



**Gulf Swimming, Inc.
Gulf Swimming House of Delegates Meeting
September 21, 2011**

Reminder Next **Board of Directors** Meeting
Wednesday November 2, 2011 7:30 PM

Reminder Next **House of Delegates** Meeting
Wednesday January 25 2012 8:00 PM

Herb Schwab, General Chairman, called the Gulf Swimming House of Delegates meeting to order at 8:00 PM in the DADS Club meeting room 1006 Voss Rd. Houston, TX. 77055.

The following board members were present:

Herb Schwab	Linda Brenneke	Tom Hasz	Clayton Cagle
Jennie Shamburger	Rick Tobin	Annette Leach	Chris Day
Natalie Nation	Robert Kelly	Seth Huston	Gilbert Legaspi
Ron Lusk	Travis Sandifer	Matt Sale	

Coaches and or team reps from the following teams were present: AQUA, BTA, CFSC, DADS, FCST, HCAP, HSC, KATY, LSST, MAC, NOCH, PACK, PEAK, RICE, SSS , TTST, TWST and WHAT.

It was moved, seconded, and passed to approve the May 18, 2011 House of Delegates Meeting minutes as posted.

OFFICER REPORTS

GENERAL CHAIRMAN

Herb Schwab

Congratulations to Coach Johnnie Means, Harris County Commissioner El Franco Lee, and Harris County Aquatics Program for winning USA Swimming's Diversity Inclusion Award. Established in 2006, the Diversity Inclusion Award is presented to the person or group who has positively heightened the awareness of inclusion efforts through various modes and media resulting in the increase and successful participation of currently underrepresented groups in the sport.

Congratulations to Tim Bauer for being elected as the Southern Zone Director.

Congratulations to Tom Hasz for being elected to the Olympic International Operations Committee.

All non-athlete members are required to take and pass the Athlete Protection on-line training test by December 31, 2011. This is in addition to the existing Background Screening required for all Non-Athlete Members. The Athlete Protection Training is free. The current training is valid for two years.

All clubs must now do the required Pre-Employment Screening for all new employees. When each club registers for 2012, there is a check-box on the registration form, indicating that you are complying with this requirement.

Gary Baker is resigning as the Disability Swimming Coordinator, and I'd like to appoint Matt Sale as the Disability Swimming Coordinator. A motion was made seconded and passed to appoint Matt Sale to that position.

Reminder, the TSA Convention will be in Dallas, on October 1st. Please support TWST's bid for 2012 Short Course TAGS.

**ADMINISTRATIVE
VICE CHAIRMAN**

Henry Clark

Not present, report by Herb. The LC proofs have been updated and posted on the Gulf website. All proof of times and fines are due to Henry by October 15, 2011. After that date, proofs will be considered un-provable and the fine is doubled. See attached report.

SECRETARY

Linda Brenneke

Present, no report

TREASURER

Tom Hasz

As of August 31, 2011 the Gulf Swimming net income is \$30,260. Unrealized gains are \$34,000. The budget is currently under \$19,000 due to Jr. and Sr. National reimbursements payments not completed yet. See attached reports.

The pre-employment screening language is under revision.

**SENIOR VICE
CHAIRMAN**

Clayton Cagle

The Texas Club Champs meet will be July 12-15, 2012 location will either be UT or Conroe ISD natatorium.

The Sr. Zones meet will be in Fort Lauderdale for 2012 and it is anticipated to be a larger meet.

Spring Sectional finals will be run as SC prelims and LC finals.

The Sr. National meet had over 1800 swimmers. A change to qualifying times will be LC cuts only. A change to the current Jr. and Sr. meets will be faster standards for the Sr. meet, Olympic trial times. The Jr. meet will be for 18 & under swimmers only and be a National Championship meet.

**AGE GROUP
VICE CHAIRMAN**
Jennie Shamburger

The 2012 Texas Select Camp will be hosted by North Texas LSC in Rockwall. The Texas Select Camp is replacing the TSA All Star meet. The camp is open to 2 swimmers per age group and gender and 2 coaches per LSC. The swimmers will be selected on their IMX scores. The swimmer cost to participate will be \$500. A new program by USAS called "Deck Pass" is replacing the My USA Swim account. See attached reports.

**TECHNICAL COMMITTEE
CHAIRMAN**
Ron Lusk

The next TPC meeting will be 8PM Wednesday October 5, 2011 at DADS Club. The LC formats will be discussed. The November Sr. meet will be 2 sessions on Sat and 1 on Sunday.

**ATHLETE REGISTRATION
COORDINATOR**
Annette Leach

There were a total of 6611 swimmers for 2011, with 260 Outreach and 242 individual seasonal. A total of \$13,389.75 was reimbursed for 1724 events for the long course season.

**NON-ATHLETE REGISTRATION
COORDINATOR**
Chris Day

There were 607 non-athletes registered for 2011 with 248 as coaches, 168 officials and 192 others.

OFFICIALS CHAIRMAN
Rick Tobin

The Gulf Officials clinics will be Oct 1 at the HCAP Johnnie Means Pool and Oct 1 and 15 and the Conroe ISD Nat. Two officials, Louis Davis and Andrea Walin will attend the Oct 14-16 USA Officials clinic. Herb Schwab, Louis Davis and Ron Lusk will attend the Jr. National Meet.

SAFETY COORDINATOR
Matt Wagner

Not present, report by Herb. Matt attended the LSC safety workshop and noted that changes to the Open Water regulations have been made. All teams are encouraged to have an emergency action plan posted at each pool. A 2004 ADA law will be enforced starting April 1, 2012. All pools must have lifts.

**PAST GENERAL
CHAIRMAN**
Jay Cookingham

Not present, no report

ATHLETE REPRESENTATIVES

Natalie Nation Natalie thanked the Board for sending her to the USA Swimming Convention. See attached report.
Thomas Norman Thomas thanked the Board for sending him to the USA Swimming Convention. See attached report.

COACH REPRESENTATIVE

Allison Beebe Allison reported on her Convention meetings. See attached report. The next coaches meeting will be Wednesday September 28, 2011 at DADS Club meeting room.

SANCTION COORDINATOR

Linda Brenneke Present, no report

NTV COORDINATOR

Rick Kehlenbach Not present, no report

**ADAPTED SWIMMING
COORDINATOR**

Matt Sale Present, no report

**TOP 10 RECORDS
COORDINATOR**

Rick Kehlenbach Not present, no report

**COMPUTER INFORMATION
COORDINATOR**

Sharon Bourne Not present, no report

**MATERIAL AND EQUIPMENT
COORDINATOR**

Gary Baker Not present, no report

**CLUB DEVELOPMENT
LIAISON**

Chris Day A new club is in the process of forming in the Beaumont area.

PUBLICITY COORDINATOR

Robert Kelly Present, no report.

DIVERSITY COORDINATOR

Gilbert Legaspi Matt Wagner will be attending the Diversity Summit in November at USA Swimming Headquarters in Colorado Springs.

OPEN WATER COORDINATOR

Seth Huston USA Swimming has new guidelines for air and water temperature for Open Water swimming.

CAMP COORDINATOR

Lindsie Micko

Not present, Nicole Rembach reported on the Catch the Spirit camp reservations, The Gold Medal Camp 8-12 session is full with a waiting list, there are 14 spots open in the 13 & over session. See attached report.

OLD BUSINESS

The Gulf Awards Banquet has 585 reservations.

The Club Leadership and Business Management School presented by USA Swimming will be held Saturday October 8. Each team must send 2 representatives to the school and there are currently 97 confirmed attendees.

A topic of discussion at the CLBMS will be retention rates of swimmers, especially those 12 and under. Gulf Swimming is listed in the USAS retention list in the bottom 5. 3 of 5 of the Texas LSCs' are at the bottom.

NEW BUSINESS

Cathy Bleasdell was nominated for The Conoco-Phillips service award. Cathy has hosted the Gulf Awards Banquets for the past number of years. A motion was made seconded and passed to close nominations. A motion was made seconded and passed to elect Cathy for the Conoco-Phillips award. The award will be presented at the Gulf Awards Banquet in September.

A question of how to classify Paralympics was brought up. Contact Gary Baker, he may know who to contact regarding this. Charlie Fry, of BTA, made a motion for Gulf Swimming to cover the cost of the plane ticket for NCSA swimmers attending a meet in Japan. A second to the motion was made and the motion failed.

ANNOUNCEMENTS

Tom needs an estimate from the coaches on the number of swimmers they will have going to Jr's, SC Jr's and Olympic Trials. USAS is working on protection for coaches who are falsely accused and disciplinary action against those making the false accusations,

A motion was made seconded and passed to adjourn at 9:15 PM.

Respectfully Submitted,

Linda Brenneke

Linda Brenneke
Board of Directors, Secretary
Gulf Swimming, Inc.

USA Swimming Athlete Protection Committee

Under this proposal all Local Swimming Committees would be required to establish the position of Athlete Protection Officer on their respective Board of Directors. The establishment of an LSC Athlete Protection Committee would be highly recommended by USAS but would not be mandatory.

LSC Athlete Protection Officer Proposal

General Description

The LSC Athlete Protection Officer (APO) will be responsible for the implementation and coordination of the USA Swimming Athlete Protection Program in the Local Swimming Committee. The APO will serve as the LSC liaison for the USA Swimming Athlete Protection Program and work with the USA Swimming Athlete Protection Officer and Athlete Protection Committee (APC) to facilitate implementation of all aspects of the Athlete Protection Program within the LSC.

Position Appointment and Requirements

The LSC APO will be appointed by and report to the LSC General Chair, with the advice and consent of the LSC Board of Directors. If the Local Swimming Committee establishes an Athlete Protection Committee, the APO will serve as the chair. The APO will serve for a term of 2 years and not be subject to term limits. The APO will be a voting member of the LSC Board of Directors. The APO must be a current non-athlete member in good standing of USA Swimming and the respective LSC. The APO is prohibited from holding any other voting position on the LSC Board of Directors and cannot serve on the LSC Board of Review.

Responsibilities and Duties

The APO will:

1. Serve as the primary contact for the LSC to coordinate and oversee the implementation of effective educational programs for all athlete members, their parents, coaches and clubs, as provided by USA Swimming.
2. Understand the complaint reporting structure and refer all reports of a violation of the Athlete Protection Policies directly to the USA Swimming Athlete Protection Officer.
3. Participate in workshops as provided by USA Swimming, collect and share information about what USA Swimming and other LSCs are doing locally for athlete protection and disseminate information on LSC best practices.
4. Serve as an information resource for LSC clubs and membership and will help to identify and connect them with local educational partners and resources.
5. Solicit feedback and suggestions on the athlete protection program from the LSC clubs and membership and provide feedback to the USA Swimming APC Committee and Athlete Protection Officer.
6. Perform other functions as necessary in the fulfillment of USA Swimming's continuing efforts to foster safe, healthy and positive environments for its members.

LSC Athlete Protection Committee Proposal

1. The purpose of the Athlete Protection Committee (APC) will be to insure implementation of the USA Swimming's athlete protection policies, guidelines, educational programs, reporting and adjudication procedures that are intended to help provide as safe, healthy and positive environment as possible for USA Swimming members.
2. The APC will be a permanent Standing Committee of the Local Swimming Committee. The APC will consist of a **minimum** of five (5) members in good standing of USA Swimming and the LSC, with at least 20% being athlete members, one member being a coach and two (2) members being at-large members. At-large members may be of any membership category.
3. The Committee Chair will be appointed by and be under the supervision of the General Chair, with the advice and consent of the LSC Board of Directors.

Educational Programs & Resources

The APC will:

1. Coordinate and oversee the implementation of effective ongoing educational programs for all athlete members, their parents, coaches, volunteers and clubs as provided by USA Swimming.
2. Be the primary contact for the club members in the LSC to share information about what USA Swimming and other LSCs are doing locally for athlete protection and to collect, develop and disseminate information on LSC best practices.
3. Serve as an information resource for clubs by, among other things, helping to identify and connect them with local educational partners and resources.
4. Perform other functions as necessary in the fulfillment of USA Swimming's continuing efforts to foster safe, healthy and positive environments for its members.
5. Be available to work on special projects and assignments as time allows.

2011 Long Course season - Fines

Meet/Date	2-Apr-11		15-Apr-11		7-May-11		6-May-11		13-May-11		27-May-11		3-Jun-11		17-Jun-11			24-Jun-11		15-Jul-11			23-Jul-11			Team	Total Fines
	ESA 8&U	AGS/UH Open	CFSC 10&U	FCST Junior	SPA Elite	TWST Junior	TWST Elite	RICE Junior	PEAK Elite	TWST/FCST Gulf	MAC B&U																
Fine/Team	NS	NS	Limit 3/d	NS	Limit 4/d	NS	POT	NS	Limit 3/d	NS	Limit 3/d	NS	NS	Limit 3/d	POT	NS	NS	NS Finals	Limit 3/d	NS	Limit 4/d	POT					
	\$5	\$5	\$20	\$5	\$20	\$5	\$50	\$5	\$20	\$5	\$20	\$5	\$5	\$20	\$50	\$5	\$5	\$50	\$20	\$5	\$20	\$50					
AGS		6		1		1							2				2	1		2			AGS	\$120			
ALAC		1											1										ALAC	\$10			
AQUA		2				1						1	1				3						AQUA	\$60			
BTA		2	1	1		1																	BTA	\$40			
CFSC	2	10	3	4		1		1	1							2	6	2	1	1			CFSC	\$325			
COOG		3				5		1					3				2	1					COOG	\$120			
CSC		4																					CSC	\$20			
DADS	1	4		1		2		4		2		1	2			1	1			2			DADS	\$100			
ESA	1	2		1		1											3						ESA	\$35			
ETEX								2									1						ETEX	\$45			
FCST				1						6							2				1		FCST	\$50			
HCAP	1	3		2		3				1			4	1	1	1	2	2		3			HCAP	\$265			
HSC		1				2		2					2				1	1		1			HSC	\$95			
KATY	8	4		4		2		5		2		2	5			1	2	3		1			KATY	\$290			
LSST		1				1		2															LSST	\$50			
MAC	1	2	1			2		1	1			1					2		1	1			MAC	\$105			
MARC		2														1							MARC	\$15			
NCAT		1															1			1			NCAT	\$15			
NEHA		2				3	3	1									1	1					NEHA	\$235			
NOCH		2										1					1						NOCH	\$20			
PACK		8				1		1		1		3				1				1			PACK	\$80			
PEAK		1		1		1		1					2	1			1			3		1	PEAK	\$120			
RICE		3		1						3	2		3	1			1	1	1	3			RICE	\$200			
ROCC		1	1										2										ROCC	\$35			
SCAT																	1						SCAT	\$5			
SPA				1						1								1					SPA	\$60			
SSS		7			2	2							1							2	1		SSS	\$120			
SWAT						1		1								1							SWAT	\$15			
TTST	1	1		1		3					1									1			TTST	\$50			
TWST		1		4						2		1				1	2			2			TWST	\$65			
TYES		2		1																			TYES	\$15			
WHAT		2						1								2				2			WHAT	\$35			

Grand Total \$2,815

Gulf Swimming Inc
Profit & Loss Budget Performance
January through August 2011

	<u>Jan - Aug 11</u>	<u>Annual Budget</u>
ATHLETE TRAVEL FUND		
Age Group Camps	0.00	-5,000.00
Athlete Apparel	0.00	-1,000.00
Fines	4,740.00	12,000.00
Gold Medal Clinic	0.00	-1,500.00
LC Juniors	0.00	-51,240.00
NCSA Juniors	-41,917.50	-31,590.00
Olympic Development Camp	0.00	-5,000.00
Open Water	-1,764.00	-435.00
Sanctions	5,200.00	9,000.00
SCY Jr Championships	-11,956.00	-18,000.00
SCY National Championships	0.00	-5,000.00
Select Camps	-1,500.00	-2,400.00
Senior Nationals - Summer	0.00	-27,244.00
Southern Zones		
Parent Contribution	19,350.00	19,200.00
Southern Zone Sr Meet	0.00	-10,000.00
Southern Zone Team	-66,551.69	-72,900.00
Total Southern Zones	-47,201.69	-63,700.00
Splash Fees	162,183.00	260,000.00
USAS Convention	-3,179.80	-1,800.00
Total ATHLETE TRAVEL FUND	64,604.01	67,091.00
Donations	-500.00	-2,000.00
EQUIPMENT FUND		
Equipment Purchase	-1,557.44	-9,000.00
Equipment Rental	1,500.00	4,500.00
Equipment Repair	-627.14	-3,000.00
Equipment Shipping	-16.89	-400.00
Registration	-236.00	-180.00
Storage	0.00	-4,500.00
Total EQUIPMENT FUND	-937.47	-12,580.00
GENERAL FUND		
ADMIN VICE CHAIR		
Meeting Expenses	0.00	-250.00
Postage	-337.64	-125.00
Software	0.00	-350.00
Supplies	0.00	-190.00
Total ADMIN VICE CHAIR	-337.64	-915.00
AGE GROUP VICE CHAIR		
Club Development	0.00	-4,000.00
Ladder of Success	-1,534.00	-3,000.00
Meeting Expenses	-49.24	-100.00
Total AGE GROUP VICE CHAIR	-1,583.24	-7,100.00
ATHLETE REGISTRATION		
Athlete Registration		
Ath Reg Expense	-76,516.00	-290,000.00
Ath Reg Income	94,537.00	390,000.00
Outreach Reg Exp	-750.00	-1,400.00
Outreach Reg Income	610.00	1,400.00
Sea'al Ath Reg Expense	-9,693.00	-10,000.00
Sea'al Reg Income	12,839.00	14,000.00
Team Registration Expense	-2,030.00	-2,000.00
Team Registration Income	2,000.00	11,000.00
Transfer Fee	362.00	350.00
Total Athlete Registration	21,359.00	113,350.00
Computer Expenses	-43.29	-250.00
Internet	-571.90	-700.00
Outreach Payments	-22,492.00	-21,000.00
Postage	-413.90	-1,300.00

Gulf Swimming Inc
Profit & Loss Budget Performance
January through August 2011

	<u>Jan - Aug 11</u>	<u>Annual Budget</u>
Registration & Times WS	0.00	-575.00
Supplies	-429.62	-900.00
Total ATHLETE REGISTRATION	-2,591.71	88,625.00
Background Check	-157.00	
BANQUET		
Awards	-7,560.00	-15,000.00
Banquet Attendee Fee	0.00	15,000.00
Commissions	0.00	175.00
Equipment Charge-Hotel	0.00	-100.00
Hotel Accomodations	0.00	-300.00
Meal Expense (Hotel Charges)	-2,929.25	-20,000.00
Meeting Expenses	0.00	-600.00
Non Athlete Awards	-49.00	-200.00
Printing	0.00	-600.00
Speaker	-6,250.00	-15,000.00
Supplies	0.00	-900.00
Transportation	0.00	-350.00
Total BANQUET	-16,788.25	-37,875.00
BOARD OF REVIEW		
Copy Expenses	0.00	-25.00
Postage	0.00	-15.00
Review Expenses	0.00	-200.00
Travel - Workshop	0.00	-575.00
Total BOARD OF REVIEW	0.00	-815.00
COACH CHAIR		
Coach of Year Award	0.00	-800.00
Coach Reimbusm't - Travel Fund	-884.50	-4,000.00
Meeting Expenses	0.00	-500.00
Total COACH CHAIR	-884.50	-5,300.00
COMMUNICATION		
Software Expense	-179.40	-200.00
Website Expenses	-191.73	-500.00
Total COMMUNICATION	-371.13	-700.00
DIVERSITY COORDINATOR		
Travel	0.00	-575.00
Total DIVERSITY COORDINATOR	0.00	-575.00
GENERAL CHAIRMAN		
Computer equipment	-1,134.13	
Computer Software	0.00	-400.00
Copying Expenses	0.00	-35.00
Internet	-685.55	-800.00
Meeting Expenses	-393.63	-650.00
Other Expenses	-439.27	-200.00
Postage	-11.82	-25.00
Supplies	-703.58	-400.00
Travel	-441.48	-1,250.00
Travel Expenses - USA Swimming	-594.52	-575.00
Total GENERAL CHAIRMAN	-4,403.98	-4,335.00
NON ATH REGISTRATION		
Non Athlete Registration		
Non Ath Reg Expense	-6,621.00	-30,000.00
Non Ath Reg Income	5,235.50	39,000.00
Total Non Athlete Registration	-1,385.50	9,000.00
Total NON ATH REGISTRATION	-1,385.50	9,000.00
NTV/Records Coordinator		
Internet Expenses	-434.42	-800.00
Observations	60.00	350.00
Other Expenses	0.00	-50.00
Total NTV/Records Coordinator	-374.42	-500.00

Gulf Swimming Inc
Profit & Loss Budget Performance
January through August 2011

	<u>Jan - Aug 11</u>	<u>Annual Budget</u>
OFFICIALS VICE CHAIR		
Disqualification Slips	0.00	-110.00
Internet	0.00	-650.00
Official Certification Training	0.00	-1,000.00
Officials Badges	-327.50	-400.00
Officials BGC	-39.00	
Officials Chair Workshop	-555.90	-575.00
Officials Clinic	0.00	-500.00
Officials Travel - Meets	0.00	-2,000.00
Officials Workshop	-36.00	-1,150.00
Postage	-135.01	-100.00
Printing	0.00	-150.00
Shipping	-25.00	
Supplies	-537.00	-500.00
Total OFFICIALS VICE CHAIR	-1,655.41	-7,135.00
OTHER		
Banking Adjustment	2.00	
Banking Expenses	-8.00	-50.00
Banking Interest	103.55	18.00
Fees	0.00	-130.00
Leadership Summit	0.00	-575.00
Miscellaneous Revenue	2,500.00	
Money Market Interest	61.73	150.00
NSF Fees	18.00	110.00
Southern Zone Dues	-50.00	-50.00
Total OTHER	2,627.28	-527.00
SAFETY CHAIR		
LSC Safety Chair Meeting	-633.50	-575.00
Total SAFETY CHAIR	-633.50	-575.00
SECRETARY		
Supplies	0.00	-100.00
Total SECRETARY	0.00	-100.00
TECHNICAL VICE CHAIR		
Copy Expense	0.00	-100.00
Meet Director Clinic	-147.32	-1,700.00
Total TECHNICAL VICE CHAIR	-147.32	-1,800.00
TREASURER		
Computer Software	-336.44	-350.00
Copy Expenses	0.00	-25.00
Internet Expense	-663.28	-1,056.00
Meeting Expenses	-59.28	-250.00
Other Expenses	-10.00	
Postage	-23.99	-200.00
Records Storage	-1,620.00	-1,650.00
Supplies	-301.48	-400.00
Training	-119.50	-350.00
Travel Expenses	0.00	-1,500.00
Total TREASURER	-3,133.97	-5,781.00
TSA	0.00	-190.00
USAS CONVENTION	-1,085.70	-30,365.00
Total GENERAL FUND	-32,905.99	-6,963.00
Investments		
Unrealized gain(loss)	34,171.02	
Total Investments	34,171.02	
Unclassified	0.00	0.00
TOTAL	64,431.57	45,548.00

Gulf Swimming Inc
Balance Sheet Prev Year Comparison
 As of August 31, 2011

	<u>Aug 31, 11</u>	<u>Aug 31, 10</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
1000 - Bank and Investment Balances				
1005 - CHASE BUSINESS CHECKING	184,179.41	41,582.61	142,596.80	342.92%
1015 - CHASE BUSINESS MONEY MARKET ACC	100,381.29	125,125.77	-24,744.48	-19.78%
1025 - Chase OutReach Account	4,924.47	4,932.25	-7.78	-0.16%
1030 - Edward Jones Investments	338,159.47	293,666.14	44,493.33	15.15%
Total 1000 - Bank and Investment Balances	<u>627,644.64</u>	<u>465,306.77</u>	<u>162,337.87</u>	<u>34.89%</u>
Total Checking/Savings	<u>627,644.64</u>	<u>465,306.77</u>	<u>162,337.87</u>	<u>34.89%</u>
Total Current Assets	627,644.64	465,306.77	162,337.87	34.89%
Other Assets				
1800 - Other long-term assets	573,796.15	509,611.30	64,184.85	12.6%
Total Other Assets	<u>573,796.15</u>	<u>509,611.30</u>	<u>64,184.85</u>	<u>12.6%</u>
TOTAL ASSETS	<u><u>1,201,440.79</u></u>	<u><u>974,918.07</u></u>	<u><u>226,522.72</u></u>	<u><u>23.24%</u></u>
LIABILITIES & EQUITY				
Equity				
3001 - Opening Bal Equity	513,056.68	513,056.68	0.00	0.0%
3010 - Unrestrict (retained earnings)	623,952.54	440,119.34	183,833.20	41.77%
Net Income	64,431.57	21,742.05	42,689.52	196.35%
Total Equity	<u>1,201,440.79</u>	<u>974,918.07</u>	<u>226,522.72</u>	<u>23.24%</u>
TOTAL LIABILITIES & EQUITY	<u><u>1,201,440.79</u></u>	<u><u>974,918.07</u></u>	<u><u>226,522.72</u></u>	<u><u>23.24%</u></u>

Gulf Swimming Inc
Profit & Loss Prev Year Comparison
 January through August 2011

	<u>Jan - Aug 11</u>	<u>Jan - Aug 10</u>	<u>\$ Change</u>	<u>% Change</u>
Ordinary Income/Expense				
Income				
5100 - Earned revenues	312,934.15	294,678.93	18,255.22	6.2%
Total Income	<u>312,934.15</u>	<u>294,678.93</u>	<u>18,255.22</u>	<u>6.2%</u>
Expense				
6560 - Payroll Expenses	2,706.66	200.00	2,506.66	1,253.33%
7000 - Grant & contract expense	500.00	0.00	500.00	100.00%
8100 - Non-personnel expenses	33,015.42	30,741.68	2,273.74	7.4%
8200 - Occupancy expenses	1,620.00	3,180.00	-1,560.00	-49.06%
8300 - Travel & meetings expenses	130,225.73	117,265.86	12,959.87	11.05%
8500 - Misc expenses	114,605.79	112,113.68	2,492.11	2.22%
Total Expense	<u>282,673.60</u>	<u>263,501.22</u>	<u>19,172.38</u>	<u>7.28%</u>
Net Ordinary Income	30,260.55	31,177.71	-917.16	-2.94%
Other Income/Expense				
Other Income				
6800 - Unrealized gain (loss)	34,171.02	-9,435.66	43,606.68	-462.15%
Total Other Income	<u>34,171.02</u>	<u>-9,435.66</u>	<u>43,606.68</u>	<u>-462.15%</u>
Net Other Income	<u>34,171.02</u>	<u>-9,435.66</u>	<u>43,606.68</u>	<u>-462.15%</u>
Net Income	<u><u>64,431.57</u></u>	<u><u>21,742.05</u></u>	<u><u>42,689.52</u></u>	<u><u>196.35%</u></u>

Gulf House of Delegates Meeting
September 21, 2011
Age Group Vice Chair Report
Jennie Shamburger

Zones Meet Recap (see attached). Meet ran very smoothly.

Texas Select Camp Proposal (see attached) to replace current All Star Meet format. Proposal to be voted on at TSA.

2011 USA Swimming Convention : Attended first convention last week. Very educational experience. Attended two Age Group workshops, two Southern Zones meetings, served on Zones recommendations committee, LSC Leadership meeting, and both House of Delegates. Highlights included recognition of following Gulf members:

- Coach Johnnie Means (HCAP) received the USA Swimming Diversity award along with Commissioner El Franco Means
- Coach Tim Bauer elected to the USA Swimming Board of Directors as Southern Zone Coach Rep
- Tom Hasz elected to Olympic International Operations Committee

Age group meetings included round table discussion on promoting both distance and open water swimming and how to identify and train distance swimmers at age group level.

Breakout session covered topics including – club plans to cope with Olympic year bump in membership and retention of those members, team budgets and whether or not to include meet income as necessary budget items, and warmup / meet safety. Many LSCs going to 3 point swimmer entry during warmups.

Deck Pass (to replace My USA Swimming accounts) online and expected to have huge growth curve in popularity among swimmers and coaches with links to other social media.

Athlete Protection Education Certification live on USA Swimming website. Test is automated and takes approx. 45 min to an hour to complete with 10 questions at end.

Looking forward to working on Gulf Board as Age Group Rep.

Texas Select Camp Proposal

TSA 2011

Attendance: ST: Tim O'Brien
NT: Ron Forrest
WT: Andrew Korda
Border: LeAnn Carr
Gulf: Jennie Shamburger
TSA Chair Appointee: Eddie Reese
All-Star Committee Chair Appointee: Neil Walker
Athlete Representative:
Chair: Derek Howorth

Texas Select Camp's purpose is the following:

1. Identify emerging young athletes in the state of Texas and offer them a unique motivational and educational experience.
2. Educate emerging young Texas athletes on USA Swimming's camp system.
3. Prepare emerging young Texas athletes to take the leadership role at USA Swimming's Zone and National Select Camps.
4. Provide leadership training for Texas age group athletes to take back to their home clubs.

Estimated Costs:

Travel: \$250

Hotel: \$100/athlete (two nights)

Food: \$100/athlete

USAS fee: none

Ground transport: 2 busses

\$500/athlete x 80 = \$40,000

Total per LSC: \$8,000

Total for five (5) LSC's = \$40,000

Proposal: Allow each LSC to determine how to reach a contribution of \$500/athlete, LSC contribution and athlete contribution.

Selection Process:

1. The top two (2) IMX point scorers from each age group (11, 12, 13, and 14) from each LSC. The next highest IMX point scorer will be invited should one of the top two IMX point scorers become unavailable

Topics for Education Sessions:

1. Start, turn and finish like an Olympian!
2. Under Water Video and create DVD: add commentary, times into and out of walls, 15M start and time
3. USA Swimming Video Analysis
4. Nutrition/Supplements (Always a good idea)
5. Goal Setting
6. Take ownership of swimming: what do you own? What do your parents own?
7. Stress of competing at a high level
8. DVD Review pre/post

Race Analysis

1. Draw out race analysis
2. Choose two (2) events at the start of camp
3. Race on Saturday, analyze Saturday/Sunday before end of camp

4. Classroom session(s) to review
5. MJ from USA Swimming has agreed to come help with Race Analysis

Other Criteria:

- Preference to LCM
- Times must be achieved between September 1, 2010 and August 20, 2011.☒
- Athletes must be registered in an LSC within the Texas at the time of the qualifying swim.☒
- All athletes must be US citizens. US citizens (dual citizens) that have represented another country in international competition are ineligible.
- Athletes who qualify for or are selected to Zone Select Camp, National Select Camp, National Youth Team, or any USA Swimming National Team are not eligible for Texas Select Camps.
- An athlete who turns down the opportunity would be eligible the following year if he/she still meets the age criteria.
- An athlete who accepts the invitation and does not attend is not eligible the following year unless an alternate was able to attend in his/her place.

Location:

Sites will be on a rotating basis per the All Star format. The rotation will start in San Antonio, TX in November 2011. **Next sites?**

USA Swimming Involvement will include the following information:

1. Understanding Race Analysis
2. Recovery and Nutrition
3. Lactate Testing
4. Goal setting
5. Latest stroke technique from the National Team (Back, Breast, Starts)
6. Progressions to the USA Swimming National Team

Gear and Materials:

TSA will provide 1 cap, 2 shirts, and 1 water bottle and educational materials

Traditionally TSA has provided t-shirts to the winning team. We would as that TSA provide funding for two t-shirts for athletes and two staff collared shirts.

Staff:

The All Star Committee will select the Head Coach and Head Manager. Coaches who have been a member of a USA Swimming Select Camp staff will have first priority. LSCs will provide 1-2 assistant coaches based on the number of athletes each LSC provides.

Coaches are expected to follow the same code of conduct that staff members of a USA Swimming camp follow.

If site and date is secured well in advance, USA Swimming will be contacted to see if a sports performance consultant is available to run the education sessions similar to how they run the Zone Select and National Select Camp education sessions.

Notification:

Question: How should we take care of this? LSC/Committee?

Personal coaches are notified and have "right of refusal" for their athletes. Athletes are then notified of selection and are given a reasonable amount of time to accept or decline the invitation. In the case of a refusal, either by a coach or athlete, the next eligible athlete will be invited until all slots

2011 Specifics:

- Derek Howorth will be the Head Coach for the 2011 Camp. He has been a coach on both the Zone Select and National Select Camp.
- The camp dates will be November 11-13, 2011 in South Texas. Tentative plans are the Northside Natatorium.
- Efforts will be made to offer LCM practices.
- MJ from USA Swimming staff member and a National Team member to help with the camp.

I would LOVE to thank the Gulf for allowing me the opportunity to go to the USAS convention this year. I got into the car at the airport with my mom and could not stop talking about everything that happened last weekend, hour by hour. I was so excited by everything I learned, voted on, and all the people I met!

All the meetings Thomas and I went to were SO interesting to me and although I decided 5 years ago at 2007 TAGS that I wanted to be a swim coach when I grew up, the convention confirmed that I want to be a part of USA swimming for the rest of my life. I still can't believe how lucky I am to be able to be part of such a big organization that has so much to do with what I'm involved in every day and in a sport that I love so much. It still baffles to see how much thought goes into every meet, rule, and second that swimmers are on the mind. I love to meet and see all of the adults that share our love for the sport as well. I was so blessed to meet so many interesting people that all have something to do with swimming. At the athletes meetings, I was amazed by how many things I had in common with so many swimmers from across the country. It's funny to learn what we do differently in the Gulf than what the swimmers do in New York and Hawaii. I met about 6 swimmers that I know I will keep in touch with for a very long time to come. I had such a great time with them.

At the abuse presentation, I was shocked and glad to be informed that there are people out there that spend a significant amount of their time to protect the swimmers like me. While the southern zone meetings were a little long, I didn't mind at all, I was so interested in all that everyone had to say. I was so glad to be able to vote on where meets would be held this season and more than happy to be able to put my input in. At our zone breakout meetings with the athletes, I was lucky to be able to hold the meetings in place of Claire Brandt. It was so cool, to get to hear all the athletes' input and learn what other LSC's do differently than the Gulf. I was so glad to be able to meet other swimmers that I may be able to see at some meets this season. The new "my swimming" page made me laugh, but I will do my best to spread the word to my fellow swimmers and make it the swimmer's new facebook! The make a splash organization amazes me every time I see the video and all the effort they put into saving lives. I will be wearing my band with pride, as well as my t-shirt and weird goggle tag things.

I'm still in shock by how lucky I am to have experienced an amazing 5 days that have changed my life. I cannot thank the Gulf board enough for the opportunity and I can't wait to represent y'all in my senior year. I hope we have a great season!

Thanks again,

Natalie Nation

Sr. Athlete Representative

Junior Athlete Representative Report 9-23-11

USAS Convention Jacksonville, Florida 2011

- Thank you so much for the opportunity to attend the convention this year in Jacksonville, Florida. I really enjoyed myself, and I learned so much about USA Swimming. I really look forward to serving as the Junior Athlete Representative for the upcoming year.
- I attended many meetings at the convention:
 1. Athlete Meetings- in the athlete meetings we covered many topics:
 - a) Firstly, we discussed the *Make a Splash Program*, which is a USA Swimming initiative that aims to prevent drowning (the 2nd highest cause of death in people under 18 in the United States) by teaching kids how to swim and about water safety. I found it particularly interesting because as a swimmer, I never realized that there are people in the world that do not know how to swim.
 - b) We also discussed the deck pass program. This is a social networking aspect of USA Swimming that allows swimmers to have profiles and collect patches relating to swimming (best times, etc.)
 - c) Before the House of Delegates meeting, we discussed the proper etiquette, rules, and topics that would probably be debated over.
 - d) The Southern athlete representatives also decided to create Facebook and twitter groups in order to stay connected.
 2. House of Delegates- I found this for the most part very interesting. It fascinated me to see all the representatives of USA Swimming pass legislation. Although it seemed to take longer than I would have thought, it was nonetheless a very enlightening and important learning experience.
 3. Nutrition Workshop- as expected from its title, the main topic covered in this workshop was nutrition. It caused me to severely reflect on my own personal diet and realize that I might not be eating as nutritiously as I thought.

Respectfully,

Thomas Norman

Junior Athlete Representative

Gulf Swimming

Gulf House of Delegates Meeting
September 21, 2011
Coaches Rep Report
Allison Beebe

I recently attended the 2011 USA Swimming Convention. In addition to the coaches' meeting, I attended the Senior Development Committee Meeting, LSC Development Business Meeting, Club Development Meeting, Steering Committee Meeting, OIO Meeting, Southern Zone Meetings, LSC Leadership Meeting, and the House of Delegates Meetings.

I have included my notes from the coaches meeting. I also found the LSC Leadership Meeting extremely informative, and as the biased chair of the Club Development Committee, I thought the CDC Meeting was outstanding.

Should you have any questions about any of these particular meetings, please do not hesitate to contact me. I am happy to share what I learned.

USA Swimming Convention- Coaches' Meeting:

New proposed rules:

- New rule regarding bullying. This is based off a Massachusetts law. If a swimmer is being bullied, he/she can take the matter to a board of review.
- New rule extending qualification deadline for Nationals since only LCM times can be used.
- Discussion on rule protecting coaches against false accusations.

Frank Busch:

- Sport is changing
 - Our sport is getting older.
 - Olympic team is not mainly high school swimmers.
 - Olympic team is really not college swimmers either any more.
 - Emphasis on club swimming deteriorating at national championships
 - 18 and under teams will rarely (if ever) win nationals
 - Junior Nationals is turning into our National Championships for 18 & unders
- Review of Nationals, Juniors
 - Need to make Jr Nationals a very special event
 - Bigger trophy for clubs to display
 - Keep score posted after every event
 - Team winner- bring team to OTC for four day camp
 - Individual winner- come to OTC and utilize those resources
 - Nationals
 - A&B Final only- C Final for 18 & Unders
 - Cuts LCM only
 - Eliminate bonus cuts
- Coach enrichment/ coach mentoring

- We need to start sharing our information
- Greatest strength of American coaching is intuition- we know how to get into our athletes' head and what makes them tick
- Weakness- inability to grasp the physiology of sport

Dr. Miller- Global Travel Document- will advise athletes how to prepare for travel (step by step procedures for 3 months out, 1 month out, etc). This will be distributed later this year.

Brainstorming-

- Large discussion on athlete protection. A committee was formed to look into insurance for coaches for false accusations.
- Large discussion on coach education- should it be mandatory (CEUs)?

New ADA law- by next April, must have new lifts. This applies to all pools. Some big pools need two lifts. This law was passed in 2004. Inspectors will go to pools and close them down starting in April. Email MNelson@usaswimming.org for more information.

Gulf Coaches Meeting- There will be a Gulf Coaches Meeting on Wednesday, September 28 at 11:00 AM at the DADS club. We will discuss the 2012 LCM meet formats and upcoming issues for the TSA Meetings.

Gold Medal Clinic Update

8 to 12 year old session has been full since August 30th. Five have cancelled and I have been able to move people up from the wait list.

The 13 and older session still has 14 available spots. Registrations can still be taken either by emailing Nicole at nrembach@earthlink.net in advance so that I can confirm the spot or they can come to the pool at 8:30 to try a walk up registration. No guarantees will be made on openings for walk up registrations though. They will need to bring a check of \$25 per swimmer made out to Gulf Swimming.

The Clinic is at Magnolia High School in the Michael D Holland Natatorium 14350 FM 1488, Magnolia, TX 77354.

Catch the Spirit Camp Update

Registration for the CTS camp is still low and we would like to see more of the newer swimmers sign up. Right now there are eleven swimmers in the 10 and under session and nine in the 11 to 14 year old session. Swimmers may be new swimmers without times but they must be registered through the Gulf.

The camp is Sunday October 16th at the Spring Branch WW Emmons Natatorium. There is a 10 and Under session from 9 to 12 and a 11 to 14 year old session from 1 to 4.

The deadline has been extended to this upcoming Monday September 26th. Swimmers may sign up by dropping off their forms and checks at the Gold Medal Clinic on Saturday or by sending the filled out forms to Nicole Rembach at nrembach@earthlink.net by Monday at the latest. They can drop their check off in the mail when they email the forms.

Dear Gulf Swimming Members,

My apologies for being unable to make tonight's meeting - practice is priority of course. This report will be printed and the email version will have two attachments not available this evening.

Here are some Highlights from this year's USA Swimming Annual Meeting:

- * Coach Johnnie Means of HCAP and Harris County Commissioner El Franco Lee being awarded USA Swimming's Diversity Inclusion Award. Coach Means gave a moving speech.
- * Tim Bauer elected to the USA Swimming Board of Directors as Southern Zone Coach Rep.
- * New National Team Director Frank Busch introducing himself and laying out his philosophy/direction as well specific programs which include:
 - + An amazing National Team Handbook for each swimmer and their coach with pictures and profiles of each member as well as a comprehensive collection of pertinent resources such as drug testing policies and procedures, Quad calendar, policies on agents, the athlete support plan, grants, etc. etc. Plan is to have same for National JR team soon.
 - + USA Swimming funded trip to USA Swimming HQ in Colorado Springs for both the team and coach that wins Juniors (summer) as well as for the swimmer and coach of each individual event winner at Juniors (summer).*
 - * Point raised that faster 18&U at Nationals should be rewarded before slower Jrs. champs...
 - + ONLY LCM qualification for LCM Nationals (Nationals, not Jrs).
 - + Consideration of a 18&Under only C heat at Nationals. (18&U in A/B final swim in A/B final).
- * Athlete protection education training course debut. Required for all non-athletes by Dec. 31. The course is *FREE* and takes about one hour to complete. Athlete, Parent courses on the way. <http://www.usaswimming.org/DesktopDefault.aspx?TabId=1960&Alias=Rainbow&Lang=en-US>
- * Athlete Protection anti-bullying measured being approved. Please feel free to contact me with any feedback, questions, comments regarding anything to do with athlete protection.
- * Awards - Especially Open Water Awards in relation to Fran Crippen. See email attachment.

[Strongly recommend you check out these two programs \(Deck Pass and iHigh\):](#)

- * Deck Pass Program - Kids *AND* Coaches see flyer and/or go to USASwimming.org/deckpass
- * IHigh.com - see flyer and/or go to USASwimming.ihigh.com

Finally, we might consider establishing a Gulf Athlete Protection Chair or Committee along the lines of the email attachment.

Respectfully submitted,

Jim Crampton
336.202-1236
jamescrampton@hotmail.com

USA Swimming Awards 2011 9/16/2011

Female Open Water Swimmer of the Year: **Ashley Twichell**

Fran Crippen Memorial Male Swimmer of the Year: **Alex Meyer (1st member of 2012 USA Olympic Team)**

Glen S. Hummer Award: **Maddy Crippen**

Adolph Kiefer Safety Commendation Award: **Megan Healey**

Trischa L. Zorn Award: **Mallory Weggemann and Marcus Titus**

James Raymond "Jimi" Flowers Disability Coach of the Year: **Jim Andersen**

Outstanding Service Award (Disability): **Dave Thomas**

Diversity Inclusion Award: El Franco Lee and Johnnie Means - GULF Swimming!

Ken Pettigrew Award: **Coach Bill Rose**

ASCA Coach of the Year: **Florida Coach Gregg Troy**

Developmental Coach of the Year: **Coach Brian Brown**

Athletes' Appreciation Award: **The Crippen Family**

ConocoPhillips Performance of the Year Award: **Ryan Lochte, 200 IM at World Championships**

USA Swimming Athlete of the Year: **Ryan Lochte**

USA Swimming Award: **Coach Richard Shoulberg**

SWIMMER OF THE YEAR & PERFORMANCE OF THE YEAR AWARDS

Winner of five gold medals at the **2011 FINA World Championships, two-time Olympian Ryan Lochte was named USA Swimming Athlete of the Year Friday**. Lochte, who became **the first swimmer to break a world record since the banning of polyurethane suits, was also honored with the ConocoPhillips Performance Award for his record-breaking swim in the 200m IM (1:54.00) at World Championships.**

"Ryan Lochte broke the first swimming world record in 19 months in one of the closest races at World Championships says a lot about Ryan's competitive spirit and his will to succeed," said USA Swimming National Team Director Frank Busch. "He is truly a great competitor and he has become a cornerstone of the U.S. Men's National Team heading into the 2012 Olympic Games."

THE ATHLETES' APPRECIATION AWARD

The family of Fran Crippen, the open water swimmer who died tragically at a race in Dubai last October, was honored with the Athletes' Appreciation Award. The Athletes' Appreciation Award recognizes the individual or organization perceived by the committee to have contributed most significantly to the Athletes' Movement.

"While the entire Crippen Family has contributed to the competitive success of USA Swimming, Maddy and Fran were instrumental in increasing National Team Athlete support through the Athlete Partnership Agreement, motivating young swimmers with heart felt clinics and leading the ongoing push for Open Water safety," said Tyler Storie, chair of the Athletes' Executive Committee. "Their contributions to the athletes of USA Swimming are invaluable."

USA SWIMMING AWARD

Crippen's personal coach, Coach Richard Shoulberg was presented with the USA Swimming Award. The USA Swimming Award is the highest honor in the sport of swimming, given to the individual or organization with the most outstanding contribution to the sport. Shoulberg will serve as head coach of Team USA at the upcoming Pan American Games in Guadalajara, Mexico.

OPEN WATER AWARDS

In open water swimming, three awards were presented. **World Championships gold and bronze medalist Ashley Twichell** was named **Female Open Water Swimmer of the Year**.

Alex Meyer, fourth-place finisher in the men's 10K and **the first athlete to qualify for the 2012 U.S. Olympic Swim Team**, was named Fran Crippen Memorial Male Open Water Swimmer of the Year. Also, **Maddy Crippen** was presented with the Glen S. Hummer Award, given to **the person making the greatest contribution to open water swimming**.

In disability swimming, **ESPY Award-winner Mallory Weggemann and National Team member Marcus Titus** were co-recipients of the **Trischa L. Zorn Award**. The award is presented **for the outstanding performance of the year by an adapted swimmer**.

COACHES AWARDS

Lochte's personal coach and 2012 Olympic Men's Head **Coach Gregg Troy** was honored for receiving the **Coach of the Year Award**. The James Raymond "Jimi" Flowers **Disability Coach of the Year Award** went to **Jim Andersen** of Black Dog Swimming in Minnesota. **Brian Brown of Hydro Swim Team** was named **Developmental Coach of the Year** for placing three swimmers on the Junior National Team.

DIVERSITY AWARDS

In the area of Diversity, USA Swimming honored Harris County (Texas) Commissioner El Franco Lee and coach Johnnie Means with the Diversity Inclusion Award. Established in 2006, the award is presented to the person or group who has heightened the awareness of inclusion efforts resulting in the increase and participation of underrepresented groups.

SAFETY, DISABILITY and OFFICIALS AWARDS

The **Adolph Kiefer Safety Commendation Award** went to **Megan Healey** a coach at **Crimson Aquatics**. The award is presented to the individual who has made a significant contribution to safe swimming. **Healy's resuscitation efforts helped save a swimmer's life** and doctors said that without her immediate response and knowledge of life-saving protocol the swimmer would not be here today. The Disability Committee also recognized **USA Swimming staff member Dave Thomas** with the **Outstanding Service Award** and official **Bill Rose of Sierra Nevada**, received the **Ken Pettigrew Award** by the **USA Swimming Officials' Committee**.

For more about USA Swimming's annual awards, click [here](#).

2011 STATE-OF-THE-SPORT PRESENTATION

9/17/2011

On September 17, 2011, USA Swimming Executive Director Chuck Wielgus gave his 2011 State-of-the-Sport Presentation at the Annual USA Swimming House of Delegates meeting in Jacksonville, Fla.

Thank you all for being here this morning. I hope you have found your time so far at this year's U.S. Aquatics Sports Convention productive and enjoyable. Each year on this occasion it is my responsibility, and my privilege, to provide you with a general overview of the state of affairs within USA Swimming; and with this I also think it important to offer some perspective that connects the work of our organization to the larger world of youth and Olympic sports.

Over the past year, USA Swimming has continued to grow, to improve and to become better prepared for the future. In fact, USA Swimming has been on a steady upward climb since first being formed in 1978; from being a committee of the old Amateur Athletic Union into what many consider to be among the finest youth and Olympic sports organizations not only in the United States, but in the world.

The programs, services and infrastructure that have been established during USA Swimming's first 30 years of existence are a tribute to the leadership and dedicated efforts of countless volunteers, staff and partners. Some of these same early visionaries remain active in USA Swimming today and their experience, history and wisdom are constant touchstones for us.

Back in the late 1990's, USA Swimming adopted a business plan constructed around three primary objectives: build the base; promote the sport; and achieve international competitive success. By remaining true to these evergreen goals, and consistently aligning resources and measuring progress against these aspirations, USA Swimming has been able to build an incredible resume of: predictable membership growth; quality membership programs and services; targeted programs and support for athletes, coaches and clubs; broad and effective social media platforms; corporate engagement and sponsorship; television coverage that has become the envy of the U.S. Olympic NGB Family; and support for our National Team athletes that is acknowledged by the USOC and other NGBs as a model for the future.

I'd like to comment on some of our newer and emerging initiatives.

AMERICA'S SWIM TEAM:

This national branding campaign was launched in 2010 and will be a cornerstone for our promotional efforts in 2012. **Ryan Lochte** continues to be the face of the campaign and he has been an awesome partner and participant. **Among the new aspects of the program that will be rolled out in the coming year will be providing member clubs with the opportunity to create customized marketing materials and merchandise, with club logos co-opted with USA Swimming and America's Swim Team marks.** We have continued to receive wonderful feedback about the online new member welcome message that is linked to the America's Swim Team campaign, and for those of you who may have yet to look at this link; I'd like to share it with you now. Each message is customized, so in this example I have inserted the name of our President, Bruce Stratton.

ATHLETE PARTNERSHIP:

This year, together with the U.S. Olympic Committee, USA Swimming launched a new Athlete Partnership Program that was made available to **all National Team athletes.** **The program provides \$3,000/month in direct funding support to athletes who qualify and opt-in to the program.** The concept is to provide elite-level athletes with a baseline of funding support that will allow them to really concentrate on their training for international competition. **Of the 38 athletes who qualified and signed the partnership agreement, 25 won medals at an international competition this summer.** **Participating athletes are required to make appearances that help to promote either USA Swimming or the athlete's own charitable cause; and so far more than 70 appearances have been made by our athletes at events all across the country.** This is not only good for enhancing the image and reach of our sport, but it is also providing opportunities for our National Team athletes to be seen as caring and positive members of society. It's a program of which we should all be very proud.

ATHLETE PROTECTION:

During the past year-and-a-half, USA Swimming has also sought to address some serious challenges related to athlete protection and providing safe training environments. Specifically, we have done the following:

- Revised our Code of Conduct and made the process for filing complaints more personal and user-friendly;
- Developed enhanced requirements for background checks and initiated a pre-employment screening program for clubs;
- Published a list of individuals who are suspended for life from holding USA Swimming membership;
- Hired a full-time Athlete Protection Officer;
- Established a volunteer Athlete Protection Committee to continually monitor our efforts and recommend improvements;

As important as each of these things are, we have come to believe that our greatest long-term impact on this important subject will come as a result of efforts to provide a strong ongoing educational program. We have spent much of this past year developing this educational program in partnership with Praesideium and other industry experts on abuse prevention in youth organizations. **We are excited to have kicked-off our education this week with the release of an online course available free to all coaches, officials, volunteers, athletes and their parents** We will continue to focus on identifying opportunities to promote awareness and prevention around safe sport and athlete protection.

DIGITAL SPLASH:

We launched a digital version of Splash Magazine this year. We plan to continue publishing the printed version, but in the future we will give people the opportunity to opt-out of receiving the printed version and over time this may help us realize savings with our printing and postage expenses. **In 2012, we also plan to introduce an iPad version of Splash Magazine.** If you haven't taken the opportunity yet to surf through the digital version of Splash Magazine, I encourage you to try it.

DECK PASS:

If you watched any of the television coverage of the ConocoPhillips National Championships on NBC last month, you may have noticed several commercials we ran promoting pre-registration for a new program called "Deck Pass." This program was conceived by a number of our younger staff members last spring, and after presenting their concept to the senior staff, we gave them the green light to go-ahead and build out a full proposal. They did so, and this proposal was then presented to the Board of Directors last May, where it received approval. The program, which is currently being rolled out to the membership, is a cutting edge social networking activity in which athletes can earn patches for a wide range of accomplishments. Some of you may remember the old days, when young swimmers wore jackets on which they displayed various patches that they acquired or won. Deck Pass is built off this concept, and we have created literally hundreds of different opportunities for athletes to be awarded patches. The program also has a component that ought to be extremely exciting for coaches, who will be able to create and award their own patches to the athletes with whom they work. We see Deck Pass as an incredibly innovative and exciting way to further engage young athletes, and we also believe there is a strong motivational component as young athletes will seek to set higher goals and improve times in an effort to be rewarded with new patches. Here is a short 30-second commercial that we'll be using to help promote Deck Pass on our NBC broadcasts.

IHIGH.COM:

Another exciting new online program that we will be offering to clubs in the coming year is a partnership with iHigh.com. **Through this partnership, every Zone, LSC and member club will have the unique opportunity to webcast their own events.** It'll be as simple as having a parent with a video camera filming the meet and then uploading the video to the site, where it can be accessed by families, friends and fans. **LSC's and clubs will also be able to sell their own advertising on their customized site and retain 100% of these revenues.** This is really an incredibly exciting opportunity for LSC's and clubs to have a new way to promote their own activities, webcast their regional and local events, and generate new revenue. We will also be working in collaboration with Swimming World Magazine to provide production and promotion services for some of these events. Following is a short video that shows how the iHigh.com program will work for USA Swimming member clubs.

CLUB SUPPORT:

We are continually searching for ways to help our member clubs. This year we have conducted 49 Club Leadership Schools that involved 383 member clubs, a single year record. 266 clubs applied for this year's Club Excellence Program and we awarded a total of \$330,000 in grants to Gold, Silver and Bronze teams. And our field services staff has been on-site with more than 420 member clubs throughout the year. It has also been inspiring to see so many of our clubs and LSCs participating in **the Fitness Challenge program on which USA Swimming and the U.S. Navy SEALs have partnered.**

2013-2016 TELEVISION:

Over the past three Olympic quads, USA Swimming has built a wonderful partnership with NBC. Our sport has received more television coverage in this quad than at any other period in history. This coverage has included the World Championships, ConocoPhillips National Championships, AT&T Winter Nationals, Mutual of Omaha Duel in the Pool and the U.S. Olympic Team Trials. Additionally, **via Universal Sports we have been able to provide broadcast coverage for 4 of the 7 Grand Prix events, as well as Prelims coverage of major events.** With **NBC/Comcast recently securing the U.S. broadcast rights for the 2016 and 2020 Olympic Games**, we fully anticipate that we will be able to continue to build upon the foundation and the relationships that we have worked so hard to establish over the past decade, and this will result in the continued expansion of our television reach.

FINANCIAL POSITION:

While organizations, businesses and governments have struggled mightily in these turbulent economic times, USA Swimming has been able to navigate the challenges, and our financial position has continued to remain strong. **Our quad budget has grown from less than \$45M in the four-year period leading up to the 2000 Sydney**

Olympic Games to our operating budget of more than \$109M for this quad. The reasons for this are easy to identify: membership has continued to grow at a steady and predictable pace; corporate sponsorship has been extraordinary; and the U.S. Olympic Committee has continued to be a great partner for our National Team program. Additionally, I think we can point to excellent quad business planning, stable management, and responsible board oversight; all of which allows us to build and improve from one year to the next and maintain a steady course.

SPONSORSHIP:

USA Swimming has more corporate partners and greater engagement from these partners than at any time in our history, including the 2008 Beijing Olympic Games. This involvement is a clear indication of our sport's continually growing stature in the youth and mass market sports marketplace. Though I have no new sponsorship announcement to make at this precise time, I can tell you that we are engaged in some very serious negotiations with several new prospective partners and we hope to be making some exciting announcements sometime in the coming months.

In addition to these specific activities, there are other efforts to which USA Swimming remains fully committed, the impact and results of which will be generational.

DIVERSITY AND INCLUSION:

Several years ago, USA Swimming initiated a determined effort to reach out and find ways to engage under-represented segments of our population in our sport. This has been both a challenging and rewarding undertaking, and it will certainly continue to be both in the future. What is extremely important for us to understand is that this commitment must be perpetual and in time I believe we will truly see USA Swimming become more representative and in-line with the changing demographics of our country. In fact, we now have statistical data indicating that **over the past five years USA Swimming's Asian membership has increased by 54%; our Black and African American membership has increased by 34%; and our Latino membership has increased by 24%.** We still have a long way to go, but these increases are significant and important indicators that our efforts are making a difference and reflect the sustained efforts of many people at the national, LSC and club levels. We are making diversity and inclusion training a regular part of our staff development and educational efforts. USA Swimming's commitment to diversity and inclusion is also being recognized by many other organizations; and most recently we have been highly engaged in a leadership role to help the U.S. Olympic Committee develop a strategic plan for increasing diversity and inclusion efforts for the USOC and within its entire NGB family. USA Swimming

FOUNDATION:

Our Foundation is now being led by a new team of leaders at both the governing and staff levels. President Stratton appointed a team of USA Swimming past-presidents and athlete representation to serve on the Foundation board. Bill Maxson, who you heard from earlier this morning, serves as the Foundation's president and he is doing an extraordinary job of helping to better focus the Foundation's mission and direct its resources. Likewise, Foundation Executive Director, Debbie Hesse is bringing much needed enthusiasm and experienced professional staff leadership to the effort. The Foundation's mission of "Saving Lives and Building Champions" is wonderfully simple and appropriate, and just as we are working to integrate greater diversity and inclusion into our culture, so too are we through the USA Swimming Foundation, evolving our commitment to philanthropy and helping others. I urge each of you to consider including the USA Swimming Foundation when you consider contributing to organizations and causes that are making a difference in the lives of others.

Before closing, I want to point out that we have now begun the official countdown to the 2012 London Olympic Games, and I'd like to share some information about how USA Swimming is positioned for the Olympic year.

For starters, our National Team turned in an outstanding performance at the recent FINA **World Championships in Shanghai**. The team won a total of **25 medals in Olympic events** and the balance between the men's and women's teams gives us much to be excited about.

Our men won 14 medals, 8 of which were gold
Our women won 11 medals, 7 of which were gold.

The mix between experienced veterans and the emergence of exciting younger athletes should give us all reason for great excitement and enthusiasm for the coming year. I think it is safe to say that we are also going to see athletes who represented the U.S. at the recent World University Games in China, and others who will represent Team USA at the Pan American Games in Mexico next month challenging for spots on the 2012 Olympic Team. And who knows who else might emerge from the junior ranks or a past Olympian Champion making a comeback. **To date 1,500 athletes have qualified to participate in next summer's U.S. Olympic Team Trials in Omaha** and the excitement and the media story lines are simply going to be spectacular.

Our Head Olympic Coaches are the continuation of a long line of exemplary leaders. Our point person will be National Team Director, Frank Busch, assisted by Lindsay Mintenko. The Head Men's Coach will be Gregg Troy; the Head Women's Coach, Teri McKeever; and the Head Open Water Coach, Tim Murphy. What an incredible Hall of Fame line-up.

Our planning for the Olympic Team Trials has been underway for several years now and we can promise you that as great an event as the Trials were in 2008, it will be an even better event next summer. Ticket sales and hotel bookings have already exceeded our expectations. We are also working with our broadcast partner NBC Universal and anticipate that all eight nights of Finals will be broadcast live. I encourage each of you to find a way to be in Omaha next summer to attend a sports event that for eight days will captivate our nation.

Another important part of our Olympic year programming will be providing **a national recruiting initiative, designed to help clubs attract new members**. You are familiar with our **Splash Bash program, which is reaching more than 500 clubs per year and more than 1,000 clubs in Olympic years**. We will be adding to that, including a Google search campaign, promotions on Facebook and a PR campaign using Olympic legends to talk about how to get involved in swimming. All promotions will lead to our club finder at usaswimming.org, where we will track exactly how many people search for clubs and the actions they take. An education program for all LSCs and clubs will soon be made available in how you can participate and be ready.

This past year has indeed been another year of learning and progress for USA Swimming. We have continued to grow, to promote, and to achieve international success. We have also instituted enhanced and important efforts to provide better training environments for young athletes. None of this would be possible without a strong and engaged membership comprised of athletes, coaches, officials, volunteers, organizational and corporate partners and a dedicated staff.

In closing, I'll leave you with a short video highlight from Team USA's performance this past July at the FINA World Swimming Championships in Shanghai.

Thank you very much for your time ... and Go USA!