



Pacific Northwest Swimming

Strategic Plan 2019

KEY AREA: CLUB CONTINUITY					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadline/Milestones
Provide financial and other assistance to PNS clubs during the pandemic	Number of clubs ceasing operations	Prepare and implement a Club Assistance Program to help meet club operational expenses	Secure a supplemental insurance policy to cover club dryland activities beyond USAS provided coverage.	K. Spencer	May, 2020 COMPLETE
	Amount of financial assistance distributed to clubs		Establish a task team to plan an application and review process to support clubs.	D. Baer K. Spencer S. Rychlik	August, 2020 COMPLETE
			Round 2 of club financial assistance	D. Baer K. Spencer S. Rychlik	Feb., 2021 COMPLETE

KEY AREA: ATHLETE AND MEMBER SAFETY					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadline/Milestones
Address necessary safety protocols to combat the COVID-19 pandemic	Number of pools opened	Educate facility managers		D. Orr S. Rychlik	July, 2020 COMPLETE
	Number of protocols and facility plans approved by Health agencies.	Establish a central document reference.		A. Godfred B. D. Orr	July, 2020
		Create networks with related organizations.	Communicate regularly with Wash. Parks & Recreation	D. Orr	June, 2020
		Provide a position on swimming to the agencies fostering the regulations	Establish a relationship with the Governor's Office and the Department of Health	D. Orr A. Godfred J. Girotto	On-going
		Create a club working group with regular meetings	Conduct weekly or bi-monthly Zoom sessions to share best practices and communicate updates to regulations.	A. Godfred	On-going during pandemic.

KEY AREA: CAMP DIRECTOR and TRAVEL MANAGER					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadline/Milestones
Develop and Propose Implementation of a Camp Director / Travel Manager Position	Identification of Supported Events			Ackerley D. Leonard J. Skroch K. VanZandt D. Wolfrom A. Godfred	Activity has been deferred until such time as an LSC income stream has resumed and camps and meets can or are being arranged.
	Job Description Developed and Approved				
	Funding Process Defined and Approved				

KEY AREA: BOARD ORIENTATION					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadline/Milestones
Create a Board Orientation "Manual"	Updated job descriptions for all Board positions	Establish a Governance Committee	Seek, nominate and ratify candidates	D. Baer R. Cox,	Jan. 2021
	Annual calendar of Board events and actions	Collect example job descriptions and review with Board members		J. Gagliardo R. Keller L. Vetterlein	March, 2021
	Manual website established.	Collect all of the typical events that occur during a year.		J. Skroch M. Cady L. Vicik G. Brown J. Giroto	Jun., 2019
	Compare to similar information from other LSC's	Review materials and determine additional topics.			Jan. 2022