

MONTANA SWIMMING

May 19, 2022

Dear Members of Montana Swimming:

Attached are the minutes of the Montana Swimming Spring House of Delegates (HOD) virtual meeting that was held May 15, 2022. Please review the attached minutes to ensure they accurately reflect the meeting and let me know by July 30 if they do not. If I do not receive any replies by July 30, I'll assume they are satisfactory.

Congratulations to Winston Sundeen, Bozeman Barracudas, and Lily Milner, Glacier Aquatic Club, who were selected the Male and Female Athletes of the Year by Montana Swimming.

Congratulations to Jackson Moe, Missoula YMCA Swim Team, and Ada Qunell, Glacier Aquatic Club, who were selected as the Montana Swimming Male and Female Sportspersons of the Year.

Congratulations to Shawn Moe, Missoula YMCA Swim Team, who was select as the Outstanding Volunteer of the Year.

The 2022 Montana Swimming Long Course State Championship will be in Bozeman July 21-24.

There were no bids received for 2023 Montana Swimming Short Course State Championships. The meet host and dates will be determined later. The dates most likely will be either of the last two weekends in February. 2023 Montana Swimming Junior BC Championships will be held in Bozeman hosted by the Bozeman Barracudas at a date to be determined, but mostly likely the last weekend in February or the first weekend in March.

Respectfully submitted,

Susan Huckleby
Secretary, Montana Swimming
shuckleby@msn.com
Big Sky, Big Dreams, Big Success!

Montana Swimming Spring House of Delegates Meeting Minutes
May 15, 2022
Teams Virtual Meeting

The 2022 spring meeting of the Montana Swimming House of Delegates was a virtual meeting and was called to order at 7:00 p.m. on Sunday, May 15, by General Chair Matt Yovich.

The meeting notice, which was duly and properly given, was posted on the LSC website and emailed to clubs and board members. The meeting agenda is found in the appendix. Roll call was taken and those in attendance signified they were present. The attendance sheet is in the appendix. A quorum was present, and the meeting proceeded.

Welcome, General Announcements, and Introductions: General Chair Matt Yovich welcomed everyone to the meeting.

Old Business

At Large Voting Delegates: The at large adult voting delegates were appointed at the fall HOD meeting. There were 39 total voting members present of which 15 were athletes.

- The at large adult voting delegates include Officials Chair Lon Huckert, and Records Coordinator Michelle Schermerhorn. The Technical Planning position was vacant.
- The elected athlete representatives present and voting at the meeting include Connor Mizner, Addy Lewis, Analise Belasco and Jesse McCormick.
- Caty Flikkema will vote as the coach representative rather than Jessica Marshall.
- The voting board members will include General Chair Matt Yovich, Admin Vice Chair Jay Friend, Finance Vice Chair Tracy Flikkema, Program Development Vice Chair Kristen Wyatt, Program Operations Vice Chair Stephanie Boysen, Secretary Susan Huckleby, Safe Sport Chair Brenda Huckert, and Coach Representative Caty Flikkema.
- The at large athlete voting delegates include Brianne Flikkema, BAC; Reagan Wyatt, BY; Cami Yovich, BOZ; Olivia Thurmond, BYSC; Taylor Kolsch, GFST; Ada Qunell, KATS/GAC; Liliana Smith, HAV; Ali Christensen, HLST; Morgan May, HDST; Ella Stack, MAC; and Michael Schermerhorn, MYST.

Agenda: The final agenda was posted on the website. There were no additions or changes.

Meeting Minutes: The meeting minutes from the October 2021 House of Delegates meeting were approved as presented.

Athlete Report: Connor Mizner introduced the new junior athlete representatives Analise Belasco, BOZ, and Jesse McCormick, MYST. The athlete representative election was held again electronically this year. Interested athletes had to submit their biographies prior to Short Course State. Athletes voted by scanning the provided QR code that went to a Google doc. Kristen Wyatt mentioned that not all voting athletes will be at short course state and asked that the information be sent out to coaches earlier prior to short course state to distribute. Addy Lewis said next year they will send the information out earlier to coaches.

Both Addy and Connor attended the spring workshop in Denver. Connor reported they learned what it means to be an athlete representative and how to serve the LSC. They attended meetings for DEI, USADA updates, and athlete meetings.

Addy reported they will introduce the LSC athlete committee over the summer. Except for Montana and Wyoming all the other LSCs they talked with at the workshop had athlete committees. They would like two athlete representatives from each club who are in grades 7-12 to serve on the athlete committee. The LSC athlete representatives will teach the club representatives leadership skills and encourage them to be willing to lead. They hope to set up both in person meetings at SC and LC State as well as virtual meetings. Connor said one of the goals is to have better communication with the athletes as many of the clubs are geographically isolated. They hope all clubs will participate.

Kristen Wyatt suggested they consider including athletes that aren't swimming at the state level, so they have a more diverse committee. She encouraged them to meet during swim meets outside of the state meets.

Safe Sport Chair Report: Safe Sport Chair Brenda Huckert thanked all the teams who updated their team websites to include the new US Center for Safe Sport phone number. Five teams still need to update their website. She also thanked teams that added MAPP 2.0 information and a safe sport tab on their website. There are currently two teams that are safe sport recognized and several others are in the process of renewing. It is not difficult to become safe sport certified and Brenda volunteered to assist clubs. Every team needs a safe sport contact. Send team contact information to Brenda. Brenda will send safe sport information to the club safe sport contact and head coaches. There were several safe sport incidents over the past few months. Other LSCs are requiring teams to be safe sport certified to host swim meets. She will submit a proposal this fall to require meet hosts to be safe sport certified. She also plans to start a safe sport committee. Alana Cunningham and Beth Storey volunteered to serve on the committee. Athletes are needed to serve on the committee as well. Athletes must make up at least one third of the committee membership.

Montana Swimming By-Laws and Governance: Jay Friend attended the spring workshop in Denver. The spring workshop will most likely replace convention. Convention is now the USA Swimming annual business meeting which is held in Colorado Springs and is a virtual meeting. This fall general chairs may be invited to participate in the meeting in person. At the spring workshop legislation that had already been submitted was reviewed by the group. The AEC submitted legislation to reduce or eliminate the waiting period for athletes wishing to transfer between clubs. There is one mandatory change for USOPC requirements. There will be a new by-law template update that will require the by-laws to be updated again. Jay learned that most LSCs have a combined policy and procedure and rules and regulations document rather than two separate documents. He is working on combining the two documents and will have a revised document ready by the fall for the HOD to review and vote on section by section using a consent agenda.

Reports of Officers: Written reports by the officers are posted on the website and are included in the appendix. Oral reports are summarized below.

- Program Development Vice Chair: Kristen Wyatt reported she is working with Kristen Mark of the Hardin Otters to hold a stroke and turn clinic on Saturday November 12 and a sprint meet on Sunday November 13 in Hardin provided the pool is open this fall. Coaches are needed to help coach at the clinic. There will also be a parent workshop with various courses.
- Treasurer's Report: Craig Smith had no additional comments about the financial report.

- **Coach Representative Report:** Caty Flikkema thanked all the coaches for assisting them in creating an accurate head coach and assistant coach contact list. For the coach of the year voting this year, coaches must be nominated to appear on the ballot. Each team receives one vote. Caty and Jessica will send out the nomination forms at the end of June or early July.

There was no other old business.

New Business

Reports from the USA Swimming Spring Workshop held in Denver April 21-24: Jay Friend, Stephanie Boysen, Susan Huckeby, Addy Lewis, and Connor Mizner attended the spring workshop as Montana Swimming representatives.

Jay reported the workshop will replace convention, but USA Swimming is not certain what the final format of the workshop will be. They are considering rotating the workshops between different groups so LSCs may send different members each year. This year the workshops covered DEI, registration, times, general chairs, and athletes. The new coach certification and education program was discussed and will launch on September 1. Coaches will still be required to complete the concussion course and Red Cross courses. New education requirements will include every coach completing the two starting block courses – Introduction to USA Swimming and the Quality Coaching Framework. The two online courses take about an hour total to complete. New coaches will take the one-year core course designed to replace Foundations of Coaching 101 and 201. Current coaches may take the age group coach (ADM) course or the senior coach (ADM) course prior to the head coach course but are not required to take these courses. Each takes approximately one year to complete. All coaches will be required to take continuing education units (CEU's). The requirement is 36 CEUs over 3 years. One unit is about 45 minutes long. Units can include a clinic, listening to a podcast, reading or writing an article, ASCA courses and so forth. There will be a list of CEUs, and coaches can add additional items.

Susan thanked Montana Swimming for sending her and the others to the workshop. It was a great learning experience. SWIMS 3.0 will roll out on September 1 and it is a major change for registration and clubs. Deck Pass accounts will sunset in August, and everyone will need a new USA Swimming account. OME for officials will most likely be frozen in some form for a year and she suggested officials copy their information in OME and save it in case they need to add it to the system in 2023. Her detailed report is posted on the website.

Connor reported that USADA stressed that all teams and swimmers check the Global DRO website to determine if all the medications a person is taking are allowed in competition. If a medication is not allowed, one can check if a therapeutic use exemption is allowed.

Addy attended several athletes' meetings. She networked with several many athletes including those from Snake River. It was great to meet everyone and develop contacts across the country.

Stephanie reported on the new Online Membership Registration (OMR) that will roll out with SWIMS 3.0 on September 1. Teams will need to create a new account in SWIMS 3.0. Teams will then send a specific link to members to register. Parents will register their children online rather than coaches or clubs registering athletes. Non-athlete members will register online. There will no longer be any batch uploads from teams to register athletes. Outreach athletes will still register with Montana Swimming and submit the required documentation. The payment process for registration is still being determined as well as how it will work with third party vendors. People will pay USA Swimming online, but it isn't

clear yet how the LSC payments will be processed. Everyone will have a new USA Swimming number which will be a randomly generated alphanumeric ID. Deck Pass will close out at the end of August and everyone will need to create a new USA Swimming account. USA Swimming is working on a FAQ document to answer questions. USA Swimming will also host webinars on how to use the new system to register clubs, athletes, and non-athletes. Stephanie will also hold zoom meetings to cover the information with club registrars and others in Montana. She also will travel to clubs, if needed, to assist them in learning the process.

Awards:

Nominations were accepted for the outstanding volunteer of the year, male and female athlete of the year, and the male and female sportsperson of the year. The male and female athlete of the year awards are based on power points. The sportsperson of the year must be a junior or senior in high school. Due to the nature of the virtual meeting, an electronic poll was set up for the delegates to vote for the awards; however, nominees were approved by acclamation and no electronic vote was taken.

Outstanding Volunteer of the Year: **Shawn Moe**, Missoula YMCA Swim Team.

Nominees: Shawn Moe, MYST.

Montana Swimming Male Athlete of the Year: **Winston Sundeen**, Bozeman Barracudas.

Montana Swimming Female Athlete of the Year: **Lily Milner**, Glacier Aquatic Club.

Montana Swimming Male Sportsperson of the Year: **Jackson Moe**, Missoula YMCA Swim Team.

Nominees: Jackson Moe, Missoula YMCA Swim Team.

Montana Swimming Female Sportsperson of the Year: **Ada Qunell**, Glacier Aquatic Club.

Nominees: Ada Qunell, Glacier Aquatic Club.

2022-2023 Short Course Meet Schedule:

The 2022-2023 short course season meet bids were submitted to Technical Planning Chair Sean Marshall and the draft schedule was posted on the website.

BYSC added a meet to be held November 5-6 in Butte.

There was one bid received from BOZ to host the 2022 Montana Swimming Junior BC Championships in the amount of \$7300. BOZ could host the meet either February 26-27 or March 4-5.

There was no bid submitted to host the 2023 Montana Swimming Short Course State Championship meet. Rey at the Butte YMCA said SC State went really well in Butte this spring and he would like to see the meet held again in Butte next year, however the Y would need help to run the meet.

Possible dates to hold Short Course State could be February 16-19 or February 23-26. Possible dates to hold the Junior BC Championships could be February 25-26 or March 4-5.

Montana Swimming will request bids 2023 short course championship at a later date and determine the dates for both Short Course State and Junior BC Championships.

M/S/P: 2023 Montana Swimming Junior BC Championships will be held in Bozeman at a date to be determined. The BOZ bid was \$7300.

M/S/P: The meet schedule was approved as currently proposed with exceptions to determine the host, location, and dates for Short Course State and the dates for Junior BC Championships.

The short course meet schedule is in the appendix and posted on the website. If clubs need to make any changes to the schedule, contact Matt Yovich.

Resolutions and Orders

There were no physical ballots to destroy from this virtual meeting. There were no electronic ballots to delete.

Adjournment

With no further business, General Chair Matt Yovich adjourned the meeting at 8:28 pm

Respectfully submitted,

Susan Huckeby

Montana Swimming Secretary

Big Sky, Big Dreams, Big Success!

Appendix

- Agenda
- 2022-2023 MT Swimming Short Course Meet Schedule
- Treasurer's Reports
- General Chair Report
- Administrative Vice Chair Report
- Secretary's Report
- IT/Webmaster Report
- Diversity, Disability, Equity, and Inclusion Chair Report
- Official's Chair Report
- Safe Sport Chair Report
- Athlete Report
- Membership Registration Chair Report
- Times Chair Report
- Scholastic All America Report
- 2022 USA Swimming Spring Workshop Report
- Meeting Attendance Sign In Sheets

Montana Swimming Spring H.O.D. Meeting
Virtual – May 15th, 2022
See Meeting Invite for Link
Big Sky, Big Dreams, Big Success!

Sign In/Voting member identification (one adult and one A.G. athlete from each team)

Welcome/General Announcements/Introductions – Matt Yovich

- MTS Board
- Athlete Reps
- Voting Members
- Others

Old Business

Review and approve minutes from Fall HOD meeting – Susan Huckleby

Athlete Update – Conor and Addy – Introduction of Jr. Reps and others

Safe Sport Update – Brenda Huckert

Bylaws/USAS Governance Changes, MTS R&R/P&P Documents – Jay Friend

Chair/Vice Chair Updates – Please see reports on LSC website

Gen'l Chair, Admin Vice Chair, Program Development, Program Operations, Tech Planning,
Finance, Registration, DEI, Safe Sport, Others

Montana Swimming Financial Report – Craig Smith, Treasurer

Zones Update – Steph Boysen

Coaches Update – Caty Flikkema, Jessica Marshall

New Business

April 2022 Zones Conference – Jay, Susan, Steph, Conor/Addy

Online Registration, Times Uploads, other

Final Nominations and Election of Outstanding Volunteer Award

Announcement of male and female athletes of the year – Kristin Wyatt

Nominations/Election of Male/Female sportsmen of the year – Athlete reps

Discuss/approve dates for SC Meets– Sean Marshall

SC Championship Meet Bids and Awards

Other Business

Adjournment

2022 - 2023 MT Swimming Short Course Meet Schedule

Sept. 9-11	Western Zone Open Water Championships	Sacramento, CA
Sept. 22-24	USA Swimming Annual Business Meeting	Virtual/Colorado Springs, CO
Oct. 1	MT Swim Fall Officials Meeting	TBA
Oct. 2	MT Swim Fall HOD Meeting	TBA
Oct. 7-9	BAC Meet	Billings, MT
Oct. 8-9	HLST Jamie Turner Memorial	Butte, MT
Oct. 8-9	KATS/GAC Meet	Whitefish, MT
Oct. 22-23	GFST Sprint Eliminator	Great Falls, MT
Nov. 5-6	BYSC Mining City Classic	Butte, MT
Nov. 12-13	HOT Sugar Beet Clinic and Meet	Hardin, MT
Nov. 18-20	MAC Fall Invite	Missoula, MT
Nov. 29 – Dec. 3	US Open	Greensboro, NC
Dec. 7-10	Speedo Junior Nationals West	Austin, TX
Dec. 9-11	BOZ Teddy Bear Classic	Bozeman, MT
Dec. 10-11	HAV Great Northern Classic	Havre, MT
Jan. 6-8, 2023	Billing YMCA Meet	Billings, MT
Jan. 7-8	GFST Snowflake meet	Great Falls, MT
Jan. 21-22	HOT Tropical Meet	Hardin, MT
Feb. 3-5	BAC Last Chance Qualifier	Billings, MT
Feb. 4-5	MAC Winterfest	Missoula, MT
Feb. 10-11	MHSA State Swim Meet	Bozeman, MT
Feb. 16-19	Possible Date - MT Swim Short Course State	TBA
Feb. 23-26	Possible Date - MT Swim Short Course State	TBA
Feb. 25-26	Possible Date – Junior BC Championships	Bozeman, MT
March 3-5	YMCA Regionals	TBA
March 4-5	Possible Date – Junior BC Championships	Bozeman, MT
March 9-12	Speedo Senior Sectionals	Federal Way, WA
March 17-19	NW Age Group Regionals	Federal Way, WA
March 25-26	HAV Bear Paw Invitational	Havre, MT
March 23-26	Four Corners Sectionals	Austin, TX
March 29-April 1	WZ SCY Senior Zones	TBD

2022 Spring Treasurer's Reports

Current Balance Sheet Statement of Financial Position Comparison 2019 and 2020 - May 3, 2021 (Cash Basis - 4/26/2022):

Montana Swimming Inc

Statement of Financial Position

As of December 31, 2021

	TOTAL	
	AS OF DEC 31, 2021	AS OF DEC 31, 2020 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1010 Checking - First Interstate	42,383.81	64,374.36
1020 Petty Cash - Travel Card	0.00	0.00
1030 Savings - First Interstate	136,054.06	146,040.91
1080 CDs - Temp Restricted	0.00	0.00
Total Bank Accounts	\$178,437.87	\$210,415.27
Accounts Receivable		
1110 Accounts Receivable	129.00	
Total Accounts Receivable	\$129.00	\$0.00
Other Current Assets		
12000 Undeposited Funds	0.00	0.00
Total Other Current Assets	\$0.00	\$0.00
Total Current Assets	\$178,566.87	\$210,415.27
Fixed Assets		
1500 Inventories	250.00	250.00
Total Fixed Assets	\$250.00	\$250.00
TOTAL ASSETS	\$178,816.87	\$210,665.27
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2020 Nagashima Travel Fund	3,000.00	3,000.00
Total Other Current Liabilities	\$3,000.00	\$3,000.00
Total Current Liabilities	\$3,000.00	\$3,000.00
Total Liabilities	\$3,000.00	\$3,000.00
Equity		
3000 Opening Balance Equity	98,259.37	98,259.37
3010 Unrestricted Net Assets	109,405.90	125,089.62
Net Revenue	-31,848.40	-15,683.72
Total Equity	\$175,816.87	\$207,665.27
TOTAL LIABILITIES AND EQUITY	\$178,816.87	\$210,665.27

Profit and Loss Budget vs Actuals FY 2021 (Cash Basis - 4/26/2022):
Montana Swimming Inc

Budget vs. Actuals: FY_2021 - FY21 P&L
January - December 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
5000 Earned Revenue				
5100 USAS Registrations Dues	117,952.50	110,000.00	7,952.50	107.23 %
5200 Swim Meets				
5210 LSC Sponsored Meets				
5211 SC State Championship	16,014.00	17,500.00	-1,486.00	91.51 %
5212 BC Championship		9,650.00	-9,650.00	
5213 LC State Championship	12,960.00	13,700.00	-740.00	94.60 %
Total 5210 LSC Sponsored Meets	28,974.00	40,850.00	-11,876.00	70.93 %
5220 Club Meet Registration Fees	13,466.00	31,800.00	-18,334.00	42.35 %
5230 Meet Sanction Fees	300.00	420.00	-120.00	71.43 %
Total 5200 Swim Meets	42,740.00	73,070.00	-30,330.00	58.49 %
5300 Zones Meet		25,000.00	-25,000.00	
5310 AG Zones Fee	7,456.84		7,456.84	
5320 Snr Zones Fee	23,494.88		23,494.88	
Total 5300 Zones Meet	30,951.72	25,000.00	5,951.72	123.81 %
5500 License Plate	50.00	2,250.00	-2,200.00	2.22 %
5800 Miscellaneous Revenue	3,105.00		3,105.00	
5810 Interest-Savings, Short-term CD	13.15	1,000.00	-986.85	1.32 %
Total 5800 Miscellaneous Revenue	3,118.15	1,000.00	2,118.15	311.82 %
Total 5000 Earned Revenue	194,812.37	211,320.00	-16,507.63	92.19 %
Total Revenue	\$194,812.37	\$211,320.00	\$ -16,507.63	92.19 %
GROSS PROFIT	\$194,812.37	\$211,320.00	\$ -16,507.63	92.19 %
Expenditures				
6000 Program Expense				
6100 USAS Registration Fees	106,820.00	75,000.00	31,820.00	142.43 %
6200 LSC Sponsored Meets				
6211 SC State Championships	13,287.73	24,000.00	-10,712.27	55.37 %
6212 BC Championships		2,300.00	-2,300.00	
6213 LC State Championships	15,083.70	18,350.00	-3,266.30	82.20 %
6250 Other Meet Expenses	1,399.29	2,000.00	-600.71	69.96 %
Total 6200 LSC Sponsored Meets	29,770.72	46,650.00	-16,879.28	63.82 %
6300 Zone Meet		56,000.00	-56,000.00	
6310 AG Zones Expense	13,590.32		13,590.32	
6311 AG Zones Coaching	2,250.00		2,250.00	
Total 6310 AG Zones Expense	15,840.32		15,840.32	
6320 Snr Zones Expense	37,330.18		37,330.18	
6321 Snr Zones Coaching	2,450.00		2,450.00	
Total 6320 Snr Zones Expense	39,780.18		39,780.18	
Total 6300 Zone Meet	55,620.50	56,000.00	-379.50	99.32 %
6400 Camps & Clinics				

Montana Swimming Inc

Budget vs. Actuals: FY_2021 - FY21 P&L

January - December 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6410 All Star Camp		2,500.00	-2,500.00	
6420 Developmental Camp		2,400.00	-2,400.00	
6440 Camps & Clinics Other	102.70	4,000.00	-3,897.30	2.57 %
Total 6400 Camps & Clinics	102.70	8,900.00	-8,797.30	1.15 %
6600 Awards - Recognition	220.00	800.00	-580.00	27.50 %
Total 6000 Program Expense	192,533.92	187,350.00	5,183.92	102.77 %
7000 Grants & Awards				
7100 Athletes	4,600.00	13,000.00	-8,400.00	35.38 %
7200 Coaches	2,700.00	5,600.00	-2,900.00	48.21 %
7300 Officials		300.00	-300.00	
7400 Club Support	5,000.00	5,000.00	0.00	100.00 %
Total 7000 Grants & Awards	12,300.00	23,900.00	-11,600.00	51.46 %
8000 Operations				
8010 Postage, Mailing Service		35.00	-35.00	
8030 Supplies	542.00	500.00	42.00	108.40 %
8040 Website	13,500.00	13,000.00	500.00	103.85 %
Total 8000 Operations	14,042.00	13,535.00	507.00	103.75 %
8100 Business/Professional Fees				
8130 Business/Professional Fees Othe	6,131.00	300.00	5,831.00	2,043.67 %
Total 8100 Business/Professional Fees	6,131.00	300.00	5,831.00	2,043.67 %
8300 Travel and Meetings				
8310 USAS Convention		8,000.00	-8,000.00	
8320 LSC Meetings		1,000.00	-1,000.00	
8340 Meetings/Travel Other		3,000.00	-3,000.00	
Total 8300 Travel and Meetings		12,000.00	-12,000.00	
8500 Misc. Expense				
8510 Bank Fee	48.85	500.00	-451.15	9.77 %
8550 Misc Expense Other	1,605.00	100.00	1,505.00	1,605.00 %
Total 8500 Misc. Expense	1,653.85	600.00	1,053.85	275.64 %
Total Expenditures	\$226,660.77	\$237,685.00	\$ -11,024.23	95.36 %
NET OPERATING REVENUE	\$ -31,848.40	\$ -26,365.00	\$ -5,483.40	120.80 %
NET REVENUE	\$ -31,848.40	\$ -26,365.00	\$ -5,483.40	120.80 %

Profit and Loss vs Previous FY 2021 (Cash Basis – 4/26/2022):

Montana Swimming Inc
Statement of Activity YTD Comparison
January - December 2021

	TOTAL	
	JAN - DEC 2021	JAN - DEC 2020 (PY)
Revenue		
5000 Earned Revenue		
5100 USAS Registrations Dues	117,952.50	69,038.00
5200 Swim Meets		
5210 LSC Sponsored Meets		
5211 SC State Championship	16,014.00	13,755.00
5212 BC Championship		5,723.00
5213 LC State Championship	12,960.00	
Total 5210 LSC Sponsored Meets	28,974.00	19,478.00
5220 Club Meet Registration Fees	13,466.00	8,210.00
5230 Meet Sanction Fees	300.00	140.00
Total 5200 Swim Meets	42,740.00	27,828.00
5300 Zones Meet		
5310 AG Zones Fee	7,456.84	
5320 Snr Zones Fee	23,494.88	
Total 5300 Zones Meet	30,951.72	
5500 License Plate	50.00	3,300.00
5800 Miscellaneous Revenue	3,105.00	1,211.00
5810 Interest-Savings, Short-term CD	13.15	63.00
Total 5800 Miscellaneous Revenue	3,118.15	1,274.00
Total 5000 Earned Revenue	194,812.37	101,440.00
Unapplied Cash Payment Income		-920.00
Total Revenue	\$194,812.37	\$100,520.00
GROSS PROFIT	\$194,812.37	\$100,520.00
Expenditures		
6000 Program Expense		
6100 USAS Registration Fees	106,820.00	46,529.00
6200 LSC Sponsored Meets		
6211 SC State Championships	13,287.73	7,887.47
6212 BC Championships		5,518.91
6213 LC State Championships	15,083.70	
6214 Other Championship Meet		2,500.00
6250 Other Meet Expenses	1,399.29	458.64
Total 6200 LSC Sponsored Meets	29,770.72	16,365.02

Montana Swimming Inc

Statement of Activity YTD Comparison

January - December 2021

	TOTAL	
	JAN - DEC 2021	JAN - DEC 2020 (PY)
6300 Zone Meet		780.00
6310 AG Zones Expense	13,590.32	
6311 AG Zones Coaching	2,250.00	
Total 6310 AG Zones Expense	15,840.32	
6320 Snr Zones Expense	37,330.18	
6321 Snr Zones Coaching	2,450.00	
Total 6320 Snr Zones Expense	39,780.18	
Total 6300 Zone Meet	55,620.50	780.00
6400 Camps & Clinics		
6440 Camps & Clinics Other	102.70	
Total 6400 Camps & Clinics	102.70	
6600 Awards - Recognition	220.00	536.98
Total 6000 Program Expense	192,533.92	64,211.00
7000 Grants & Awards		
7100 Athletes	4,600.00	3,300.00
7200 Coaches	2,700.00	1,400.00
7300 Officials		72.00
7400 Club Support	5,000.00	34,430.00
Total 7000 Grants & Awards	12,300.00	39,202.00
8000 Operations		
8010 Postage, Mailing Service		54.75
8030 Supplies	542.00	131.97
8040 Website	13,500.00	12,600.00
Total 8000 Operations	14,042.00	12,786.72
8100 Business/Professional Fees		
8130 Business/Professional Fees Othe	6,131.00	
Total 8100 Business/Professional Fees	6,131.00	
8500 Misc. Expense		
8510 Bank Fee	48.85	4.00
8550 Misc Expense Other	1,605.00	
Total 8500 Misc. Expense	1,653.85	4.00
Total Expenditures	\$226,660.77	\$116,203.72
NET OPERATING REVENUE	\$ -31,848.40	\$ -15,683.72
NET REVENUE	\$ -31,848.40	\$ -15,683.72

General Chair's Report



Big Sky, Big Dreams, Big Success

May 13, 2022

Montana Swimming House of Delegates,

As we continue to find the post-pandemic, new-normal, I want to again thank the coaches, officials, volunteers and athlete leaders that have come together to find ways to provide opportunities for swimmers in Montana and elsewhere. This past year, you were able to have a pretty full slate of competition including a full short course LSC championship meets including a return of the Junior B/C Championship meet. This required collaboration and creativity and huge efforts as many individuals and two teams -- MAC and BAC -- combined efforts to host the successful SC State Champs in a central location everyone. We look forward to beyond the pandemic to the future 'normal' with hope and excitement.

To keep progressing, there will be several opportunities and challenges to embrace and overcome. Some of these are new and others are ongoing or previously identified areas. I provide a brief accounting below:

Safe Sport/MAAP – After having approximately one third of the Montana LSC teams attain the initial Safe Sport Certification, we currently have only two teams that have finalized their recertification. Please prioritize these efforts for your teams and work with our LSC Safe Sport Chair to recertify or to attain initial certification as appropriate.

Governance – USA Swimming is continuing to implement and require numerous changes to LSC governance and operations in conjunction with changes at the national governing body. Most of these are not optional. In addition to simply keeping up with and appropriately documenting these new requirements, these requirements will result in changes in the manner and approach in which our LSC has typically operated. One area of opportunity is with our athlete representatives. They are motivated and engaged and have ideas to improve the athlete experience as well as both assist in implementation of governance changes and operations of the LSC. We should harness this energy, excitement and intellectual capital and provide the space and opportunity for them to improve the LSC.

Championship Meet Implementation – We will need to continue to be creative and work together to make large meets and LSC Championships happen. Last year, we did not have any bids at this time for the LSC SC Championship. We have the same situation currently. Pandemic limitations/requirements and aquatic staffing shortages combined with limited facilities and large travel distances in Montana, have resulted in challenges finding facilities capable and willing to host our large meets. Like last year, that will require huge efforts, dedication and creativity to address.

Budget/Finance – The finances of the LSC are still relatively healthy. Cost inflation will impact all our programs and we will have to be diligent in budgeting and maintaining our financial position. Additional controls around spending and payments have and are being required by the national governing body. I believe there are also additional internal financial tracking and controls that should be implemented. See the bullets in the next section below.

Other Challenges/Initiatives – I have an ongoing list of areas where LSC operations can be improved. Many have been previously reported and discussed. They include:

- Continued recruitment, training, motivation and engagement of volunteers including Officials, meet management personnel and LSC Chairpersons and committee members.
- Improved systems for payment and tracking of meet costs and entry fees surcharges for to the LSC,
- Improved systems for payment receipt and tracking of entry fees for LSC Championship meet,
- Ongoing efforts to update our LSC Policies & Procedures and Rules & Regulations documents,
- Implement an effort to plan and provide support around the state to address aquatic facility shortages, and
- Plan and implement an effort around fundraising and sponsorships at the LSC level.

Closing –Thanks again for the efforts and teamwork this past year. Feel free to contact me if you have questions or require additional information.

Respectfully Submitted,

Matt Yovich
General Chair
Montana Swimming
coachmatt@bozemanbarracudas.org

Administrative Vice Chair Report

2022 Spring Admin Vice Chair Report

The USA Swimming Zone Workshop is moving to replace the annual convention in the Fall. USA Swimming will do the annual convention virtually except for the General Chair for each LSC.

USA Swimming unveiled many new changes to registration, coaches, education, and database entry at the workshop. I sat in on the presentations about the new coaches' education track. The new coaches' educational path will be shorter to get new coaches on the deck quicker but provide a year-long learning module. Current coaches will have to take the Quality Coaching Framework in the Fall. After that, coaches may opt into additional educational tracks or continue straight into Continuing Educational Units (36 units in 3 years - a unit is 45 minutes). The CEUs will be self-monitored and can be a plethora of options, including reading articles, listening to podcasts, virtual clinics, and in-person clinics.

At the Zones Workshop, I also sat in the Age Group Development Committee Meeting. They discussed the strengths and weaknesses of USA Swimming's current development meet model and are planning to refine it to provide LSCs with better options to implement it.

I discussed this with Zone Leaders and other LSCs in the Western Zone. Most LSCs have moved to have a combined Rules and Regulations and Policies and Procedures document. I have begun integrating the two documents into a single Policy, Procedures, and Standing Rules Document. The document will be available for those interested, and I will present changes via consent agenda to be voted on at Fall HOD.

Jay Friend
May 15, 2022

Secretary Report

2022 Spring Secretary Report

The minutes from the 2021 Fall Montana Swimming HOD meeting were e-mailed out to board members and teams for review in November. The minutes are also posted on the website and should be approved at the 2022 Spring HOD meeting. Please let me know if there are any changes or corrections to be made.

The meeting notice for the 2022 Spring HOD meeting was posted on the website. The meeting will be a virtual meeting on Sunday, May 15. Teams should send me the names and email address of their voting members for the spring HOD meeting by no later than May 13.

Teams, please send me your team contact and team president's e-mail information so I may e-mail minutes and other LSC information to your team.

I am pleased to serve you and assist whenever possible.

Respectfully submitted,
Susan Huckleby
Montana Swimming Secretary
April 28, 2022

IT Webmaster Report

Coaches, parents, and graduating senior athletes -- please send me your graduation information to be included on the College Bound page which can be found under the athletes tab. Please send me the name of your graduating senior, club, high school, and where the athlete will attend college or other plans after graduation to post. If your college plans are currently undecided let me know about any changes and I'll update the page.

The past meets page has all the meet results posted on it. Past meet results can also generally be found under the meets tab by searching under the past & archived tab.

The Montana Swimming top times reports are located under the records/times tab.

Updates about the zone teams can be found on the home page and under the meets tab.

The Minor Athlete Abuse Prevention Policy information can be found under the Safety/Safe Sport tab along with other safe sport information. There will be an updated Safe Sport - MAAPP policy coming soon which will be posted on the website when released.

There are new LEAP (LSC Evaluation and Achievement Program) requirements. Montana Swimming must complete levels 1 and 2 by September 30, 2022. New to the program is requiring DEI to be embedded in all areas in the LSC operations. As the LSC works on completing the new requirements, the new document will be posted on the website.

The Reach Out grant program is posted under the diversity & disability tab.

As your team contacts change, please e-mail me your updated information so I can update the team listing.

Teams, please send your meet information to me to post once it is sanctioned. Too often teams don't send their warm-up schedules and psych sheets prior to the meet for posting. Also, please send me an unlocked Meet Manager back-up after the meet so I can produce the various results reports to post on the website. If you attend an out of state meet, do send those results to me as well including any Team Manager or Meet Manager files you receive. For teams hosting time trials or dual meets send that information to me also for posting.

Please keep the information, times, suggestions, and stories coming! Also check out the Montana Swimming Facebook page which is updated by our co-coach representatives Caty Flikkema and Jessica Marshall. My e-mail address is shuckeby@msn.com. I love posting stories about the accomplishments of our Montana Swimming members! Thank you.

Respectfully submitted,
Susan Huckleby
Montana Swimming Webmaster/IT Chair
May 4, 2021

Diversity, Disability, Equity, Inclusion Chair Report

Diversity, Disability, Equity, and Inclusion Chair Report

2022 Spring HOD Meeting

Congratulations to the LAKE Monsters who were awarded \$2500 for the spring Montana Swimming Reach Out grant. LAKE will be providing learn to swim opportunities, scholarships, and helping offset meet entry fees for low income and minority youth in the Mission Valley. The grant program awards funding to Montana Swimming teams to provide opportunities for low income/outreach, minority, LGBTQ, and disabled athletes to participate in swimming through such activities as learn to swim camps, scholarships, providing training equipment or swimsuits and more. Only Montana Swimming member teams may apply for the grant funding. The grant program requirements and applications are posted on the Montana Swimming website under the diversity/disability tab. I would like to thank to Montana Swimming Athlete Representative Addy Lewis (MAC) and Finance Vice Chair Tracy Flikkema (BAC) for serving on the grant committee. Thank you everyone for the continued support of the program. I am amazed by the applications we have received and how the funding has helped the teams reach out to deserving athletes in their communities. The fall grant applications will be posted on the website and are due in October.

I have been a member of the Western Zone DEI committee since it was founded. In March I was formally appointed as the Western Zone DEI Coordinator by USA Swimming. I am excited to take on this leadership role and assist the LSCs in the Western Zone.

Montana Swimming must complete the LEAP 2 application process by June 30 (with a possible one-month extension). As a part of LEAP, LSCs are now required to embed DEI in all the LSC programs. I will be working with various individuals in the LSC to discuss how this can be accomplished.

Information about the Montana Swimming athlete outreach membership policy can be found on the website. This past fall we voted to add swimmers with a disability to qualify for outreach membership. Part of the qualifying process requires teams to submit a letter to the Montana Swimming Registrar verifying the athlete is disabled and the athlete must register as a disability athlete in the appropriate category (P1, P2, P3). The COVID-19 pandemic outreach memberships will be phased out at the end of August. A year-round outreach membership is \$7.00 per athlete. If a family member has lost his/her/their job or had hours reduced, please check out the outreach membership as your children may qualify.

I have been contacted by several persons in the LSC who are interested in learning more about DEI. Thank you to Pat King (GFST) for reaching out to me to learn more about DEI and how to make an impact in the Great Falls community. I also spoke with Megan Belasco (BOZ) about how we can improve services for disability athletes in the LSC. I hope to host some online meetings so members of Montana Swimming can discuss how to include DEI in their clubs. Look for an announcement to be posted on the website for upcoming meetings.

I would also like to encourage conversations between coaches, athletes with disabilities, and officials at swim meets to determine needed accommodations for a swimmer. As part of the discussion, this spring I have had the opportunity to talk with a few officials about how to provide better start commands for deaf/hard of hearing swimmers by asking where the athlete would like the starter to stand. Sometimes moving a step or two to one side or the other can make it so much easier for a hearing-impaired athlete to see the starter. Also, USA Swimming has just updated the officials N2 and N3 starter evaluation guidelines to include starts for hearing impaired athletes and the new evaluation templates will be posted online next week.

I would like to encourage all our athlete members and non-athlete members to check the box for ethnicity when registering with USA Swimming this fall using the new online member registration (OMR) process. The information is used by USA Swimming and helps them understand if programming and resources are of value to everyone in the organization. The information does not identify individual persons.

USA Swimming announced their new Policy 19 for transgender athletes this spring. The policy is posted on the website. The policy explains how a transgender athlete may compete in USA Swimming.

The Montana Swimming website features a tab for diversity and inclusion as well as disability swimming. Numerous resources can be found there.

If you have a question about diversity and inclusion, please feel free to contact me.

Respectfully submitted,

Susan Huckleby
Montana Swimming DDEI Chair
May 14, 2022

Officials Chair Report



April 25, 2022

Montana Swimming House of Delegates,

I would like to report that as of April 25th Montana Swimming had 73 registered officials. This is an increase of 10 officials from this time last year, which means we are moving in the right direction. There are several additional folks training to become officials. We need all the help we can get to put on great meets for our swimmers. Thank you for the work you've done getting new parents involved and please continue recruiting new parents into officiating. This year we added several new referees and starters which is great. Please continue to work your way up, and if you have any questions just reach out to any of our current starters or referees.

We're coming out of the COVID-19 shutdowns and have been able to host several meets that are starting to feel like they used to. As nice as a quiet pool was for meets, it's fun to have the facilities full of cheering swimmers and spectators. Teams are continuing to simulcast meets which is great for friends and family who can't attend in person. I'm glad to see that embraced and continuing.

MAC and BAC hosted the Short Course State Championship meet in Butte. This took a lot of teamwork from everyone to make the meet happen in a city that neither host team was from. It was making the best out of a tough situation. Thank you to all the officials who were able to make this a successful meet for our Montana swimmers. And a special thanks to Susan for stepping up and doing national evaluations for our officials.

The B/C Championship meet was held in Bozeman. The meet was a huge success for the swimmers who attended. We didn't have the number of officials that we had at the State swim meet, but we made it work.

As the 2022 long course season starts, I would like to thank you again for your recruitment work over the past year while still reinforcing the need for all teams to step up and recruit new officials.

In conclusion, I would like to thank all the officials that have worked meets throughout the last year, and for all your efforts in training and mentoring our new officials. I would encourage all our officials to continue with the training and mentoring of each other. We have a great group of officials in our LSC, and I know we all learn something at the meets we work.

If anyone needs anything, please feel free to contact me.

Respectfully,

Lon H Huckert
Montana Swimming Officials Chairman
lonhuckert@gmail.com
April 21, 2021

Safe Sport Report

Safe Sport Report May 2022

Happy Spring!!

There are currently only 2 teams in our LSC that are Safe Sport Recognized...
Bozeman Barracudas and Helena Dolphins. Congratulations to both teams!

I have been looking at each team website and the majority of websites need updating ASAP!
I will list the teams below with what needs to be updated. Please, please get these simple updates done by the end of May.

- BAC- New phone number for the Center for Safe Sport
- Billings Y- New phone number for the Center for Safe Sport
- BMA- New phone number for the Center for Safe Sport
- Butte Tarpons- No Safe Sport tab and new phone number for the Center for Safe Sport
- Glacier Aquatic Club- Safe Sport links on your tab don't work, therefore I have no idea what you have or don't have
- Hardin Otters- No Safe Sport tab and new phone number for the Center for Safe Sport
- Havre Lions- No Safe Sport tab and new phone number for the Center for Safe Sport
- Helena Lions- Safe Sport tab is not working, make sure to update the Center phone number
- Helena Dolphins- New phone number for the Center for Safe Sport
- MAC- New phone number for the Center for Safe Sport
- MYST- New phone number for the Center for Safe Sport
- Polson- New phone number for the Center for Safe Sport

The new number for the Center for Safe Sport is 833-5US-SAFE (587-7233)

You should all have a Safe Sport tab on your website with the bare minimum of MAAPP 2.0 and the Center phone number!

As always please reach out if you need any assistance. I am no longer forwarding the monthly safe sport newsletter as all USA registered members get it. If for some reason you still want me to forward, let me know and I will.

Also, if you have a Safe Sport Coordinator for your team, please send me that information. I only have a couple teams' information for said person.

I will be checking websites again by end of May, so please get the important information updated!
Thank You!

Brenda Huckert, Safe Sport Chair MT LSC

Athlete Report

Jr. Athlete Representatives (Addy Lewis and Connor Mizner)

House of Delegates

Spring Meeting

May, 2022

Athlete Report

Current Junior Athlete Representatives:

- Addy Lewis
- Connor Mizner

We both went to the USAS conference in Denver, Colorado from April 21 to 24, accompanied by Administrative Vice-Chair Jay Friend. At the conference, we learned a lot about what it means to be an athlete representative and how we can improve ourselves to better serve our LSC and the athletes in it.

We found our experience at the conference to be very beneficial and we attended many individual seminars during that weekend, including:

- Multiple DEI trainings
- Scheduled athlete networking sessions
- Yearly athlete update from the United States Anti-Doping Agency (USADA)

To conclude, we found these meetings extremely beneficial in teaching us what to really do as athlete representatives.

Next, we would like to introduce our new project: to establish an active athlete committee within the next six months.

Membership Registration Chair Report

MT Swimming LSC Membership/Registration Update Stephanie Boysen HOD Spring Meeting - May 15, 2022

I attended the USA Swimming Workshop April 21-24 in Denver, CO. The major update is that USA Swimming is going to **Online Member Registration (OMR)** beginning September 1, 2022. This is something that has been in the works for over 3 years, and they are finally launching for next registration year (2023). This is going to be a huge change for all LSC's and members as everyone will have to log in and register and they will receive a new USA Swimming ID number. This will be randomly generated so there is no longer personal identifying information associated with the ID. Clubs will also have to register online, and swimmers will not be able to attach to a club unless it has been registered and approved. USA Swimming will be sending out webinars to each head coach listed on club registrations so club management can begin to familiarize themselves with the process come August/September.

This system is going to put a lot of ownership and control back in the parent's hands with their swimmer (or the swimmer themselves). Parents will have to register, parents will have to transfer, parents will have to ensure all information is up to date. I will still have access to accounts and be able to make (some) changes, if necessary, but overall, this will be driven by the parents and the swimmer.

The payment process is still being worked out as the number showing up for what they are registering for will be what the LSC charges, not the USA Swimming fee. There are still things that I am learning as I play around in the test environment. Once I have a little more information and a clear idea of how things are going to work, I plan to reach out to coaches this summer to set up times to talk (or even meet) so the coaches can see the test environment and what the new system will look like.

Times Chair Report

Meet Results: Meet results are posted on the website under meets tab and then the past meet results drop down tab. Results can also generally be found under the meets tab and then past meet results for each individual meet. I try to have the meet results uploaded to SWIMS and Team Unify within a day or two of receiving them.

SwimCloud: SwimCloud is an online platform showing meet results for athletes who wish to have their times available for college coaches to view. I do try to send the results to SwimCloud after each meet. I am unable to send them results from single team meets – the team must submit those results.

Meet Manager File Names and Report Headers: The correct manner to name your Meet Manager file for a meet is the Year-LSC-Club Code-Meet Name such as the 2022 MT BOZ Smiles May Classic. If

names are too long, they will not upload in Team Unify. Also, under the report headers, please list the meet name, location, course, and include the sanction number. The USA Swimming rules require this information. It is not required to list the name of the meet referee. An example would be:

2022 MT BOZ Smiles May Classic, Sanction xxxx
Bozeman, MT, Swim Center 50 LCM Pool

Meet File Names: Some meet event file names that are too long to be uploaded onto the Team Unify platform, so I have had to shorten the names to upload the files. Please be aware of that potential problem when naming your Meet Manager files.

Montana Meet Statistics: For the 2021-2022 registration year, to date 25 meets have been held in Montana with 17,773 individual splashes and 429 relays. The detailed meet statistics report is posted.

Meet Qualifier Report: The meet qualifier report is posted. Currently Montana Swimming has athletes qualified for Summer Juniors, Winter Juniors, and Futures.

Flex Athlete Competing in More than 2 Sanctioned Meets: This year I encountered some problems with uploading results for flex athletes who competed at more than two sanctioned competitions. Flex athletes may only complete in 2 sanctioned meets and no championships meets unless they upgrade to a year-round membership. Many thanks to Steph Boysen, MT Swimming membership and registration chair, for taking care of the registration issues.

18 and Over Athletes and APT: Another problem area I encountered involved athletes ages 18 and over who did not complete the required athlete protection training before they competed in a meet. Athletes ages 18 and over who had not completed the athlete protection training prior to competing in a meet had their times rejected when uploaded into SWIMS. I did contact coaches of athletes when possible that I was aware of who had not completed the APT prior to a meet, but there were some athlete times that were not uploaded into SWIMS. Steph Boysen also contacted coaches about this problem as well. These times do appear in Team Unify but cannot be used for entry using OME.

Mixed Relay Errors: A legal mixed relay must be composed of two males and two females. All girls and all boys relays are not legal mixed relays and their times will not be uploaded into SWIMS (relays with 3 girls and 1 boy or 3 boys and 1 girl are also not legal mixed relays). I encourage teams to offer girls, boys, and mixed relays at meets. The meet referee may combine those relays to swim together during the meet, but after the races are concluded the AO can adjust the relays and split the correct teams back into the correct events. If you have questions about how to do this, please contact me.

Montana Top Times Reports: The Montana top times reports are posted under the records/times tab on the website. I generally run the top 25 times for boys and girls by age and post them currently once a month.

Scholastic All America: I serve as the Western Zone women's tabulator on the Scholastic All America sub-committee. The online application opens June 1 and closes September 6. Athletes must have completed the 9th, 10th, 11th, or 12 grade; have a 3.5 GPA or higher in academic subjects; and have a 2022 Winter Juniors qualifying time to be named to the SAA team. I encourage all qualified Montana Swimming athletes to apply.

Single Team Meets: There were some single team meets held this year, primarily by BAC and MYST. There were no virtual meets held this year.

Thank you for the opportunity to serve all our Montana Swimming athletes, coaches, parents, and volunteers.

Respectfully submitted,
Susan Huckleby
May 5, 2022

Scholastic All America Report



The Scholastic All America application for the 2021-2022 year will be available online at the USA Swimming website from June 1, 2022, to September 6, 2022.

<https://www.usaswimming.org/times/popular-resources/scholastic-all-america>

- The only method for application will be the online application on the USA Swimming website.
- Applicants will be required to have a USA Swimming account.
- Qualifying pool times for the applicant will be validated in SWIMS. Times **MUST** be in SWIMS and have been achieved between September 1, 2021, and August 31, 2022 (dates inclusive).
- Applicant will be required to have a transcript for the complete 2021-2022 academic year available for uploading to the application.
- Applicant must have been a member at the time of the swim and a current member when applying for the 2021-2022 SAA team.
- Applicant must have all application documents completed by September 6, 2022. Late applications will NOT be accepted or considered.

Requirement Details:

POOL REQUIREMENTS

Applicants must have swum an **individual** pool time equal to or faster than the **2022 Winter Junior qualifying time** in any **individual** event during the SAA qualifying period (**September 1, 2021 – August 31, 2022**) with qualifying times in SWIMS – list of times are posted on the USA Swimming website.

QUALIFYING TIME

A qualifying time will be available for selection from the SWIMS database during the application process. Only ONE time is necessary and only ONE application is necessary.

GRADE & GPA REQUIREMENTS

Applicant must have completed 9th, 10th 11th or 12th grade

MINIMUM GPA

Application must maintain minimum 3.5 GPA for the current academic year

GRADE CONVERSION

A=4, B=3, C=2. If numerical grades are used, the following scale will be used unless the school's letter grade conversion is given on the transcript: A=90-100; B=80-89; C=70-79. In calculating the GPA, no rounding will be used – one decimal place only.

HONORS & ACADEMIC SUBJECTS

Honors, Advanced Placement, International Baccalaureate, PLTW courses, and dual credit college level academic courses will earn one fifth (.2) extra Grade Point.

Only grades for academic subjects only are calculated – history/social studies, English, mathematics, sciences, foreign languages, computer sciences, visual and performing arts if indicated as academic.

A grade lower than a C in an academic subject will mean automatic rejection of the applicant.

Grades for non-academic courses will NOT be calculated – art, band, orchestra, choir, home economics, health, driver education, physical education, shop, etc. and any other class marked as non-academic will not be included in the GPA calculation (unless transcript indicates 'academic' or AP or IB).

GRADE: *There will be no special status designation for a 4.0 GPA other than for a national champion who also has a 4.0 GPA.*

APPLICATION TRANSCRIPT REQUIREMENTS

The applicant's high school transcript for the 2021-2022 school year will need to be uploaded with the application in order to be complete. You must have completed the 9th, 10th, 11th or 12th grade in order to apply.

- *Note that school transcripts are the only documentation accepted for the Scholastic All America application (PDF or JPG files).*
- *Word documents, grade cards, and report cards will NOT be accepted. Only grades for the 2021-2022 school year will be used to determine your GPA.*

When a committee member has completed evaluation of the materials, you will be notified of either acceptance (automated from USA Swimming to Deck Pass Log-in email) or rejection via email (from committee member).

Applications are only accepted from athletes.

SWIMMERS WITH DISABILITIES

Applicants must have swum an individual pool time equal to or faster than the [2021-2022 Para Scholastic All American Standards](#) in any individual event noted within their self-reported P1, P2, or

P3 grouping during the SAA qualifying period (September 1, 2021 - August 31, 2022, dates inclusive) with the qualifying times in SWIMS.

Only ONE time is necessary and only ONE application is necessary. A cap of 56 athletes will be named with 2/event/gender.

OPEN WATER SWIMMERS

Applicants must have swum an individual pool time equal to or faster than the 2022 Winter Junior National qualifying time in the 800, 1000, 1500, or 1650 freestyle during the SAA qualifying period (Sep 1, 2021-Aug 31, 2022, dates inclusive) with the qualifying times in SWIMS AND participate in the Open Water National Championships held on April 1-3, 2022.

To be recognized as an Open Water swimmer, the applicant must select that designation on the application.

Only ONE time is necessary and only ONE application is necessary.

Applying for the 2021-2022 SAA Team:

SIGN INTO YOUR ACCOUNT (IF ALREADY SIGNED IN, SKIP TO STEP 2)

Click on the button to the right or go to the USA Swimming Home Page or any page on the site. In the upper right corner, click on "Login / Register".

- If you do not have an account, click on the link to "Register" and follow the instructions.
- If you have an account, simply type your log in name and your password in the appropriate place.

VERIFYING MEMBERSHIP ACCOUNT (IF ALREADY LINKED, SKIP TO STEP 3)

Make sure the account you have signed in with is linked to your (the athlete's) USA Membership account. (If you are unsure of the link, go to My Account, Membership Information, where you can either link with 'Click Here' or Unlink to check the linked membership record and relink.)

You will not be able to access the SAA application without being logged in and linked to the athlete's Membership account.

COMPLETING SAA APPLICATION

Once you are sure you are correctly linked to your **athlete registration**, click on the link to SAA Application and complete the application. Applications are only accepted from athletes. Athlete applicants must complete and submit the application themselves.

Make sure you complete and **SUBMIT** the application. If you cannot complete the application, **SAVE** your work so you can go back again to finish. Once you submit your application, you will receive a confirmation email sent to your **Deck Pass log-in email**.

Transcripts will be submitted along with your applications. Guidelines for submitting transcripts can be found below.

APPLICATION STATUS ISSUES OR OTHER CONCERNS

If you do not receive confirmation immediately upon submission *or have other questions about your application*, please contact us IMMEDIATELY so that we can check the status of your application.

Eastern and Southern Zones: [Anissa Kanzari](#)

Central and Western Zones: [Betty Kooy](#)

The Western Zone Women's Tabulator is Susan Huckleby

Please copy (CC) your parent or guardian and include your parent's or guardian's email in all communication with the SAA committee. Failure to do so will delay any response.

SPECIAL AWARD

10.2.2 of the Times Policy Manual states a special award will be given to a senior who has been named to the SAA team three times. Beginning with 2020-2021, this will be changed to four as freshman were introduced to the program in 2017.

For the 2021-2022 SAA team, this award will be given to each senior named to the SAA team three out of the last four years.

Susan Huckleby
Western Zone Women's Tabulator
April 28, 2022

USA Swimming Spring Workshop Report:

Submitted by Susan Huckleby April 28, 2022

Team Montana: Stephanie Boysen (membership/registration chair), Jay Friend (admin vice chair), Susan Huckleby (DEI and times chair), and athlete representatives Addy Lewis and Connor Mizner.

DEI Session 1 Diversity University (DEI 101) with Leland Brown III. The Who, What, How – Helping Boards and Communities Understand Diversity, Equity, and Inclusion.
Leland is the Director of Diversity, Equity, and Inclusion for USA Swimming.

Connect (CD): Diversity – if it is important, what does it look like in action? How do you know it is being done? Diversity is a verb, not a noun. Find common talking points with people, not just small talk. Get to know the person – talking, know their needs, hurts, celebrations. Find common ground and unique things. I am diverse because of all the identities I hold. How can I maximize this?

Be human centered. Make the experience better for others. Help me where I am now. You can't spell success without us. We are on the same side of the problem, just looking at it from a different angle. Some people are smarter and more experienced than me, honor/respect that.

The LSC Dei Chair – who will be in the meeting (LSC board meeting HOD, other meetings)? Will I be loud or quiet? How are people feeling in the meeting? How to connect with others? What emotions do people have in the meeting? How to connect? Connect with clubs and committee members to figure out what athletes need.

How do I make a connection? Reach out to a different club every day. Show people you care. Turn off a screen and talk to people.

Accept (AI): Inclusion. How do you define bigotry? Being so stalwart against something it turns ugly or assuming your group or heritage is better than another's or a person who is unwilling to listen and adapt to new ideas. Do I listen? Am I open to new ideas? The opposite of inclusion is bigotry.

There are multiple ways to see a problem and solve a problem. McDonald's, Wendy's, 5 Guys, In and Out, and so on all serve burgers making the same product for different types of customers. Just because you choose _____ doesn't make you lesser than _____.

What does inclusion look like when you know it is happening? Someone doesn't sit by themselves. Everyone who wants to be represented is represented. Acceptance. Respectful. Inviting everyone to the dance and then inviting them to dance. Invite and then ask them to join in.

Example from Leland: Leland likes rap. A friend invite shim out to a club. It's a bluegrass club. Leland doesn't like bluegrass. Then the friend says we'll go to the bluegrass club and then to a rap club. Now Leland has been invited and feels included and accepted.

Inclusion isn't just letting me sit at the table and talking – it's listening to me and giving me what I need.

Leland is a fashionista – he loves wearing clothes incorporating varied fashions. Maybe it's a 60's look with platform shoes, or bell bottoms, or clothes that aren't the normal office attire. Not everyone at the office approves of how he dresses, but that's who Leland is. One doesn't have to approve of his fashion/music, hair, etc., but everyone there accepts him.

What does one need to feel accepted (but maybe not approved of)? Being listened to, taken seriously, not being ignored.

Inclusion starts with "I". We must remember ourselves. Be yourself, know yourself.

Things that I (Leland) have to accept chart:

<u>Accept</u>	<u>Disapprove</u>
All humans are human (whether old, gay, Disabled, male, female, young.)	Lies, dishonesty, stealing, dishonesty

What I disapprove of are my trigger points. When Leland sees disrespect, it's a trigger. He must calm down and then confront a person about it. "I feel you're being disrespectful. I don't approve of it. Are you okay? Is there a problem?"

Provide (PE): Equity. (Equality vs equity.) What can we do to give a person what they need at that moment? Must give to get equity. Equality is giving the same thing. Equity is giving what is needed. Provide solutions to the problem. Coach to athlete: "I saw you breathing irregularly, your times are off. What's happening? Are you ok? Maybe you need a break to catch your breath. (Maybe the swimmer stayed up all night studying and is tired.) Give what is needed at the time.

Budget the same for DEI programs as other programs – or least give us funding for 1 DEI program. Without funding, is the LSC saying "we don't accept what you are saying so we won't provide"?

C – Connect to ask what is needed

A – Accept what they are saying

P – Provide what they need

Reach out, reach in, and provide.
Ate you not doing DEI well? No CAP!

Connect, accept, provide.

How did you connect? How did you accept? How did you provide?

Action: How will you connect with a person or community that is in an adverse situation? Ask questions about what they need to feel equitable. Work with them to get what they need. Make it a priority to provide what is needed. Bring up programs and ideas you want done. Brings ideas forward often. Start an athlete committee to help.

DEI is not complicated. Take intentional steps towards CAP. You can't solve all the problems today, but take one step each day towards CAP.

Put on my DEI CAP!

DEI Session 2 with Leland Brown III and Schuyler Bailar: DEI/LSC Leadership: Organizational Equity Building – Challenging Norms / Practices / Policies and preparing for Organizational Change. Macro – overarching, mission/vision/values of the organization, how the organization operates. Meso: groups. How do groups operate? LSC's, coaches, athletes, etc. Micro – individual day to day – how do they operate?

Schuyler Bailar is a former Harvard swimmer, half Korean from South Korea, speaker, activist, author, and first openly transgender Division 1 NCAA men's athlete. Swimming is what makes Schuyler who he is.

This workshop featured a discussion between Leland and Schuyler.

What should you think about being the first to change something? It's lonely. There were no others like him, but he had support from his family, friends, coaches, and team. When he swam, the loneliness went away. He did what he needed to do to succeed. Why are you there? What's the purpose? What's your passion?

When it is daunting, lonely, and depressing, how do you go on? He had not seen another Korean, queer, trans swimmer at Harvard so he was lonely, but he could find a piece of himself in others, so he felt less alone. He swam with a Korean for example. One needs to be welcomed to a space, but you must walk through the door when welcomed (or kick it open when not welcomed).

In Dr. Adrienne Maree Brown's book, *Emergent Strategies: Shaping Change, Changing Worlds*, there is divisiveness, division, and more in the world so where do we go next? We need to find common ground. You find a piece of yourself in others, connections are more common than previously thought.

With 100 plus anti-transgender bills in the country and with Lia Thomas, situations feel hopeless. When Schuyler explains about himself, and his journey people realize he is a person. It's easier to hate someone you don't understand. We need to connect with people (find the fragment within you with the other person and that gives hope). "You're just like me" – exposure to people to see humanity. Change happens by individuals.

When starting change and you encounter friction, what tools do you use? Education and humanizing your story. Schuyler has a website called Lane Changer (<https://www.lanechanger.com/>) that explains his journey and humanizes his story. It has Q&A pods to cover numerous topics which to complete all the topics takes less than an hour. The website offers different plans and prices depending upon the size of the group and their needs. The cost is \$300 depending upon the size of the organization.

Another resource is his website SchuylerBailar@Pinkmantaray (<https://www.pinkmantaray.com/>) He also wrote a middle school novel *Obie is Man Enough* released in 2021.

How do you bring others with you in an individually driven project? You need to expose yourself to diversity with other groups. If you get a foot in the door, you can drag people with you.

What does the process of change look like? Value conversation over confrontation. Call people in rather than out. Have productive conversations where people are heard. Invite questions including uncomfortable questions. Create breathing room for the uncomfortable. Ask the other person questions such as why do you care so much about this topic or why does it matter to you? Are you afraid of disappointing your family? Open the conversation when something doesn't connect for our own fears, insecurities, and pains. Problems are emotions, knee jerk reactions are based in white supremacy, religion, etc. Stay calm, take a deep breath. Ask why does this matter to you?

What privileges do you have? Schuyler has privileges such as time, financial security, education, articulate, has parental and social support, and he belongs with family/friends/partner, and has a house. He is a mixed race, transgender, person of color, and an athlete. He is Harvard educated and smart. He is articulate so he can explain himself to others. He is privileged to talk with a therapist.

Privileges are strengths are strengths and aren't all bad. Most people leverage privileges for good not bad. Having privileges doesn't mean you don't struggle. Schuyler isn't black so he doesn't have black privilege. Cis-gender persons have privileges because they are cis and not trans. Schuyler has trans privilege, but he doesn't need to be a martyr for other trans persons. Trans persons may be cis-assumed as often Schuyler is.

Know your privileges – the things you do well, are born into -- and use those privileges to help others gain what they need. If a child asks you to get them a piece of candy from a tall shelf you don't say, "no, you're not tall enough" – you use your height privilege to give him a piece of candy.

How to create organizational change?

1. Get to know each individual personally Tell people about yourself. People like stories. Don't just read textbook facts. Start with a personal, individual story. We are humans.
2. Discuss being more respectful. Use correct language. How can I use better words to support you? Apply the correct language in difficult conversations such as gender affirm or health care for trans youth, etc.
3. Aretha Franklin sang R-E-S-P-E-C-T. Find out what respect means to me. Define respect. Define equity and inclusion.

In your LSC, you need connections, trust, empathy. How do you build this? Discussions at the beginning of meetings, take people to lunch. How do communities need to connect to each other? It's not a one size fits all.

- Common language (disabled folk, disabled person, person with a disability). How do we address each other?
- Accountability. You messed up; how will you fix it? We will hold you to it. Intent doesn't mean impact.
- Canceled people – privilege matters. Use your privilege for good.
- Intent vs Impact: I didn't intend to hurt your feelings. I didn't mean that. Sometimes we get angry when we are told we hurt another person's feelings when we didn't intend to do it. Rather than insisting you didn't mean to do this, instead look back and try to understand how your comments didn't sit correctly. Then pause, reflect on what you said, admit you did it and take steps to correct it. What's the most expensive yet priceless item on the planet? My ego and pride.

Next Steps: Provide

Make sure the policy includes everyone who shows up on the pool deck.

Language barriers – how to overcome? What does D-E-I mean? Need real strategies to increase D-E-I. Plan your strategy – bring more people to the table, include all people groups to discuss issues. Speak humanity to the process.

How does Schuyler help us incite organizational change? Ask why the issue matters to another person. What do you say next when you're in deep in an emotional conversation? Let people get out the emotion and vent. Why are people reacting emotionally to the issue being discussed? Talking with parents can be the hardest group to talk with. Everyone is allowed to have their own opinions. Parents should try not to put their expectations on their children. People can voice discontent with a program or idea, but don't target a person. I don't support ____ vs I don't support xyz person.

Legislation: How to support trans athletes who face discrimination in a state where trans athletes competing in sport in their chosen gender is outlawed? The shift is created by increased visibility of trans athletes. It's ok for a trans athlete to be upset and angry about this. Ask how you can help them, keep them safe, find gender neutral, unisex, or single stall bathrooms to use.

People try to project goals on kids. Parents don't admit they failed. When you fail say oops, I'm sorry or I don't know.

Social media connections to DEI – include athletes for and against the topic. It can be hard to moderate these discussions and hard to dispel misinformation. As far as freedom of speech, people cannot incite violence. Stating an opinion is one thing but directing an opinion at a specific class/person is wrong. An athlete or coach or parent can believe whatever they want, but when they are at practice everyone is respectful. Swim your best and help others swim their best.

SWIMS 3.0 Overview

Swims 1.0 began in 2002. Swims 2.0 had 20 years of additions. SWIMS 3.0 will roll out on September 1, 2022. SWIMS 3.0 is a complete re-design of the system. It will track and enforce all safe sport requirements, add online membership registration, replace deck Pass, and provide many new updates. SWIMS 3.0 will roll out in mid-August for LSCs and clubs and September 1 for everyone.

Safe Sport Compliance: track APT status of members; on the new member dashboard people can log in to check certifications and click on a link to go directly to classes; coaches can check their

certifications and click on links to courses; and will send out an automated notice to each person prior to expiration of their certifications.

Member Value: Online Membership Registration (OMR):

It will be a uniform and easy platform to register. There will be third party software hand off after registration.

Quick and easy renewals. We all register as new members for 2023. Renewals with auto fill the next year. Can update changes in email addresses easily.

Can add club designation, ethnicity, disability, and competition category.

A person can have multiple club memberships now – a coach could be registered to one club, be an athlete on another club and a volunteer on a third club. All the registrations are under one membership on the dashboard.

Added under membership is a guardian/athlete relationship tab. Families can manage all their swimmers' information from one membership account.

Times: Times will be uploaded for USA Swimming, YMCA, NCAA, and FINA. Non-member times are not eligible for awards/recognition. More time standards will be shown. Clubs and LSCs can enter time standards directly to SWIMS. LSCs or clubs (if approved by the LSC) can enter meet results. The LSC corrects and then approves meet results.

Meet Sanctioning: Clubs can request a meet sanction online. The LSC will approve after receiving your meet information and fees. This will allow for a searchable database of meets across the county.

OME: Will be available for all meets. The search functionality will be improved to search for all meets. Rosters can be filtered based on time standards. There will be an improved interface for entering athletes into meets. There will be a future connection to OTS and the coach certification area.

Club Data Entry: The club application suite will feature one dashboard per club. It offers staff management, Club Recognition Program (CRP), Safe Sport Recognized Club Program (SSRP), swim-a-thon, and OME. Clubs will need to register as a new club to begin this year then there will be an easy renewal process the following years and information will auto populate.

Club registration is now online. The club pays the USA Swimming portion of the fee directly by credit/debit card and submits the LSC fee directly to the LSC. The LSC approves the club registration. There will be a new club portal. Clubs can add facilities. Improved find a club function. Practice group information can be included. Can link a club to a pre-competitive program such as swim schools so people are able to search pre-comp programs or ask for more information.

Member Data Security: The USA Swimming member ID will change to protect members. It will now be an auto-generated 14-character alphanumeric code. Searching many areas on the new platform will require inputting the 14-digit code rather than names.

USA Swimming Account: This will replace Deck Pass as of September 1. Everyone will be required to set up a new USA Swimming account before registering for the 2023 registration year. There will be a

single account for registration, SWIMS (via web sign on) and a app. No need to link it to your membership account.

Evolving role of the LSC: The LSC will now become data stewards vs data entry. Improved automated communication. Approved member communication.

LSCs no longer upload registration data. Individuals directly enter registration information to SWIMS and pay the USA Swimming fee by credit/debit card. The LSC approves the registration. The individual or club must pay the LSC portion of the registration fee directly to the LSC. SWIMS auto generates a welcome package email to new members.

There will be the ability to search by organization or club. The disability status of an athlete is now included with Scholastic All America applications.

OTS will be frozen for a year with limited function and will be live again in September 2023.

There will be better communication and customer service to the LSCs, clubs, athletes, and athlete parents. There will be a resource hub on the website complete with webinars and FAQs. Customer service reps will be available temporarily during the transition for member questions.

New Coach Certification Education:

“Even a genius asks questions”

The new coach certification program will roll out this fall. This will provide professional development for coaches, certifications, and continuing education units (CEU's). The program will offer both online and in-person courses. It is for all coach members.

Certifications will be offered online and at swimposiums, and regional coach classes. Quality tools will be offered for coaches to learn coach technique, communication tools, season planning, child development, goal setting, key performance indicators (KPI), wellness strategies and more.

There are two pathways offered in the coach certification program.

Existing coach pathway includes completing the pre-deck starting block courses 1) Quality Coaching Framework (40 minutes) and 2) Welcome to USA Swimming (20 minutes). Once done the coach may go on to the optional yearlong learning core courses (taken over the course of a year to complete each level): 1) age group coach; 2) senior coach; 3) head coach (bronze, silver, or gold levels). Head coaches must complete the American Development Model (ADM) course and either the age group or senior course before moving on to the head coach course. Each course has five lesson modules with multiple lessons in each module.

The head coach course has three levels and consist of 30 lessons. The number of lessons completed denotes the level achieved. Head coaches can be a head coach without having completed the head coach program.

All coaches must take CEUs. CEU courses are listed on the website and can also include ASCA course taken listening to podcasts or watching webinars, mentorships (on your own team or with USA Swimming), reading a certain number of articles, and other course work on the USA Swimming website. The clock on completing the required number of annual CEU's begins once the basics are completed. (CPR and STFSC may also count towards CEU's.)

New coaches must complete the pre-deck courses Quality Coaching Framework and Welcome to USA Swimming. After completing the Red Cross courses, APT, concussion, and BGC, new coaches can be on deck coaching. They must complete within the next year the CORE course (replaces foundation of coaching 101 and 201).

Shield certifications (badges) are offered for core, legacy, ADM age group, ADM senior, and ADM head coach.

A pilot program will be offered this summer and the program launches this fall. The courses are free if you take part in the pilot program. The starting block and core courses will be offered in English and Spanish. The age group and senior courses are offered in English.

The lessons are video based programs that can be viewed on a phone or computer. Transcripts of the lessons are available in pdf.

The pre-deck courses Quality Coaching Framework and Welcome to USA Swimming are free. The other courses cost. (Foundations 101 and Foundations 201 cost a combined \$40 (one was \$15, and the other was \$25) so new courses will be similarly priced.)

There will be admin training for LSCs probably in July.

SWIMS 3.0 Times, Meets, and Data

Clubs can sanction meets using SWIMS 3.0. Using the club dashboard, choose the meet type (USAS/NCAA/FINA/ISL) then zone or LSC. If LSC, then select club. The club adds the meet linking it to the facility and choosing type of sanction requested (sanctioned, approved, observed, OW) and requests a sanction. The club must list the meet director, meet referee, and meet contact person in the sanction request, and all must be current non-athlete members. (SWIMS will flag any APT, BGC, or membership errors for the referee, director, and meet contact.) Clubs submit the meet announcement and event file to the LSC along with payment. The LSC approves then the meet. Once approved by the LSC the meet will show in SWIMS. Meets can be searched by location, facility, and club.

The LSC adds approved or observed meets (and probably LSC championships meet?).

The LSC or the club (if approved by the LSC) will upload the meet results. The LSC as the option to upload all meet results.

Times Error (Holding) Tank: The times officer is pinged after results are uploaded. The LSC times officer corrects any errors in the times upload. There are 11 matching errors for registration problems using the automated manual registration matching using fuzzy logic. IT shows the potential matches for a person and the times officer can select the correct match. It checks first name, last name, birthdate, etc. when searching for a match. The times officer can view/edit times to correct errors. Once the results are approved by the times officer the results are locked so results cannot be re-uploaded over the approved results. If a person needs a split time, for example, loaded they contact the times officer who can access the locked file. The meet must be built and approved in SWIMS before results can be uploaded. Can check a time not eligible for records or recognition.

OME Meet Host: Still working on OME. One can copy a meet set up in the past. Can set to exclude flex members for LSC championship meets and above. Can extend invitations to specific teams by using the drop down and multi select clubs who can enter. Altitude adjusted times can be turned on or off. The swimmer count only shows athletes entered. Can run a report listing athletes not checked

out. Cannot upload an event file but they may consider adding this feature in the future. Only clubs can create an OME file.

Mixed relays have been corrected in SWIMS allowing only 2 boys and 2 girls. LSC records can be approved in the LSC portal. Can build LSC, club, and facility records along with grouping records for disability (P1, P2, P3). NAG records will be tracked now showing the progression. Portal records and times data will migrate to the new system.

There will be webinars and trainings beginning in May and a resource hub on the website. There will be a club resource manual and LSC resource manual.

Legislative Review: Legislation submitted so far to USAS

105.5.2: (red wording is the suggested change)

1. Stroke/Kick — In judging the stroke or kick of a swimmer with a physical disability, the Referee and Stroke & Turn Judge should follow the general rule that: if a part of the body is absent or cannot be used, ~~it is not judged;~~ **a necessary stroke accommodation may be applied, by the meet referee.** ~~if it is used during the stroke or kick, it should be judged in accordance with the USA Swimming Rules & Regulations.~~ **All other body part(s) shall be judged in accordance with the USA Swimming Rules & Regulations.**
2. Judgments should be made based on the actual rule — not on the swimmer's technique. For example, the breaststroke swimmer with one arm or leg shorter than the other, may have a non-symmetrical stroke or kick, but as long as the arm or leg action is simultaneous, it would meet that portion of the rule. No flotation devices should be permitted.

Too often officials just give a pass to disability athletes with regards to disqualifications. If the athlete is disqualified for a non-simultaneous or one-handed touch due a disability (the athlete cannot correctly perform the touch), then the disqualification should be overturned. If the same athlete can do a breaststroke kick correctly but does a scissors kick, the athlete should be disqualified. How do meet referees apply the same accommodations meet to meet and LSC to LSC? More information and education are coming about this. Meets should keep a record of disqualifications (and those overturned and why) of disability athletes (perhaps submit to the LSC disability or DEI chair) so the information can be compiled to determine how disqualifications are handled across the country. There is a good webinar on the USA Swimming website – “My swimmer with a disability is ready to compete. Now what?” We need to bring all swimmers onto the same competitive plane.

102.10.3 – operational risk. Meets shall always have a minimum of two meet marshals – one of each gender. Meet marshals serve in an official position at the meet under the direction of the meet referee. They enforce warm-up rules, patrol locker rooms, enforce safety measures, and so on. There are meet marshal duty cards on the USA Swimming officials page that will be updated. More education is needed for marshals. Asked if ‘shall’ could be changed to ‘should’ in the wording. Marshals do not have to be non-athlete members.

202.4.1 – operational risk. Additional wording in the meet announced will require listing equipment and personnel available at the meet for athletes such as lifeguards, AED, EMT, first aid station. The type of equipment is not mandated but the list of what equipment is available should be listed. Not required to have all types of equipment such as EMTs. The meet announcement should list “the facility has available the following: _____.” Asked why the wording is limited to just athletes.

202.4.11 – safe sport – All meets sanctioned by the LSC are required to follow the approved quality control system provided by the USOPC. This involves checking if anyone on the banned or

suspended list attends the meet, posting signs about quality control, checking that all members have completed the APT training before attending the meet, etc. USA Swimming will provide the quality control system using the Meet 360 guide. This is to for spectators. It does include timers, marshals, runners, computer personnel and anyone with access to the deck. Questions were asked about meets with open decks and how to enforce his. Would timers have to present their driver's license to be checked against the banned/suspended list before coming on deck? It also applies to all persons in attendance with a USAS membership. Athletes without a current APT certification may not complete. Meet 360 has the list of banned/suspended and the lists are also posted on the USAS and USOPC website (both are searchable). Teams may need a list of all timers, marshals, runners, and others with access to the deck to check them against the quality control list or the team may have to check after the meet. USA Swimming will conduct periodic audits of teams/meets to see if they are in compliance. We must protect the athletes from abuse. If locker rooms are open for use by athletes and other persons using the facility (such as a YMCA), then those non-members don't need to comply. Not certain how to be in compliance with open pool decks in Montana.

203.3 – AEC – 120-day rule

The AEC is asking to change the 120-day transfer rule requiring an athlete to be unattached when transferring from one team to another to be changed to a shorter time frame and suggested 30 or 60 days. Suggestions were made ranging from 0 – 90 days. The zero-day suggestion was not encouraged as teams need to collect any money owed by a swimmer leaving the team. Registration needed time to make the transfer happen. Concerns were expressed about recruiting violations, but it was said there were other provisions in place dealing with recruiting. Others asked about club hopping especially prior to the championship meet season. It was felt the current rule was unfair to swimmers when their families had to moved or they were bullied or discriminated against. Overfall feeling was to reduce the time needed to transfer perhaps to 30 days. The AEC will consult with the registration committee.

207.6.2 – senior development – The senior development committee will change the time it takes from one year to ten months to develop the time standards for Futures, Juniors, Nationals, and the US Open to have more data to calculate the times.

501.4 (a) (5) – senior development – the chair of the senior development committee can designate any member of the committee to serve on the national steering committee (rather than requiring the chair to serve on the committee).

Article 4 – Board of Directors -- remove articles 401-408 and 410 from the rule book and place them in the operating policy manual (includes the National Board of Review). Leave article 409 in the rulebook as it covers the full faith and credit clause. Add a QR code in the rulebook to access these sections. This would place these sections in the same place. Amendments to the rulebook must be passed by the OD while items in the operating manual can be changed by staff with approval of the committee chair and the board of directors allowing changes to be made easier to these sections.

LSC Required By-Law Template: Group members representatives in the House of Delegates must be members of USA Swimming. Only an individual member in good standing may hold an office and must maintain eligibility throughout the term of office. In Montana group members are clubs and club board members are required to be members of USA Swimming.

Governance and Nominating Committee Meeting:

The group discussed the process to nominate, vet and elect the board of directors. They conducted a board gap skills analysis through the USOPC to determine what skills were needed in possible

candidates to complement the skills held by current board members. Currently gaps include skills in technology/cyber security, succession planning, and fundraising (covered by the Foundation). Strengths included education, sports, operations, finance/audit, and risk management. All board candidates must be vetted to be on the final ballot including write in candidates. There are clear campaigning rules and violations are given to the ethics committee. The committee is proposing some changes to the makeup of the nominating committee to 1 BOD athlete member, two 10-year athletes, 3 coaches, 1 official, and two BOD independent persons (not currently serving on the board). USA Swimming has a \$35 million budget. The application of IT to the larger organization, improved security, replacing legacy systems, and strategic prioritization is critical. Also important is the diversity of membership – Black, Asian American, Hispanic, disability, and women.

Registration Committee Meeting:

The group approved the minutes of the last meeting. Two members from the AEC spoke with the committee regarding the 120-day rule change. They suggested a 20-day period. The committee wanted the time period kept simple without waivers for specific groups. The committee was okay with either 20- or 30-day waiting period. The AEC will discuss and return with a recommendation to the registration committee. They also discussed the effective date of the proposal – September 1, 2022, or January 1, 2023, or 30 days from the date passed. The group suggested either September 1, 2022, or immediately upon passing.

The group discussed the online member registration and answered questions from those in the room. The current plan is to have five more weeks of development of the system and then freeze to bug fix until it works or the September 1 launch date. The search function will be better. There will be webinars for clubs and individuals in August. Clubs will get the initial registration link by choosing vendor. Add to the policy and procedure manuals who has access to the club and LSC portals. LSC registrars will have access to the test site soon. To register, the athlete (parent) and non-athlete will be sent a link. The LSC will send links to unattached individuals. Clubs must register first before individuals can register as members of the club.

Deck Pass will sunset in August. All individuals will need to set up a new USA Swimming account prior to registering. Non-athletes need to set up an account on or before 9/1/2022. They will get a link from their club to register. Go to club/LSC. Must have the link/code to set up the account. Sign in with the ping account at USAS and go to create account.

Club renewal is done online. Clubs and individuals pay the USA Swimming fee when registering and then send the LSC portion of the fee to the LSC. Transfers will pay the USA Swimming fee and then pay the LSC fee. The head coach is the contact person for the club.

DEI Committee Meeting:

The meeting opened with checking in with the committee members. How were they feeling at that time?

They reviewed the USA Swimming mission. The USA Swimming priority results are to sustain competitive success, sustainable success, and best in class NGB.

Connect Accept Provide (CAP)

E4 – Engagement, Education, Empowerment, and Elevation.

The National DEI and national disability committees are now combined. The disability subcommittee is chaired by Jim Peterfish.

Each of the five work groups went over their plans.

Scope of Work: (Alex) develop resources for coaches, athletes, officials, and LSC boards. Information on creating an athlete committee, assisting coaches with information about disabilities, LGBTQIA+, standardized ASL for pool decks, tapping techniques for blind swimmers, revising article 105, ASL, glossary of DEI terms. Recourses for 12&U athletes (coloring books, etc.). Mental health resources. Add club board education tools. Volunteer to assist the workgroup. Alexdavis1986@outlook.com

Educational Events and Opportunities: (Jeanne) Adaptive swimming – include everyone on the team. Include everyone in DEI from national level to club level. Webinars, podcasts and other educational opportunities offered every two months. Send suggestions to Jeanne.

Athlete Influencer Toolkit for LSCs: (Sophie) use tools to influence, inspire, and get others to change. Athletes inspire other athletes. Pride Month, Black History Month, Women's Month ideas. Set up social media. Develop a Buddy Program – an older athlete pairs with a younger athlete (include parents and comply with MAAPP 2.0), someone like you but different. Teach about how you handle comments and so forth. Leadership workshops. Volunteer in your community – water safety days, food drives, equipment drives. Free apps – Canva, Phonto, picsart to make flyers, posts, etc. Use image descriptions, large font, colorblind friendly colors. Get an Olympian to comment on your social media pages. Learn how to leverage data. Bring product to the USAS commercial tam and let them promote it. One club partner with a diverse club in another part of your LSC or another LSC. Charter a bus and travel to the other team one year and the other team come visit the next year. How do I influence my community?

Membership Experience Survey: (Wade) Ask about the person's current experience with USA Swimming. Will be sent to all membership. It will use data to drive projects and work direction. Will send out again later to see if USA Swimming is meeting the needs of people. The survey needs measurable outcomes.

Ad Hoc Assignments – short term –

- Children with Challenges (Jim Peterfish), coach education, committee is updating the language as this program was released 10 years ago.
- Adaptive Coaching Guide (Jim Peterfish) Ellie Roche did her graduate project at the University of North Dakota on this topic. A sport for every ability. Will develop into "Swimming Coaches Manual for All Abilities". Sharpen skills, distribute to coaches. Increase community awareness of swim teams with disability swimmers.
- Hearing impaired Swimmers (Jim Peterfish) – working with officials to improve starts for hearing impaired swimmers.

The DEI and Disability awards were presented at the awards luncheon. Susan Melcher (CZ Disability Chair) received the Disability Service award.

There are three openings on the national DEI committee. Check online for the link to apply. Appointments are made by Tim Hinchey.

Trivia Night: Team Montana took fourth place!!

Thank you! Thank you to Montana Swimming for sending me and all of Team Montana to this workshop. I learned a lot and hope my reports helps you know more about the happenings at USA Swimming. Susan Huckleby

Meeting Attendance Sign-In Sheets:

2022 Montana Swimming Spring HOD Meeting May 15, 2022 -- Virtual Meeting

Sign in of those members present:

Officers:

VOTING MEMBERS:	Print	Print Email Address
General Chair:	Matt Yovich _____ Present _____	coachmatt@bozemanbarracudas.org
Administrative Vice Chair:	Jay Friend _____ Present _____	jayfriend@gmail.com
Program Development V.C.:	Kristen Wyatt _____ Present _____	kwyatt@billingsymca.org
Program Operations Chair:	Steph Boysen _____ Present _____	fordgal02@hotmail.com
Finance Vice Chair:	Tracy Flikkema _____ Present _____	fireresq24@me.com
Secretary:	Susan Huckeby _____ Present _____	shuckeby@msn.com
Coach Representative:	Caty Flikkema _____ Present _____	cmflickr@me.com
Safe Sport Coordinator:	Brenda Huckert _____ Present _____	brendahuckert@gmail.com
Diversity, Disability, Equity & Inclusion Chair:	Susan Huckeby (present - vote as sec.)	shuckeby@msn.com
Sr. Athlete Representative	Conner Mizner _____ Present _____	connor.f.mizner@gmail.com
Sr. Athlete Representative	Addy Lewis _____ Present _____	mtswimgirl15@gmail.com
Jr. Athlete Representative	Analise Belasco _____ Present _____	analise.belasco@gmail.com
Jr. Athlete Representative	Jesse McCormick _____ Present _____	mccormickjesse9@gmail.com

At Large Voting Delegates:

Tech Planning Chair (appt):	Vacant _____
Officials Chair (elect):	Lon Huckert _____ Present _____
Records Chair (appt):	Michelle Schermerhorn _____ Present _____

Non-Voting Board Members:

Operational Risk Chair (appt):	Caty Flikkema _____ Present _____
Membership/Reg. Coord (appt):	Steph Boysen _____ Present _____
Co-Coach Representative (elect):	Jessica Marshall _____ Present _____
Treasurer (elect):	Craig Smith _____ Present _____

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Club ADULT Voting Representatives Present: (1 per club)

	<u>Print name if present</u>		<u>Print Email Address</u>
Billings Aquatic Club	Jessica Marshall	Present	coachjessicamarshall@gmail.com
Billings YMCA Swim Club	Shelby Gilluly	Present	sgilluly@bresnan.net
Bozeman Barracudas	Hans Dersch	Present	coachhans@bozemanbarracudas.org
Bozeman Brookies	Joni Kopnik	Present	joniknopik@hotmail.com
Butte Tarpon Swim Team	Ron Huckleby	Present	hucklebyrj@gmail.com
Butte YMCA Riptide	John Thurmond	Present	jthurmond@bresnan.net
Great Falls Swim Team	Pat King	Present	coachpatking@gmail.com
Glacier Aquatic Club	Price Richardson	Present	pricerichardson@gmail.com
Hardin Otter Swim Team	_____		
Havre Lions Swim Team	Hayley Coursey	Present	coachhrcoursey@gmail.com
Helena Lions Swim Team	Jennifer Krattiger	Present	jendtiger@gmail.com
Helena Dolphins Swim Team	Chris May	Present	cdmay@hotmail.com
Missoula Aquatic Club	Robyn Lewis	Present	reblewis76@yahoo.com
Missoula YMCA Swim Team	Kirby Beierle	Present	kbeierle@ymcamissoula.org
Polson Lake Monsters	Shayna Swanson	Present	coach@mvaquatics.org

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Club ATHLETE Voting Representatives Present: (1 per club)

Note: Email addresses for club athlete representatives not shown for privacy reasons.

These athletes will serve as at-large athlete voting delegates. Print name if present

Billings Aquatic Club	Brianne Flikkema	Present
Billings YMCA Swim Club	Reagan Wyatt	Present
Bozeman Barracudas	Cami Yovich	Present

Bozeman Brookies	_____	
Butte Tarpon Swim Team	_____	
Butte YMCA Swim Team	Olivia Thurmond	Present
Great Falls Swim Team	Taylor Kolsch	Present
Glacier Aquatic Club	Ada Qunell	Present
Hardin Otter Swim Team	_____	
Havre Lions Swim Team	Lilliana Smith	Present
Helena Lions Swim Team	Ali Christensen	Present
Helena Dolphins Swim Team	Morgan May	Present
Missoula Aquatic Team	Ella Stack	Present
Missoula YMCA Swim Team	Michael Schermerhorn	Present
Polson Lake Monsters	_____	

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Non-Voting ATHLETES Present

Print Name	Print Email Address	Club
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Non-Voting ADULTS -- Parents/Coaches/Officials/Guests Present

Print Name	(Email addresses not shown for privacy reasons)	Club
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Reyes Garza	Present	BYSC
Shawn Moe	Present	MYST
JP Maganito	Present	BOZ
Charmaine Maganito	Present	BOZ
Sara Gram	Present	BOZ
Nicole Olson	Present	BOZ
Beth Storey	Present	HDST
Lisa Patchin	Present	BOZ
Brady Baughman	Present	MYST