



Big Sky, Big Dreams, Big Success

October 2, 2019

Montana Swimming House of Delegates,

As I noted in my May 2019 report to the HOD, Montana Swimming is riding a high with respect to the performance of top athletes and the momentum is continuing. We have more athletes than ever swimming at the highest levels of the sport. Four MT athletes have qualified for 2020 Olympic Trials. Others are swimming at National, Jr National and Futures levels. I continue to see more energy and effort in support of the MTS programs and operation. It's exciting for everyone to see that we have talented and dedicated athletes with the coaching knowledge to allow apex achievement under the Big Sky.

We do, however, have some challenges. As before, I will not to provide a litany of statistics of cost and revenue versus budget, registrations, 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 October 2019 HOD meeting. Rather, I wish to focus on 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:

- Numerous and significant revisions and changes to our governing documents including By Laws, Rules/Regs, and Policies/Procedures documents and renewal of LEAP.
- Review and modifications to our spending, revenue generation and budget;
- Full implementation and attainment of Safe Sport/MAAP requirements and full development of a positive culture around those requirements;
- Continued facility challenges limiting the ability of our members to train and conduct competitions;

Brief additional information for each of these is provided below.

MTS Governance Documents – As part of normal, ongoing operations, USA swimming has mandated significant modifications to MTS' Bylaws. In addition to the need for cleanup and revision to our internal Rules & Regulations and Policies & Procedures, the Bylaw changes also mandate an overhaul to our other governing documents. I'd like to thank Jay Friend and Susan Huckleby for a large volume of work that has gone into revisions of the Bylaws, including revisions mandated by the recently completed USAS National Convention. That revised document is presented to the October 2019 HOD for approval. Upon approval, hard and detailed work needs to be done to revise the R&R and P&P documents.

The new, required Bylaws mandate a number of changes that will cause MT Swimming to substantially change its governance and operating procedures. For example, these changes include appointment of new committees and means of operating. It will be a focus of my efforts until the May 2020 HOD to identify, plan and implement these changes.

You'll recall that we had previously anticipated that changes to the R&R and P&P documents would be completed and presented to this HOD for approval. However, once the changes to those documents required by the Bylaws modifications were fully understood, it was evident that finalization of the changes to R&R and P&P documents would have to be pushed back. Those changes will now be a priority for the Admin Vice Chair and the Governance Committee.

Last, changes to all of our operating and governance documents needs to be provided to USA Swimming for approval and renewal of our LEAP status. Our LEAP certification has recently expired. That expiration will be addressed by completion and submittal of our governing documents.

Budget/Finances – Please see the Treasurer’s report summarizing 2018 and YTD 2019financials. We have gotten better at budgeting and budget management. However, our current deficit spending rates are unsustainable. We need to look at revenue generation measures (marketing, sponsorships, membership increases, etc.), select spending reductions. I firmly believe that we need to focus on expanding and retention of our membership base.

Safe Sport/MAAP – Thanks to Janel McCormick and others, we have improved the adoption and implementation of Safe Sport requirements and developing an appropriate culture. Additionally, I have been pleased by what I know of the acceptance and implementation of the requirements of MAAP went into effect this summer. That said, we still have progress to be made and need to continue efforts to improve in these areas.

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 needs to target and be active with local resources to maintain access and ability to use existing aquatic facilities and to plan, build and operate new pools.

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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