



## Big Sky, Big Dreams, Big Success

May 15, 2019

Montana Swimming House of Delegates,

By almost any measure, Montana Swimming has had a wonderful year. We have more athletes than ever swimming at the highest levels of the sport. More and more high school-age swimmers are going on to swim at the university level. I have seen more energy and effort in support of the MTS programs and operation. It's exciting for everyone to see that we have the coaching knowledge and desire to dream big and achieve big success under the Big Sky. The rising tide seems to be lifting all boats.

While we relish the successes, as both an LSC and individual clubs, we have some challenges and some continued work to do – especially administratively. I am choosing not to provide a litany of statistics of cost and revenue versus budget, the number of events, splashes, records, etc. Please take the time to review the reports of the other officers, chairs, officials and volunteers prepared for this May 2019 HOD meeting. Rather, I am providing more of a summary of the needs that will require a focus in the coming year and a general roadmap for how I see activities around those needs being completed. If you have questions or wish to dive deeper into any of the measurement metrics or issues, please feel free reach out to me.

Near-term issues that Montana Swimming needs to address include:

- Review and modifications to our spending, revenues and budget;
- Changes required as a result of the new Minor Athlete Abuse Prevention (MAAP) program required by Congress, the Center for Safe Sport and USA Swimming;
- Full implementation and attainment of Safe Sport requirements;
- Continued facility challenges limiting the ability of our members to train and conduct competitions;
- Numerous and significant revisions and changes to our governing documents including By Laws, Rules/Regs, and Policies/Procedures documents.

Brief additional information for each of these is provided below.

**Budget/Finances** – Please see the Treasurer's report summarizing 2018 financials. The good news is that MTS was right on budget for 2018. You'll recall that, because of recent legislation increasing program expenditures, the budget assumed that we would spend 120 percent of revenues – we spent over \$40,000 more than we brought in. Some of those additional program expenditures were for programs required by USA Swimming and other spending was a result of programs and practices modified by our HOD. However, the imbalance is unsustainable and needs to be evaluated and addressed in the future. I feel strongly that we need not only look at the expense items but need to look to seriously improve the revenue generation also (corporate sponsors, etc.).

**MAAP** – The requirements of MAAP go into effect on June 23, 2019 and will result in both major and minor modifications of our interactions with young athletes. These modifications effect coaches, officials, other non-athlete members of USA Swimming, volunteers, and some teammates. These changes will impact both individual clubs and the LSC. We have slotted time for discussion and summarization of the MAAP requirements at the May 2019 HOD meeting. We will not be able to answer all your questions. We may not even be able to identify all of the important questions at this time. The details will be a work in progress at all levels of the sport and we'll have to work through the changes cooperatively.

**Safe Sport** – Montana lags behind the rest of the country in adopting and implementing Safe Sport culture and practices. We need to make a concerted effort to fully implement Safe Sport programs and may also need to be involved in local legislative efforts in support of these programs.

**Facility Limitations and Challenges** – As has been discussed numerous times, aquatic facilities in the State of Montana are limited and those facilities continue to be at risk of closure or restrictions in their use. As part of a longer-range effort, Montana Swimming should be involved with local resources to maintain access and ability to use existing aquatic facilities and to plan, build and operate new pools. This will involve lobbying, fundraising, planning and design discussions, etc., at both the local municipal, state levels (including the University system).

**MTS Governance Documents** – As part of normal, ongoing operations, USA swimming has mandated modifications to MTS' by laws. Additionally, it continues to be obvious that the internal Rules & Regulations and Policies & Procedures that describe how MTS is to operate need a very significant overhaul and update. The changes to the R&R and P&P documents over time have resulted in documents that are internally inconsistent and, in some cases, do not fully describe the programs, policies, rules and practices that the MTS HOD intended. Our Admin Vice Chair, Coach Jay Friend, is preparing required revisions to the By Laws that will be presented to the MTS HOD prior to our October HOD meeting. Additionally, I propose that Coach Jay and I head up a small group to revise the MTS R&R and P&P documents. I believe the overhaul of the documents will be of such magnitude that individual changes will not reasonably be able to approve individually. We will work to make the changes, have those changes reviewed by both the Executive Committee and a select group of long-term members of MTS. I anticipate that we will have a proposal for the approval of the changes, hopefully with the endorsement of the Executive Committee and others, at the October 2019 HOD meeting.

**Closing** – I look forward to another successful year in swimming and ask for continued involvement and support in the activities and operations of our programs and activities, especially those described above. Please feel free to contact me if you have questions or require additional information.

Respectfully Submitted,

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