###					TR	2
		CO						1
Kim, Michelle Shizu	HI/PCA	pca.registrar@gmail.com REG: ###	0		0	1	TO	3
		BGC: ###					XT	1

		APT: ###							
		APR: ###							
		svtwhom@yahoo.com							
Okuma, Jennifer Terumi	HI/PCA	REG: ###	2	0	5	ST		3	4
		BGC: ###				DR		1	2
		APT: ###							
		jenni.okuma@gmail.com							
Otaka, Dean Kazuyoshi	HI/PCA	REG: ###	0	0	13	ST		9	10
		BGC: ###				CJ		4	5
		APT: ###				XC		1	1
		APR: ###							
		deankazuyoshi@gmail.com							
Aparicio-Bill, Charo	HI/PHIN	REG: ###	0	0	9	AO		2	6
		BGC: ###				YA		1	4
		APT: ###				CC		2	4
		charoapario1@msn.com				TJ		3	6
		REG: ###				CO		2	4
Rose, Carolann W	HI/PHIN	REG: ###	3	0	10	ST		8	20
		BGC: ###				TR		1	2
		APT: ###							
		micgeckos@aol.com							
Adams, Jeff	HI/SKA	REG: ###	0	0	2	ST		2	4
		BGC: ###							
		APT: ###							
		givetojeff@gmail.com							

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Britzmann, Dan	HI/SKA	REG: ###	0		3	SR		2
		BGC: ###				DR		1
		APT: ###						4
		danbritz@me.com						
Goodrich Maier, Tim	HI/SKA	REG: ###	0	0	1	ST		1
		BGC: ###						2
		APT: ###						
		goodrichl001@hawaii.rr.com						
Harjo, David L	HI/SKA	REG: ###	0	0	0	-		
		BGC: ###						
		APT: ###						
		dharjo888@gmail.com						
Hoesel, Chris	HI/SKA	REG: ###	1	1	7	ST		2
		BGC: ###				SR		4
		APT: ###				DR		2
		hoesel_chris@hotmail.com						8
Hoesel, Missy	HI/SKA	REG: ###	1	0	5	YA		1
		BGC: ###				TO		4
		APT: ###						10
		missyhoesel2@gmail.com						
Ibanez, Aileen Valera	HI/SKA	REG: ###	0	0	1	SR		1
		BGC: ###						2
		APT: ###						

		APR: ###							
		aileenibanez@msn.com							
Inouye, John Hiroshi	HI/SKA	REG: ###	2	0	1	XJ		1	2
		BGC: ###							
		APT: ###							
		jinouye87@gmail.com							
Kaeo, Chanel Piilani	HI/SKA	REG: ###	0	0	0	-			
		BGC: ###							
		APT: ###							
		cpkaeo@gmail.com							

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Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Littlefield, Kathleen M	HI/SKA	REG: ###	0		0	5 ST		5 10
		BGC: ###						
		APT: ###						
		kathleenlittlefieldnz@gmail.com						
Nishimura, Stacie Emiko	HI/SKA	REG: ###	0	0	0	-		
		BGC: ###						
		APT: ###						
		nishimura3295@gmail.com						
Perreira, Karen T.M.	HI/SKA	REG: ###	2	0	7	AR		2 4
		BGC: ###				AO		4 10
		APT: ###				YA		1 2
		karenperreira@gmail.com						
Pratt, Robin Thomson	HI/SKA	REG: ###	0	0	1	ST		1 4
		BGC: ###						
		APT: ###						
		rtpratt@icloud.com						
Rockwell, Brad William	HI/SKA	REG: ###	0	0	5	ST		5 12
		BGC: ###						
		APT: ###						
		bradrockwell@icloud.com						
Splittstoesser, Lisa	HI/SKA	REG: ###	0	0	0	-		
		BGC: ###						
		APT: ###						
		lsplitts@yahoo.com						
Wigent, Shannon	HI/SKA	REG: ###	0	0	7	ST		1 2
		BGC: ###				CJ		1 2
		APT: ###				DR		4 8
		swigent@gmail.com						
Chang, Bonita Y.M.	HI/SPL	REG: ###	0	0	12	AO		1 1
		BGC: ###				YA		1 2
		APT: ###				XT		1 1
		APT: ###				GO		1 1
		APR: ###				CC		3 5
		bonita.y.chang@gmail.com				CO		4 7
						TO		2 4

Officials Tracking - Officials Participation Evaluation Report

2019 Official's Quota

History: 09/01/2018 - 08/21/2019

Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
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Endo, Kumiko	HI/SPL	REG: ###	0	0	8	ST		8	9
		BGC: ###							
		APT: ###							
		APR: ###							
		taiyoendo2000@yahoo.com							
Iwamura, Rene Naomi	HI/SPL	REG: ###	0	0	25	XA		1	1
						GO		1	1
		BGC: ###				CC		4	5
		APT: ###				TJ		3	6
		rene.i@ee3.com				CO		6	10
						TO		16	40
Iwamura, Russell K	HI/SPL	REG: ###	6	0	25	ST		5	9
						CJ		5	6
		BGC: ###				SR		9	13
		APT: ###				DR		13	33
		russelliwamura@hawaii.rr.com				MR		3	6
						OR		1	4
Lee, Jan	HI/SPL	REG: ###	0	0	17	TJ		1	2
		BGC: ###				CO		9	20
		APT: ###				TO		7	13
		APR: ###							
		Jan_ching@hotmail.com							
Nakama, Becky Akemi	HI/SPL	REG: ###	0	0	0	-			
		BGC: ###							
		APT: ###							
		nakamaw002@hawaii.rr.com							
Guevara, Marianne T	HI/SUNA	REG: ###	0	0	22	AO		6	7
						YA		1	2
		BGC: ###				GO		3	4
		APT: ###				CC		4	11
		APR: ###				TJ		4	7
		mtguez_rn@hotmail.com				CO		2	6
						TO		1	2
						TI		1	1

Officials Tracking - Officials Participation Evaluation Report

2019 Official's Quota

History: 09/01/2018 - 08/21/2019

Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Marchant, David K	HI/SUNA	REG: ###	4		0	22	ST	5
						CJ		1
		BGC: ###				SR		6
		APT: ###				DR		8
		APR: ###				MR		3
		dkmarchant@yahoo.com						
Gerber, Dar	HI/UN	REG: ###	2	6	13	CJ		3
						SR		1
		BGC: ###				DR		1
		APT: ###				MR		5
		princesskukai@yahoo.com				TR		2
Gerber, Randall G	HI/UN	REG: ###	1	1	8	ST		1
						CJ		1
		BGC: ###				SR		1
		APT: ###				DR		3
		gerberr004@hawaii.rr.com				TR		1
Giangarra, James	HI/UN	REG: ###	0	0	0	-		

Benedict

BGC: ###
APT: ###
APR: ###
giangarrajames@gmail.com

Imoto, Roger H HI/UN REG: ### 0 0 7 TR 1 4
BGC: ### TJ 4 8
APT: ### TO 2 4
rimoto@hawaii.rr.com

Maida-Giagarra, Susan
Kimie

HI/UN REG: ### 0 0 0 -
BGC: ###
APT: ###
susankmg@gmail.com

Imoto, Ann S HI/WAC REG: ### 0 0 12 AR 2 6
BGC: ### AO 5 12
APT: ### TJ 1 4
imoto4a@hawaii.rr.com CO 3 6

Kuwaye, Iris HI/WAC REG: ### 2 0 3 ST 1 1
BGC: ### SR 1 2
APT: ### DR 1 2
irisk@hawaiiantel.net

Officials Tracking - Officials Participation Evaluation Report

2019 Official's Quota

History: 09/01/2018 - 08/21/2019

Official	LSC / Club	Req. Exp. / Email	Learn Activ.	Teach Activ.	Meets Worked	Position	Meets Wrked	Sess. Wrked
Tengan, Donna K	HI/WAC	REG: ###	0	0	14	AO	2	6
		BGC: ###				CC	4	7
		APT: ###				TJ	5	9
		dteng@hawaii.rr.com				CO	4	9
Tengan, Kyle K	HI/WAC	REG: ###	0	0	12	AO	1	2
		BGC: ###				TR	1	4
		APT: ###				TJ	1	4
		dteng@hawaii.rr.com				TO	8	17

Age group vice chair report- 08/25/19

1. Age Group Championships Update
 - a) Originally scheduled for Kona (02/20-02/23)
 - b) Request: Move age group championships to UH Manoa
Reasons:
 - 1) Kona pool currently shut down and expected to open in October at the earliest
 - 2) Safety issues regarding the Kona blocks. The blocks in Kona are improperly set and the concrete is cracking around them making them unstable
2. Request for JAGs changes
 - a) The Oahu Swim League has requested to move JAG's to 2 weeks before Age Group Champs in both February (Short Course) and July (Long Course)
 - b) 10:00 AM start time both days (currently Sunday starts at 11:00 AM)
3. Officials Request
 - a) What is the standard heat interval that should be used at championship meets?
4. Time standards

- a) For the first time in recent memory we will be easing some of the 10-under and 11/12-time standards
- b) This is due to decreased participation numbers in the younger age groups

The Shain Group, Inc.

Consultants to Charitable Organizations, Foundations & Philanthropists

3303 Kamaaina Drive, Honolulu, Hawaii 96817

(808) 735-7022 Email: bshain@theshaingroup.com

August 16, 2019

CONFIDENTIAL

Mr. Michael Osborne
Vice-Chair, Finance
Hawaiian Swimming
78-625 Ihilani Place

Kailua-Kona, HI 96740

Re: **Proposal for Fundraising Consultation**

Dear Mr. Osborne:

It was nice conversing with you and Eugene Dryzmala yesterday. Thank you for your time, commitment and candor. I learned much about Hawaiian Swimming in a short time. I truly enjoyed our conversation and left with a feeling that I had just scratched the surface of the organization and the two of you. From my side, it would be an honor to work with you on promoting the mission and furthering the vision.

It is a great thing you do creating swimmers, but as your brochure so clearly states...it is much more than that. Self-Awareness, Responsibility, Leadership and Teamwork...all together make it successful. At times these are extremely hard to foster without settings such as sports.

This being said, and pursuant to our discussions today, The Shain Group, Inc. (hereinafter "TSG") is pleased to present the following proposal to Hawaiian Swimming (hereinafter "HS") for the development of a Fundraising and Marketing Plan, and implementation of a comprehensive financial campaign preceded by a brief period of "Campaign Readiness." Also included is a possible Planned Giving & Endowment campaign as a separate phase of the overall fundraising plan.

During our initial conversation you mentioned clubs on every island. Our suggestion is that as the campaigns for HS succeed, perhaps we could share what we learned with the other clubs.

The services listed below represent a total comprehensive fundraising effort that we can provide based on a 24 to 36-month time horizon. This initial Consulting Agreement will cover the Plan and Campaign Readiness for a period of approximately 120 days. In the event that HS wishes to continue with TSG and extend its services past the first four months, an Addendum to the contract will be prepared and executed and will stipulate additional deliverables to be accomplished during the renewal period.

**PHASE I: FUNDRAISING /MARKETING PLAN
AND CAMPAIGN READINESS**

Development of a detailed Fundraising and Strategic Marketing Plan that will include, but not be limited to, the following:

A. **Content – Fundraising and Marketing Plan**

What follows are the basic elements of our approach to the proposed fundraising plan. Undoubtedly, there will be additions and/or changes once we enter the process. The Plan

will measure the possibilities and develop strategies for not only Annual, Capacity Building and Capital Campaigns, but also Planned Giving & Endowment.

1. Analysis of Human Resources – lay leadership, staffing requirements, and human resources recommendations.
2. Aggregate Prospect Areas – determining the sources of funding for HS and identifying the marketing pockets for individual and institutional giving to the organization.
3. Detailed Calendar – setting out a timetable of tasks and goals to achieve the quantifiable results set out in this Fundraising and Marketing Plan.
4. Quantification of the Campaign
 1. By aggregate prospect areas
 2. Through a Gift Table that will emphasize the size and quantity of gifts needed to achieve full campaign results.
5. Total Financial Resource Development – combining all fundraising components into an integrated process to maximize the gift from each prospect source.
6. Structure of the Campaign – how to set up the most efficient and effective human resource components.
7. Collateral Materials to support the Campaign – recommending the best campaign materials (brochures, direct mail pieces, etc.) to supplement the campaign and to generate interest in giving among the broadest market of prospects and with the enthusiastic support of professional advisors.
8. Short-term Priorities and Tasks – prioritizing the tasks in the timetable to determine the sequence in which they will be initiated and completed.
9. Mass-based Community involvement – recommending ways to engage the broadest segment of the community in the campaign to maximize participation from the perspectives of total funds raised and total contributors.
10. Goals for the Campaign – quantifying the financial goals for the campaign, the long-term strategies that will allow this financial campaign to facilitate ongoing capital, as well as other fundraising campaigns for the organization that may arise in the future.
11. Marketing– determining marketing strategies for the organization, both internal and external.
 12. Roles and Responsibilities – recommending specific roles and duties for both lay leadership and professional staff to ensure that the campaign will be carried out in the most efficient manner.

B. Campaign Readiness

1. Finalizing the strategic fundraising plan and having it appropriately adopted.
2. Recruiting lay leadership – building the campaign committees and selecting the chairs.
3. Training of leadership – teaching them to be solicitors and to identify prospects for specialized solicitations with assistance of the consultants.

4. Initiating Total Financial Resource Development (TFRD) – coordinating all fundraising components in preparation for entry into the prospect market to maximize gifts.
5. Clearly defining the projects and the vision.
6. Developing the overall theme of the campaign.
7. Engaging all sectors of the organization in the fundraising effort.

POSSIBLE FUTURE SERVICES

PHASE II: IMPLEMENTATION OF THE FINANCIAL CAMPAIGNS

ANNUAL / CAPACITY BUILDING / CAPITAL (Term and Fee to be determined)

- A. Full engagement of the Capital Campaign.
- B. Assessment of the Campaign in terms of capacity.
- C. Completion of prospect research, both individual and institutional.
- D. Cultivation of lead gifts within the context of the gift table.
- E. Development and implementation of an institutional campaign to include foundations, corporations, organizations and government sources.
- F. Development of customized collateral materials to coordinate the Capital Campaign with each area of the organization's overall fundraising plan.
- G. Assistance with current sources of income.
- H. Training of volunteer and professional leadership in the development of gifts, and assistance in the recruitment of additional volunteers as needed.
- I. Organization, structure, training and oversight of committees and subcommittees formed to carry out the Capital Campaign and companion fundraising campaigns.
- J. Assistance with a total Major Gifts campaign, including cultivation of donors, training of solicitors (lay and professional), assistance with solicitation of prospects, and overall management of the fundraising process.
- K. Identifying and implementing campaigns of opportunity.
- L. Development and implementation of all back-of-the-house fundraising procedures.
- M. Development of short and long-term strategies for membership retention, recapture and outreach.
- N. Assistance and advice with the Annual/Operating fundraising programs currently in place.

PHASE III: PLANNED GIVING & ENDOWMENT (Term and Fee to be determined)

- A. Development of a broad-based Endowment Campaign.
- B. Planning and producing prospect and professional advisor seminars.

- C. Development and implementation of endowment administration.
- D. Identification and cultivation of prospective donors.
- E. Training and guidance of lay and professional leadership in identifying, cultivating and working with donors and their advisors.
- F. Writing, designing and producing planned giving collateral materials including brochures, articles and direct mail pieces.
- G. Closing planned gifts.

Our Philosophy

We believe that successful fundraising is a key element of not-for-profit organizations because it provides measurable results, allowing both the donors and the organization to be winners. We also believe that successful fundraising (current and strategic) requires a well-defined plan with highly skilled and consistently trained lay and professional leadership to carry it out. We strive to make our client organizations self-sufficient upon completion of the planned financial campaigns.

Our Background – The Value We Bring

From its inception in 1986, our firm has conducted over 100 marketing and fundraising assessments in addition to the engagement of campaigns for its client organizations in the areas of healthcare, education, human services, environmental issues and causes, religion, arts and culture, youth services and human rights. Not only have these assessments been conducted in all of these areas, but campaigns have also been successfully engaged, implemented and taken to completion.

Barry L. Shain specializes in organizing, managing and motivating financial campaigns, and positioning client organizations in the marketplace. He has successfully led many such campaigns across the country for organizations large and small. He was the youngest member of the executive committee of a charity that raised a billion dollars per year, and he was also a former community organizer.

Compensation

Our fees are based upon an agreement with the organization as to the scope of our services that are needed. We work on a fixed contract basis for the term of the consulting agreement at an amount to be agreed upon after the services to be provided are ascertained. A retainer is paid at the onset of the agreement and further payments are made monthly under a schedule, including applicable Hawaii general excise tax and any necessary expenses to be approved in advance by HS.

In determining the appropriate compensation for TSG to carry out the services outlined in Phase I herein, the fee shall be set at \$6,000.00 per month payable upon receipt of invoice from TSG based on a four (4) month contract. (Should HS decide to continue with TSG beyond this initial term, the fee for additional services outlined in Phase II and/or III herein will be determined at that time).

Conclusion

As you evaluate this proposal for the delivery of services and determine that you would like to pursue an agreement with us, we will be pleased to meet with you and discuss it in detail. We want to emphasize the importance, in our judgment, of using consultants to assist Hawaiian Swimming in these campaigns that understand the unique nature of the Hawaii fundraising market. Our firm has been involved in many Hawaii fundraising campaigns on Oahu as well as the neighbor islands that have been successfully completed over the past 32 years.

With all best wishes and our thanks for your interest in considering our services. It would be our privilege to be a part of this important endeavor. Please feel free to call me with any questions or concerns. I look forward to our next conversation.

Respectfully submitted,

Barry L. Shain
President/CEO

Attachments: Consultant Bio/Barry L. Shain
References

BARRY L. SHAIN

Barry L. Shain is President and Chief Executive Officer of The Shain Group, Inc. (T/S/G), a Hawaii-based corporation providing fundraising consultative services to not-for-profit and charitable organizations, foundations and philanthropists. The firm specializes in capital, annual and major gifts campaigns, as well as planned giving and endowment development (including investment management and gift administration).

He holds a Master's Degree in Business and a Bachelor's Degree in Sociology and has made a career of applying business and marketing practices to the not-for-profit arena.

Mr. Shain originally entered the not-for-profit field as a community organizer. With his background in business administration and his strong sense of social commitment, he successfully moved into the position of executive director of a number of not-for-profit organizations.

Realizing that as an independent consultant he could have a greater effect in the field, he founded and became a partner in the firm of Myerberg Shain & Associates (now known as The Shain Group, Inc.), whose principal offices are located in Honolulu, Hawaii. The firm represents a diverse group of clients, whose financial capacities range from \$100,000 to \$100,000,000, and

includes national organizations in public advocacy, culture and the arts, education, religion, environment and conservation, economic development and human services.

Mr. Shain specializes in applying business and marketing practices to all areas of fundraising. Over the years he has developed a unique style and tools for maximizing full resource development through a process of integrating all fundraising components of an organization into a program that has become known as *Total Financial Resource Development*.

His particular areas of expertise are in the structure, development and implementation of annual and major gift campaigns, membership drives, board development and capital funding projects. He conducts motivational and management training, large gift solicitation planning, capital planning and mass marketing, and has conducted many training sessions in these areas, both nationally and internationally.

REFERENCES

Guide Dogs of Hawaii (Client)

1600 Kapiolani Blvd., Suite 214

Honolulu, HI 96814

Length of Association: August 2015 to present

Contact: Jeanne Torres, Executive Director

Email: jeanne.torres@guidedogsofhawaii.org

Phone: (808) 777-2433

Gary M. Slovin, Esq.

Email: gslovin@awlaw.com

SanHi Government Strategies, LLP

Of Counsel to Ashford & Wriston

999 Bishop St., Suite 1400

Honolulu, HI 96813

Association: Honolulu Zoo (former client) Capital Campaign

Gary was Board Chair and Vice Chair of the campaign.

Phone: (808) 539-0834

Mike Kido

Email: cmikekido@gmail.com

2101 Nuuanu Ave. #2207

Honolulu, HI 96817

Association: Pacific health Ministries (former client) Capital Campaign

Mike was a Board member and Vice-Chair of the campaign

Phone: (808) 227-9943

Honpa Hongwanji Hawaii Betsuin (Client)

1727 Pali Highway

Honolulu, HI 96813

Length of Association: April 2018 to present

Contact: Stacy Bradshaw, Executive Director

Email: execdir@hawaiibetsuin.org

Phone: (808) 536-7044

APPROVED