



MINNESOTA  
SWIMMING

## GENERAL CHAIR REPORT 2018 HOUSE OF DELEGATES

### GENERAL ADMINISTRATIVE - General Chair Oversight Responsibilities

Meet Sanctions	See Sanction Coordinator Report
Officials	See Officials Chair Report
Reportable Times	See SWIMS Times and Age Group Recognition Coordinator Report
Safety	See Safety Chair Report
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Members and delegates,

I had the honor of going down to Rochester for Age Group State last month and presenting the Phillips 66 Outstanding Service Award to Dr. Bill Shaughnessy of Rochester. Bill and I worked Gopher meets together when I was a student at the U of M the same years as his daughter Jenny. It was great to see him again and learn more about his contributions to our sport. He has been instrumental in the upkeep and upgrades to the Rochester pool. He is truly an amazing man who continues to serve our LSC long after his children have graduated. Congratulations to Bill!

In light of the troubling stories that continue to surface nationally around athlete protection, I feel the need to remind our parents, coaches and officials of the value in creating environments which athlete can approach an adult and share a concern. As a swimming community, we each play a role in keeping each other safe and healthy. Establishing a culture of open communication between athletes and our adult coaches or volunteers is vital to athlete health and safety. It is essential that all athletes feel safe and comfortable bringing issues or concerns to the attention of our adult members. Remember to check in with one another often and ask how your fellow athlete is doing. Take interest in their response. Be engaged and follow up. Bullying, mental health, sexual abuse, physical health and diet, home life, drug use and more. Safe Sport is all encompassing and the more time we spend talking to one another, the stronger our community will become.

In the coming months, the personnel committee, along with Executive Director Crunstedt, will be exploring the feasibility of adding an additional full time staff member. Since becoming General Chair last spring, it has become more and more evident that additional salaried support is needed. We have tremendous staff matched by fantastic volunteers on our Board as well as in every club, however there continues to be a gap that cannot be satisfied in our current model. In short, our needs and initiatives have outgrown our capacity. With the support and approval of the Board, the new position would work under the direction of the Executive Director to provide dedicated support to our coaches and traveling teams, work with host clubs to elevate our championships, explore new in-water training opportunities, and drive data analysis to guide the Board on decision making. The results of the LSC survey this month will weigh heavy when writing a job description and setting expectations. A position such as this would greatly relieve stress on our current staff, elevating their performance, while also providing new services and more thoroughly vetted initiatives to our members, elevating our performance. There will be a cost to adding this position, but I believe it will quickly pay itself off while also helping us plan for future staffing needs.

I look forward to the upcoming year and am optimistic that we will see positive change followed by greater success in the pool.

Respectfully submitted,

Luke Day, General Chair