

USAS Convention 2014: Pacific Swimming Report

On September 13, 2014 at 06:30 AM, Laurie Benton, Judy Seigrist and Clint Benton, left the Oakland Airport in route to the USAS annual Convention in Jacksonville, Florida, as representatives of Pacific Swimming and United States Swimming. Laurie Benton as the Chair of the USA Swimming Elections and Credentials Committee and Judy Seigrist as a member of that committee. Clint Benton was attending as an at-large voting representative of President of United States Swimming and a member of the USA Swimming Governance Committee.

Since the members of the Elections and Credentials Committee, must verify every voting member at the USA Swimming portion of the Convention, they need to be in place set up and ready to register members as soon as they arrive.

On September 14, 2014, working with the USAS convention staff Laurie and Judy arranged the registration desk and set up the bulletin boards for candidate statements, ballot box for the Athlete of the Year and organized the registration desk. During this time contact was made with other Pacific representatives was made, Tony Bates, Don Heidary, and Annie Stein. Also seen were Pete Raykovich, and Tammy Hopkins.

On September 15, 2014, work with USAS continued with the providing of support and assistance if needed. In addition both Judy and Laurie spend many hours late into the night working on 2015 registrations for Pacific Swimming.

On September 16, 2014, the Convention started with the Board of Directors meeting and registrations opened. Laurie worked very closely with the USA Swimming President Bruce Stratton on his at large votes and making adjustments to LSC at large votes.

Also on September 16, 2014, Clint met with Jeff Gudman and Mary Jo Swally, to interview them about issues that are being discussed at the Governance Committee and also to understand their goals for the future of swimming since they are candidates for the position of President of USA Swimming. In addition Clint had a working lunch with Don Heidary, regarding the LSC Governance as it is being discussed at the USA Swimming level and also about the nominations for positions on the Pacific Swimming Board since an election is coming up for next May.

September 17, 2014, after helping to set up the Conventions Elections Registration area, I had to opportunity to meet with Presidential candidate Jim Sheehan, to talk about the issues with the Governance Committee. Jim seems to be somewhat supportive but does not believe that making a grand proposal will be able to be passed because of the impact on the smaller LSC's. Therefore he believes that the proposals should be done on a piecemeal basis, but he does not have a recommendation on how to do that.

Meeting with Tony Bates, to discuss LSC Governance and Pacific Swimming Nominates. Tony is not ready to take on an assignment at the Board level, he is willing to participate in meetings and discussions in a round table format. As far as the LSC is concerned he is not willing to use

any reserve funds to set up an Executive Director. He feels that any funding should be in the line item budget. Tony appreciates the work of the volunteers but feels that they may be too focused on their individual Zones or issues.

Senior Development meeting, discussion of time trials at Nationals and how to handle the entries on line when there is a limit on the amount of time to swim and also verify the entry times.

- Approved the minutes
- Confirmed the Mission statement of Senior swimming.
- Approved the inclusion of VP Op's as member of committee with voice and no vote,
- Proposal to change National Championship to cover 13-18 year swimmers (40,000)
 - Add additional Age Group National meet about 2.5 % slower than 2013 junior's time. Would mean about 1500 swimmers.
 - Would be same time as Juniors would not include Junior or Senior qualifiers
 - Two venues East and West. Short Course.
 - Then they listed the order of events
 - During discussion they talked about 4 meets and a 2 ½ day format.
 - Discussion then went to having the meet just before Juniors with swimmers not being able to be in both meets.
 - Approved as submitted.
 - Agreed to the Winter Junior split East and West.
- Time standards accepted.

Age Group Presentation: Turning Parents into High Performance Parents

There are four styles:

- Tiger- Command and Control- order the child what to do. That's not good enough.
 - Child feels that they are how they perform, therefore a project.
- Helicopter- Hover and protect- High self-esteem, low performance. It does not matter.
 - You are what others say are, at risk of being hurt, and entitled.
- Supplier-Low performance and low self-esteem, use sports for babysitting service. I don't care how good you are.
 - You are a circumstance and therefore a problem.
- Hero- Accepts and Challenges: how good do you want to be?
 - You are wonderful creation and therefore valuable and full of potential.
 - I accept you as you are and I will love you no matter what
 - I will challenge you to do more because you want to not because I want you to.
- Coaches are usually Tigers and most parents Are helicopter to counter the coach. Coaches should become more like heroes so parents may follow them.

What Athletes need for long-term success?

- Thrive: flourish, prosper, succeed, blossom, grow well
- Develop character: what are you coming

Two Sides of Sport life:

- Sport Side/School Side
 - Conversations about
 - technique/study habits
 - Performance/grades
 - Focus on
 - Schedule
 - Outcomes
 - Intentional about
 - Reaching goals
 - What am I getting?
 - Coaches: should not only teach swim skills, but should help Life skills, with swimmer self-esteem: self-confidence, cope with fears,
 - What's the criteria for success on your team?
 - Were you always truthful?
 - Did you play fair?
 - Were you respectful of others?
 - Did you compete with honor?
- Grit is the ability to persevere. Ask I wonder how I can help my athlete learn to overcome setbacks?

This presentation was for the coaches in how to help parents build our athletes as athletes and as people. The focus is on how they can work with each other to help the minor.

Coaches are debtors to the parents and swimmers, because parents are trusting their swimmer with the coach.

Parents deserve answers to key questions:

- Your Credibility Build trust with parents, show you care about them, be extremely competent.
 - Can we trust you
 - Do you care about my child
 - Are you good at what you do
- Your Clarity, live by your values, share your philosophy, and explain everyone's role.
 - What do you stand for
 - What's your coaching philosophy
 - What do you expect from us
- Your Creativity: solve issues through our instructions
 - How good a problem solver are you
 - How will you inspire my child
 - How will you customize your message

LSC Development 1:00

Business meeting

Agenda

Volunteer Plan- recognition this year focus, next year will be recruitment. Plans will be approved at their January meeting.

LSC Leadership- will be including the one leadership seminars into the Leap level 1 certification. Recognition will be launched in March of next year.

Discussion of General Chairs Workshop what to talk about. Governance, leadership volunteers.

LEAP- schedule Level not a big issue. 8 LCS's have achieved level 2, 4 to 6 working on Level 3 one has achieved level 3.

LEAP Level requirements updates will be discussed and voted on at their October meeting to be implemented in December. Some of the items are currently optional they are considering to move them to required. Most of the items are for level 2 and 3. LSC should have top times for athlete all time (in SWIM) will be require for Level 2 or 3. LSC leadership mentoring program with other LSC should be recommended for level 2 or 3. They are going to ask for a query to find out number of swimmers and parents who have done athlete protection. Need more information before they can make it a requirement.

LSC by-laws need to be changed to reflect HOD actions at USA Swimming.

Report by Jeff Gudman on the shared services initiative several LSC's including Sierra Nevada and Central California are looking at doing this to share offices and Championship meet. This is not a required opportunity only as an option.

Swimposium: USA Swimming will fund 10 per year, already all 10 for 2015 are booked still 8 available for 2016.

Discussed with LSC Development Chair about forming a joint task force with Governance about formulating the bid to look at LSC and Zone Governance. She is in agreement and would take back to her committee anything that Governance sends to her after tomorrow's meeting.

Club Development Committee:

Report on athlete growth and retention. 2013 was the best year ever and this year 2014 is just below that. Coach members increased to highest 18,001. Club growth moving up to the growth is in the large club.

Marketing Results on how outside parents perceive swimming. 79% of parents once they teach a kid to swim, go to another sport. Usually soccer, volleyball, basketball.

Once in swimming parents saw swimming differently.

Cost is a major issue but we need to close the perception gap. www.Swimtoday.org/about for getting results of the study.

Most parents pick a team by word of mouth. New generation will be using social media.

Revision of Club Recognition program level 1 need to do on line Club Leadership program. To do level 2 need the 6 hour in person program. They are looking at ways for clubs to re-certify on a quad basis because of the swimmer performance element.

Some LSC's are going to be doing a coaches mentoring program. The LSC to provide \$4,000 and USA Swimming has \$10,000 for the program they hope to have it be a budget line item in the future.

Last club president's summit report they had 35 clubs attend and participate in workshops and sharing of best participation

Club president's seminar in April 201.

Club portal has reports for clubs including times, coaches' certification. Also how the club compare to LSC or Nation.

Analytic will be available through club portal by end of year. LSC information will also be available.

Officials Meeting:

It has been presented to change the breaststroke rule to say that the dolphin kick can come any time before the breaststroke kick with no regard to the hands. Still limited to only one kick.

Also the false rule will be changed to say that the false start must be seen and confirmed to be called, this is no change in practice only in making sure it is in the rules.

Work on the back start wedge is continuing major pool makers are close to having something that can be used.

Swimming and Masters are going to be working together on Open Water officiating so that officials can move back and forth between the two organizations.

OTS is continuing to run and certification are up. Now a history tab, to allow those who move between LSC so you can check on their certification history. Non athlete can be added to a meet, if not registered then they can be added to activities but not meets after the 60 days. Text field for activities added to include names of just information. LSC instructor level added to the detail reports. Looking to add LSC evaluations to the program. Also position by session, looking to be added.

Mentoring and training: Eligibility requirements must be in position for 1 year to be an N-2 and to N-3 initial and final need 8 sessions. Evaluators need to make sure that their way is not the only way as long as it meets the requirement. Evaluator is only there to evaluate the officials. Do not tell the meet host how to run their meet, just understand how they are doing it and how it may be different at the next level. If someone is being mentored and others have comments then they should be presented to the mentor and the person being mentored. Once a person has been **evaluated they must then request to be certified.**
www.icre.pitt.edu/mentoring/overview.html.

Testing: Bill Rose- in 2015 NCAA may be using our testing with supplement test for them.

Quarterly Conference calls to LSC and Zone Officials Chairs.

When looking for documents do not use the search function get to the documents through the web pages. Because the search function may pull up an older document not the most current.

Governance Committee:

Discussion on the two year term limits and only two terms for most committees.

Proposal to study structure of LSC's and Zones: motion to form a task force with LSC Development Committee.

Open Forum:

Take the action that Rules and Regulations can override actions of other National Committees, away from them. Recommend legislation that R&R only confirms that legislation proposed by other Committees meets format and structure not to recommend approval or rejection.

Submit legislation to include employees of LSC cannot serve on the USA Swimming BOD.

Safe Sport Workshop:

Youth sports Better athletes' Better people. Losing in entertainment sports is negative, in the Youth sports losing is an opportunity to develop grow and learn. Development Zone and develop shared goal.

Double goal coach, striving to win and teaching life goals. Need to be equal. The ELM Tree Mastery: Scoreboard-results, comparison with others, mistakes not ok. Mastery Definition- effort, learning, mistakes OK.

What drains the emotional tank, sarcasm, ignoring, nonverbal. Fill the tank, truthful, specific praise.

Officials Workshop: Meet Management:

Facility/Venue Presentation-

- Level of participation of facility
- Contact information for facility.
- Clean up process and final clean up.
- Walk through
 - Officials needs
 - Hospitality
 - Awards
 - Office space
- Inventory of equipment. Make a complete list.
- Confirm CTS operator schedules, timing equipment set up.
- Week out check the facility to make sure it is all set up 15 meter mark, lane lines, backstroke flags and starting blocks. Parking plan.

Futures Meet: To be held same weekend as Juniors, three venues East West, and Central. 8 lane 50 meter spectator seating 1000 with warmup facility.

Safe Sport and the meet. Need to have a plan regarding legal aspect of having people removed or dealt with at the meet. Post at results to make sure parents are aware of the restrictions. Identify the emergency services. If there is a problem in the stands go talk to them, take their picture get their name. If a problem in the locker room, get marshals and/or Coaches to go and investigate we should have the room controlled. Peer to peer incident, bullying do the same thing. Then get the coaches involved.

No cameras, good sportsmanship is expected, deck changing is prohibited/strong discouraged. Rubdowns & massages are not allowed except by licensed professionals, parents, spouses. Swimmers cannot sit on laps of coaches or other non-athlete members.

Volunteer issues, reach out to ROTC, National Honor Society, other volunteer organizations, bribe with food, or prizes.

Meet Referee: Make sure you are in communication with the Meet Director and Facility Director.

Western Zone HOD:

Re-elected the Coach Zone Director. Made multiple changes to the Policies and Procedures. Passed a budget that will draw funds from the reserves, this was a plan to reduce the reserves.

Voted to approve reimbursement for the Board members who are required to attend Convention, if they do not receive anything from another source.

Clovis was awarded the Senior Zone Champs for 2/16/14, and Salt Lake City, Utah for the Age Group Champion. An issue came up with the Time Standards, and a motion was passed to accept the correct times and the Board would approve the 11/12 B/G 200 Back, 200 Fly, 200 Breast, and 400 IM.

Officials Burning Issues:

Deck change should be a Referee call because they do not believe that it can be one size fits all.

Assignments are an effort to pass the assignments around.

How do we handle transgender who have not yet had the surgery, it is being addressed right now. There are no answers.

Use of cellphone as a timing devise, it is only a device of last resort.

Could you be disqualified for being completely submerged at the finish, it would have to be very obvious and most not be looked for.

Why can't a swimmer go back and touch in backstroke like freestyle. Backstroke requires a touch as part of the turn.

During stroke briefing, make sure that you focus only on the positive aspects of the stroke, not what may be a violation.

Tape that compresses should not be used. You can use tape on two fingers. Castes and splints are ok as long as safe.

Evaluators are available from OTS or just call and ask for the list.

Eight and under's should be disqualified if it is required. How the DQ's are completed is up to the LSC or the Host team.

Rules and Regulations Chair will be named at the end of the HOD. Officials Chair will named later in October.

Zone Board of Review:

As of 1/1/15 no longer a LSC BOR. Replaced by Zone BOR. Zone is independent and impartial “judiciary” then can be appealed to National Board of Review. Part four of the rule book.

ZBOR elect chair, Vice Chair(s), etc. May create regional ZBORs. Create own rules,

Issues

Only members of the Zone

Matters arising in LSC, regional, or zone competition

Recruiting

Violation of team misconduct rule as established by LSC or above

Detrimental to reputation of USA Swimming, LSC, Zone, or of sport of swimming

Except for authority of BOR Chair the majority vote of ZBOR hearing shall be the deciding factor

Chair has the discretion to dismiss a petition with permission to refile for a stated period

Chair may recuse a member of the Board to act as an alternative dispute resolution mechanism

May- dismiss petition, censure or fine, place on probation for a period of time with a new violation receiving more severely

Determine results or require any election of Zone or LSC, vacate, modify any action by LSC HOD or BOD.

No ex parte communications- copy everyone

Be objective and unbiased

Do not investigate

The parties are masters of their case

Exchange copies of exhibits

Identify all witnesses

National Board of Review:

NBR committee of 25-26 on the committee appointed by the President. They do use others for panels on occasion.

Meet the Candidates:

The sessions was divided into two parts, the first was for the contested non President positions, and the only positions contested were V-P Technical and V-P Program Development. I was very impressed with Dan McAllen, he seemed to have a good grasp of the position and how to move forward. For the Technical side Steve Marcelli demonstrated less grasp of the National arena but a stolid understanding of the local level, well spoken.

For the Presidential candidates all three presented very well, good talking points. I feel more comfortable with the answers presented by Jeff Gudman and Jim Sheehan, but all of the candidates had good poise and presented their points well.

House of Delegates:

This is the awards presentation session, our volunteers of the year Marie and Leo Lin were recognized before the whole body.

House of Delegates:

Vote Officers and Rules Changes.

President: Jim Sheehan

V-P Admin: Robert Broyles

V-P Program Development: John Bitter

V-P Program Operations: Dan McAllen

Technical V-P: Tim Bauer

Summary:

The Convention was well attended and good opportunities for Coaches and Parents with many training sessions. My opinion is that Pacific Swimming is not working together as an LSC we had no meetings or sessions to discuss issues or candidates. Many of the candidates were willing to attend any LSC meetings but we did not have any.

The Western Zone is going to become more of an administrative body with the Board of Review and Zone Sanction Review Panel. The Zone at present is not ready to assume these roles and will be hard pressed to convert from a Zone Meet Committee to a Zone Governing body.

At convention I was made aware of the plans for Sierra Nevada and Central California to merge into one LSC. Should this take place I believe that Pacific Swimming will be impacted in some way and should be looking at this process to see how it will affect us and if there is anything that we should do about it in terms of helping our swimmers.

Please forgive the unorganized way I did this, listing my notes as they happened and then just giving a brief summary to conclude.