

## OMS June 2020 Board Meeting — online Zoom meeting

<b>Committee Name:</b>	Oregon Masters Swimming	<b>Session #:</b>	n/a
<b>Committee Chair:</b>	Tim Waud	<b>Vice Chair:</b>	Robbert van Andel
<b>Minutes recorded by:</b>	Kristina Franklin	<b>Date/time of meeting:</b>	13 April 2020, 7:00 pm PDT

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### Actions Items:

1. None noted

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### Motions Passed:

1. Via email prior to meeting: OMS to send the letter (refer to meeting minutes appendix) to the USMS Board of Directors. Motion made by Tim Waud, seconded by Joy Ward.

**Number of board members present: 16**                      **Absent: 6**                      **Number of guests present: 0**

#### Board members present (list all, including chair and vice chair):

Robbert van Andel (Vice-Chair, Sanctions)  
Kristina Franklin (Secretary)  
Kermit Yensen (Treasurer)  
Alice Zabudsky (AquaMaster Editor)  
Christina Fox (Membership)  
Colette Crabbe (Fitness)  
Ginger Pierson (Payments Administrator)  
Jacki Allender (Officials)  
Jeanna Summers (Souvenirs)  
Joy Ward (Safety)  
Matt Miller (Webmaster, Coaches co-chair)  
MJ Caswell (Top Ten)  
Nancy Vincent (OREG Club Rep)  
Sandi Rousseau (USMS Rep)  
Sara Shepherd (Awards, Coaches co-chair)  
Susie Young (Registrar)

#### Committee Members Absent:

Tim Waud (Chair)  
Barry Fasbender (USMS Rep)  
Bob Bruce (Long Distance)  
Gary Whitman (Data Manager)  
Marlys Cappaert (Program Development)  
Steve Darnell (Records)

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### Summary of OMS Discussions via email prior to meeting

1. Sandi forwarded the email she sent to Peter Guadagni regarding her concerns regarding the staffing changes at the national office, so that the OMS board may have all the information to prepare for the phone call. There were other emails forwarded to the OMS board, including an email from Mel Goldstein requesting the LMSCs to speak out with their concerns, and Matt Miller's letter to the board with concerns and suggestions for improvements.
2. Tim sent two questions for the OMS Board to consider:
  - a. What should we be doing for our membership?

- i. Answers included: recruiting, giving back, talk to our swimmers and make sure everyone is OK physically and mentally, providing clinics, actively encouraging our members to live healthy lives, encouraging our swimmers to act as ambassadors for our sport, use social media as well as our newsletter to stay in touch and help members feel connected, encourage participation in postal events, provide dryland workout options
  - b. What should we be doing for our clubs and coaches?
    - i. Answers included: engaging new coaches, more teaching and support, plan ahead with meets and our upcoming 50-year anniversary, show appreciation, help with common problems working with pools, preventing burnout, creative ways to recruit new coaches and subs.
    - ii. For Clubs/workout groups - help them do social things together, find service projects that let them share their love of swimming with others (SSL, maybe others?), provide marketing materials to help recruit new teammates, find out what issues they are experiencing in regards to reopening
3. On May 12th, there was a phone call with the USMS board of directors; some of the OMS board members were able to attend. After the call, Tim spoke with Richard Garza, Legislation Chair, about the process for amending the proposal from the floor of the House of Delegates.
4. Matt reported back from the Board of Directors meeting that after receiving some pushback from several LMSCs, the amount given back to the LMSCs per swimmer who participates in the Year+ Promotional Program will be \$19.
5. Kermit, Sandi, Marlys, Matt, and Robbert drafted a letter to the USMS Board of Directors to represent the concerns of the Oregon LMSC. Tim moved to send the letter to the USMS Board of Directors. Joy seconded. Refer to the appendix to the minutes for the final approved letter.
  - a. Discussion- it was suggested to send the letter to the other LMSC's as well, to let others know about our concerns and to promote transparency.
  - b. Motion passed unanimously.
6. Motion made by Kristina to forward the approved letter to the other LMSC's. Seconded by Joy.

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## Minutes of Zoom meeting

The meeting was called to order at 7:00 PM.

1. Roll Call
2. Review Agenda- Tim
3. Approve May Meeting Minutes- Kristina
  - a. Minutes approved unanimously
4. Treasurer's Report- Kermit
  - a. May Financials- we have had two new members join in May, which is much less compared to an average year (last year we had 32 new members in May).
  - b. The first of July is when our next check to the Oregon club is normally due, but we are going to forgo this payment.
  - c. The Hood River meet and the Bend pentathlon are both still in the budget, but all other events have been removed.
  - d. The budget continues to be revised and tweaked with time, but we remain with around a \$7500 profit for the year.
  - e. The year+ membership program appears that we will not be receiving any fees for swimmers who participate in the program. Susie, as the registrar, keeps trying to change the fees within the system, and they keep getting changed to zero.
5. Adult Learn-to-Swim Chair- Tim
  - a. Marlys Cappaert was voted in as our new Adult Learn to Swim board member.

- b. Once the job description has been received, we can vote on it for final acceptance.
  - c. We don't currently know who the contact will be at USMS.
6. Long Distance/Open Water- Bob
- a. On the national scene, five of the six USMS Open Water National Championships have been canceled. The one-mile swim event in Santa Barbara has been rescheduled for August 29. Matt is still trying to keep the Lake of the Woods and Eel Lake events. The Lake Juniper event has also been put on hold until perhaps October. The annual USMS Long Distance All-Star Team compiling has been canceled for this year.
  - b. Oregon LMSC Open Water swims:
    - i. Four of the seven Oregon Open Water swims have been canceled.
    - ii. The swim at Eel Lake, now scheduled for Saturday, August 8, may be cancelled because the State Parks Department is yet not allowing group events in these parks; without a permit, SOMA cannot run this event as scheduled. Matt has been keeping in contact with someone at the Oregon State Parks.
    - iii. The swims at Lake of the Woods are still scheduled for Saturday, September 12.
    - iv. The Beautiful Lake Juniper swim at JSFC in Bend, originally scheduled for Sunday, May 17, has been put on hold to be hosted in September or October if possible. Stay tuned.
  - c. USMS Postal Championship swims:
    - i. Postal swims are still on, but there is worry that no one is swimming enough to have the fitness level to accomplish a 5k or 10k swim. The Redmond pool is currently the only pool in the state open. The deadline for the swims has been extended to September 30<sup>th</sup>.
    - ii. The USMS Long Distance Committee, realizing that access to 50-meter pools might be challenging, will allow these events to be completed in short course pools. Individual results from short course swims will not count for the championship results, but will count towards the annual five-swim national Postal Participation Award.
    - iii. Matt Miller is still negotiating with Amazon Pool in Eugene to offer a special opportunity for 10-km swims (and 5-km swims if room is available) later this summer. I will also try to secure a date in Bend in August or September for these swims.
    - iv. OMS will continue to offer our annual three-swim Postal Participation Challenge this year, so be sure to stay in the game by doing one or both of these postal swims this summer.
7. LMSC Standards Survey Results- Tim
- a. Out of the mandatory standards, we have hit all 50 out of 50. This is the third year in a row where we have met all the standards.
8. OMS Letter to USMS Board of Directors
- a. OMS Letter (Attached in Appendix)
  - b. Response from USMS President (Attached to email to OMS board)
  - c. Response from OMS to USMS President (Draft version in email)- a final version will be sent to the OMS board for approval soon. Tim has been confused by the answers sent via email from Peter Guadagni. When they have conversations, it seems there is understanding, but not via email responses. The plan for the response is to identify a few key items to focus on; keep our message simple.
  - d. Last Tuesday there was a NW Zone call with these concerns on the agenda. No one on the call was willing to stand up with their concerns on record. So even though we know there are people who agree, it appears that Oregon is the lone wolf dissenter.
9. USMS President response to Matt Miller (Attached to email to OMS board)
- a. Matt Miller response to USMS President (Attached to email to OMS board)

10. USMS Coach's Committee- Tim

- a. The coach's committee chair called Tim to talk about deliverables. Tim was asked to represent the west coast for the subcommittee. Tim would like to focus on identifying and developing new coaches and new programs. What can OMS offer to the 800 or so fitness swimmers who are not attending the meets? Clinics are a great way to reach out to the fitness swimmer, and people will pay big money for video feedback from a well-run clinic.

11. Nancy Milner- Tim

- a. Tim will let us all know about details for a memorial service, and will forward the online obituary.

12. Good of the order- Barry

- a. Phase 2 pool openings allow for only one swimmer per lane. In Medford they are not abiding by this rule. Tim asked the OMS board for the guidelines that are being followed at different pools.
- b. General preference is for the Zoom conference calls.

13. Sandi received the stickers for the banners and will work on putting them on. Tim has all the gear for the personal awards. The 2020 and 2021 award winners will receive their awards at the same time.

14. Delegates for the virtual convention will be handled via email.

15. Adjourn at 8:15

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## Appendix- Approved Letter to the USMS Board of Directors

May 20, 2020

Dear Peter and the USMS Board of Directors,

The purpose of this letter is to convey the concern that the current direction of USMS will seriously, adversely affect the capability of the Oregon Masters Swimming LMSC to operate a program that meets the expectations of our membership.

While the COVID-19 situation has amplified our challenges, these concerns predate the current crisis.

The OMS board, individually and collectively, is deeply invested in the success of our LMSC, of USMS and the USMS national office. We hope these concerns are taken within that context.

In recent years, OMS has been able to offer a program that includes a significant set of pool and open water events, fitness swimmer and coaching clinics, and officials' development. For 2019, due to expectations about the impact of the unified fee, we eliminated funding for clinics and officials' development but maintained the other activities. We have experienced steadily increasing membership from 1,075 in 2013 to 1,247 in 2019 and, in part, think growth has been due to these programs.

Looking forward, we are certain the external environment will be challenging. Perhaps the key concern, a gradual reopening during the balance of 2020, will negatively impact the funding for the facilities that host our practices and meets. This is almost certain to lead to higher pool rental costs. As well, we are increasingly certain that the pattern of past USMS fee increases, both in absolute terms (\$29 in 2011 to \$48 in 2020 for some and \$48 for all in 2021), and a percentage of total membership fee basis (64% in 2011 to 80% in 2020) will continue. And with the unified fee in place – for OMS starting in 2021 – we are constrained from charging higher than the USMS prescribed amount.

The net of the above is that OMS envisions a negative outcome for our membership as 1) resources shift from OMS to the USMS national office and 2) national programs do not adequately replace local ones. For example, we currently augment the meet fees paid by swimmers to the host club with LMSC funds, thereby enabling clubs to host meets and assisting swimmers to be able to afford to go to meets. That capability is next to be compromised.

Compounding our concern is the performance of the current management team in dealing with recent tactical decisions does not create confidence:

- Poor web site technology and financial decision-making, as detailed in earlier emails, that is costing USMS literally hundreds of thousands of dollars.
- Ongoing personnel turnover among the national office staff – some voluntary, some not.
- Critically – declining USMS membership over the past four years.

We understand that the national office can and does add value in running national events, supporting clinics, and providing a central web site. However, we are communicating our concern that the transition from traditional national office functions, to a national office which is tasked with taking a broader set of responsibilities, seems almost certain to mean less support for local membership, which is the most important service of USMS. The risk is certainly apparent to the OMS Board of Directors, and we would be surprised if we are the only LMSC in which this is felt.

Two questions we have consistently asked are, 1) what will the national office funding requirements be for the next several years? and 2) what are the deliverables that we can expect in return for that higher level of funding? To make the question more specific – given the assumptions of a) a gradual reopening during the balance of 2020, and b) implementation of the unified fee for all LMSC's for 2021: what are the list of services the national office is committed to

provide to LMSC during 2021? Then, what are the next set of deliverables the national office is targeting for future years? and what fee increase would be required to fund those deliverables?

Having answers to these questions is both a reasonable expectation and would address our concerns that we are being led to an uncertain future, bit by bit, and without a clear vision of what that future holds.

We appreciate your consideration of our concerns and requests.

Regards,

Oregon Masters Swimming Board of Directors

Tim Waud – Chair

Robbert van Andel – Vice Chair/Sanctions

Kristina Franklin – Secretary

Kermit Yensen – Treasurer

Susie Young – Registrar

Alice Zabudsky – Aqua Master Editor

Sara Shepherd – Awards

Matt Miller – Coaches/Webmaster

Gary Whitman – Data Manager

Colette Crabbe – Fitness

Bob Bruce – Long Distance

Carolyn DeMarco – Membership Promotion

Christina Fox - Membership

Jacki Allender – Officials

Ginger Pierson – Payments Administrator

Marlys Cappaert – Program Development

Steve Darnell – Records

Joy Ward – Safety

Jeanna Summers – Souvenirs

Nancy Vincent – Oregon Club Rep

Sandi Rousseau – USMS Rep

Barry Fasbender – USMS Rep

MJ Caswell - Top Ten