



# Oregon Swimming News

*Oregon Swimming is organized for the purpose of fostering swimming competition for the benefit of swimmers of all ages and abilities, in accordance with the standards and rules prescribed by USA Swimming.*

*Visit our web site: [www.oregonswimming.org](http://www.oregonswimming.org)*

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Oregon Swimming newsletter is an open forum. Oregon Swimming encourages contributions to the newsletter. All content of these letters reflect the views and opinions of the author and may not reflect those of Oregon Swimming

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## **COMMENTS FROM THE CHAIR - MARK RIENIET'S**

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The past few months have been busy on a number of fronts. As we come out of another championship season we have a number of our athletes who completed a season of hard work and great achievements by breaking a number of OSI records.

We also changed the method used to select our championship site(s) for next year by allowing each club to vote for their preferred site on the web. The aim of this new program was to ensure that all clubs could have a voice in the selection of the championship site without having to spend long hours driving to and from what has historically been a short meeting each year. We did not achieve 100 percent club participation as we had hoped, but since this was the first year I am hopeful that as our clubs become more familiar with the process a higher percentage of them will participate each year. A number of people experienced some glitches when they attempted to log into the system to cast their vote. Robbert van Andel worked diligently to resolve any problems as they arose, and reported at the last board meeting that he already has changes in process to make the system more user friendly next year.

We recently had Sue Anderson from USA Swimming conduct the Club Leadership and Management course at the Willamette University in Salem. A number of clubs attended the course and found the course beneficial. I would urge all clubs who have not done this course in the last 2-3 years to seriously consider adding this course to your calendars for next year, and make sure it is included on a cyclic basis. You can come along as a board or as a parent group to spend a few hours together looking at your clubs operations and reflecting on how they could be improved, with very little effort and a lot of benefit. USA Swimming has put a lot of time and energy into this course over the past few years and has developed an excellent course tailored specifically to running a swim club.

Along the same lines Oregon Swimming as an organization has asked Kim (Holmes) O'Shea from USA Swimming to come back to Oregon over the next few months and lead the OSI Board through a one day vision and goal setting exercise. I believe both the current and past boards have done an excellent job managing and developing Oregon Swimming to reach the standard of the organization we have today. This is an opportune time to capitalize on what we have by taking a day, as a group, and examining where we have come from, and more importantly, where we would like to be in five years time. The goal of this exercise will be to develop a five year plan which we can use to benchmark and monitor our daily and yearly direction against to ensure we are moving in the direction we need to go, rather than making numerous decisions in isolation. Once a date has been confirmed for this planning exercise, it will be advertised in the OSI newsletter and on the OSI web site. Everyone who is interested in seeing Oregon Swimming be successful over the next 5 years will be welcome to come and participate in this session.

While I am on the topic of managing our future, it is an opportune time to include the travel reimbursement in this article. Due to an on going OSI Board of Review which has been convening for the past few months, we have incurred a little under \$20,000 worth of legal fees which were not budgeted for. A further complication arose when we reached the end of the Championship season at the same time and we received application for the Travel Reimbursement totaling \$36,650 for the short course season. OSI now temporarily has a cash flow shortage, as we do not have sufficient funds in the bank to meet the payments for this amount. If you think I am suggesting that OSI is broke, or our Travel Fund Endowment has been embezzled or mismanaged – please take a deep breath! This is not the case.

The premise of the Travel Fund is that we will add to the endowment fund each year, and at some point in the future the interest paid from the fund will make the travel fund self supporting. When this endowment was originally set up, its purpose was to encourage and reimburse swimmers and coaches to go to National level meets. The financial cost we are incurring because of the Tier III reimbursement, which this fund was never originally intended or funded to support, is hindering the plan to eventually make the endowment fund self supporting. This spring alone we have travel reimbursement claims totaling \$36,650 of which \$7,750 is for athletes and \$2,500 is for coaches to attend the sectional meet in Federal Way.

Because of this temporary cash drain, combined with the OSI Board's reluctance to draw money out of the endowment fund, we have decided to stagger the payments for travel reimbursement. To ensure we retain sufficient funds to remain fully operational, all payments for Tier III reimbursement for the Federal Way Sectional meet will be delayed until June. Where possible, we will also defer payment of any large bills.

How do we correct this imbalance? There are a number of options. These range from removing Tier III travel reimbursement, requesting receipts before we issue any reimbursement payments (while still only paying costs up to the maximum amount), to raising the OSI surcharge and splash fees. Before applying any short term fixes to what has become a long term issue, the OSI board (and ALL interested parties) will be working through the goal setting exercise I have spoken about earlier in this newsletter. I believe once we have clearly established where we want OSI to be in 5 years time, and an action plan to take us there, the answer to this and many other questions will become self evident.

Yours in Swimming, Mark Rieniets

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## **JEFF GUDMAN – OREGON SWIMMING AT LARGE BOARD MEMBER**

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What makes for a successful swim club? What factors go into making a successful club, however you define success. These are great questions that every club faces. Is it the number of swimmers on the team? Is it the number of swimmers who stay with the team from start to out to graduating from college? Is it how the team places at championship meets? Is it the percentage of swimmers who return each season from the previous season? Is it offering the full spectrum of activities from swim lessons, competitive swimming, masters, water aerobics, private lessons, etc?

I believe the retention of the head coach is the key element of a successful program, regardless of how each club measures success for its club. For example, if given the choice between having a world class coach each year for the next five years vs having the same good coach for five straight years, I will take the five straight years every time. Coaching stability makes all the difference in the world. The swimmers get to know the coach over time and what is expected. They know what will be happening in the next season. Parents can count on not worrying about how their swimmer is going to respond to the coach of the moment. And perhaps, even more importantly, the larger community of which the swim team is a part can begin the process of making the coach a central figure in the program.

Does this mean there should never be any turnover in a head coach or assistant coaches? Not at all, coaches change teams for many reasons, some good, some not as good. Just as sometimes with swimmers, it is not a good fit with the program and its philosophy, the same is true for coaches. For example, if the guiding principle of the program is placing as many people as possible in the regional and national championships and the head coach's philosophy is not consistent with that goal, there are going to be problems. That is not the coach's fault. When the coach was hired the board should have make it very clear what the expectations were.

Since coaching stability is important for a program, how do you get there once your club has a coach that you want to keep? Lots of ways. First, salary goes a long way toward maintaining a coach in a position. If a club can not provide a higher salary from the present cash flow, then the club should consider various perks and incentives. Sharing in the per cent of profit, sharing in the growth above a certain level, etc. Second, is the role of assistant coaches. While the role of the head coach is critical, the head coach must have the authority over who the assistant coaches are. If the club is parent owned, the board can set the total budget available for assistant coaches, but the board should not be making the decision in who the assistant coaches are. That is the job of the head coach. Third, and I have alluded to this earlier, the mission and objectives of the club and coach must be in alignment. If they are not, you are asking for trouble. Open and transparent is the way to be in this and many other areas. Fourth are the opportunities for continuing education for the head coach and the coaching staff. The swimming community is fortunate in having a variety of opportunities for coaches to continue to learn about advances in the sport. Every club should have a line entry in their annual budget for continuing coach education.

See you at the next meet.

## **OREGON SWIMMING RECORDS**

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Morgon Henderson-Kunz of THSC got the 2007 Long Course season off to a great start. Swimming at the Thunderbolt Open, Morgon dropped more than half a second off the 15-16 boys 100 free, swimming 51.97. That better Bryn Addleman's 1991 record that stood at 52.59.

## **JUNE NOTICES**

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- Office Assistant. Oregon Swimming has an opening for an office assistant. This is a part time position, approximately 10-12 hours a week. Hours and workdays are flexible, hourly rate \$10.00/hour. Familiarity with word processing/computer skills and competitive swimming a plus. For more information contact Coby van Andel at 503-297-6027 or [coby@oregonswimming.org](mailto:coby@oregonswimming.org).
- The 2007 11 & Over Championship schedule will be 4 full days. The meet information will be posted on the web as soon as it's available. Referee for this meet is Jacki Allender, Admin Ref: Kathy Coddington. Referee for 10&Under Championships is Gary Arne.
- The next OSI Board of Directors Meeting will be held Wednesday June 6th, 2007, 7:00PM at the Multnomah Athletic Club. An officials meeting will start at 6:00PM.
- 2007 Award Ceremony. Oregon Swimming is looking for a volunteer to Chair the Award Ceremony. This year the ceremony will be held November 18, in Salem. Contact the OSI office if you are interested.
- 2008 Swim Meets. The final 2008 Calendar will be posted on the web soon. The championships will be held in: Springfield – SC 10 & Under, Corvallis, SC 11-14, Gresham – Senior, Albany – LC 10 & Under, Bend – LC 11 & Over.
- Athlete Membership Requirements. According to Oregon Swimming Standing Rules the Membership Requirements are:
  - All athletes competing in an OSI sanctioned or approved competition are to be athlete members in good standing of USA Swimming or FINA affiliated organization.
  - Athletes competing in OSI Championships must be USA Swimming athlete members registered in OSI. Registration forms and fees must arrive in the OSI office prior to an athlete's participation in an OSI Sanctioned or Approved meet.
  - Athletes competing in Sectional Championships, Western Zone Championships, or any USA Swimming Championship level competition shall be full year athlete members. (i.e., not Seasonal)
  - Enforcement - The person signing the entry form will be required to verify that all athletes entered are members (in the appropriate category) of USA Swimming.
  - Penalties - per Article 302.4, USA Swimming Rules and Regulations, OSI may impose a fine of up to \$100.00 per event against the person signing the entry form.

## COACHES CORNER

### VICKI GORDON - AGE GROUP CHAIR

Long course season is underway, blink and it will be championship time! Summer always provides a challenge for coaches and teams when it comes to keeping kids in the pool and training consistently. There are family vacations and summer camps and all types of activities that can interfere with a successful long course season.

As coaches we struggle with this. We understand how valuable family time is. We understand that "time" is something we are all short on these days. We have children and spouses just like the families that swim for us.

The long course season lasts approximately 12-14 weeks (ending with Zones and Junior/Senior National meets in the first 2 weeks of August). Many swimmers are finished by the end of July with State Championship meets.

If you are a swimmer with the goal of competing at one of these championship meets you need to remain consistent with your training. Try to plan your family vacations for AFTER your big meet. Give yourself the best possible chance for your most successful long course season--BE CONSISTENT WITH YOUR TRAINING!

Swim Smart, Swim Fast, Coach Vicki Gordon

## GRADUATING SENIORS

Please help recognize our graduating seniors by calling 503-297-6027, Faxing to 503-297-8498, or email [swim@oregonswimming.org](mailto:swim@oregonswimming.org) if you have additions to this list. Good luck and congratulations to our swimmers moving on to college in the fall.

Name	Club	High School	University
Amber Arne	AAA	West Albany	Oregon State University
Kirsten Wicks	BRSC	Woodburn	Chemeketa Community College
Natascha Mangan	BRSC	McNary	Brown University
Daniel Worden	CAT	Crescent Valley	University of Hawaii
John Honey	CAT	Sprague	Cal Poly
Logan Storie	CAT	Corvallis	University of Florida
Mackie Marinello	CAT	Corvallis	Oregon State University
Rachel Lee	CAT	Crescent Valley	University of Iowa
Rick Mason	CAT	Crescent Valley	University of Utah
Sean Sweet	CAT	Crescent Valley	University of Wyoming
Anna Humphrey	DDSC	David Douglas	University of Idaho
Keenon Natyzak	DDSC	Camas	Texas A&M
Samantha Eichner	DDSC	David Douglas	Boise State University
Carly Rowan	ECSC	South Eugene	Cal Poly-San Luis Obispo
Dustin Snell	ECSC	Sheldon	University of Hawaii
Heidi Tilicki	ECSC	Junction City	University of Alaska
Elliot Stone	EY	South Eugene	Whitman College
Emily Skupsky	EY	South Eugene	Oregon State University
Hannah Peter	EY	South Eugene	Scripps College
Taylor Cole	EY	South Eugene	University of Oregon
Steve Allnutt	FGSC	Forest Grove	University of Hawaii
Ally Rich	HEAT	Glencoe	University of Washington
Garth Summers	HEAT	Jesuit	University of Denver
Zach Nicolaides	HEAT	Hillsboro	University of Oregon
Zed Debbaut	HRST	Hood River	Tufts University, Boston MA

<b>Name</b>	<b>Club</b>	<b>High School</b>	<b>University</b>
Devon O'Leary	LOSC	Lake Oswego	Washington University in St. Louis
Kaylee Gaman	LOSC	Jesuit	University of Denver
Rachel Gipe	LOSC	Oregon Episcopal	Juniata College
Annie Gould	MAC	St Mary's	Gonzaga
Jacob von Weller	MAC	St. Helens	Portland State
Joey Bieze	MAC	Jesuit	Boston College
Kyle Carpenter	MAC	Tualatin	Oregon State
Natalie Reilly	MAC	Jesuit	Barnard College
Peter Adam	MAC	Southridge	Portland State
Catherine Menkel	NST	Newport	Lewis & Clark College
Alison Nordin	MSC	McMinnville	George Washington U
Scott Kimura	MSC	McMinnville	Pacific University
Junior Temotio	MSC	McMinnville	Back to Brazil
Chris Aebi	MSC	McMinnville	Undecided
Tyler Newberg	MSC	McMinnville	West Point
Michael Mpitsos	NST	Newport	Kenyon College
William Hahn	NST	Newport	Pacific
Jack Zaharchuk	PAC	Cleveland	University of Puget Sound
Nate Andrews	PAC	Franklin.	University of Portland
Sammy Sanchez-O'Dell	PAC	Wilson	Boise State
Brandon Fennell	SSS	N. Medford	Whitman
Sarah Flinn	SSS	N Medford	University of Colorado
Kayla Selland	SSS	Crater	Southern Oregon U
Nichole Martin	SHSC	Sweet Home	Pacific Lutheran University
Cody Deacon	THSC	Lake Oswego	United States Air Force Academy
Morgan Scroggy	THSC	Canby	University of Georgia
Quincy Lee	THSC	Jesuit	Ohio State University
Abbi Gerstmar	TTSC	Tualatin	Northern Arizona
Ellie Bradley	TTSC	Tigard	Texas Christian University
Gary Roberson	TTSC	Tualatin	Williams
Keri Holmstrom	TTSC	Southridge	Oregon State University
Robert Divine	TTSC	Tualatin	University of Oregon
Tom Cole	TTSC	Tualatin	University of Arizona
Alex Limoges	VSC	Hudson's Bay	Pacific Lutheran University
Jessie Klauder	WOLF	Mazama	Pacific Lutheran University
Michael Woodward	WSC	Thurston	Whitworth
Michelle Galceran	WSC	Thurston	Oregon State University
Wayland Tan	WSC	Thurston	undecided

## **BACKGROUND SCREENING**

May 25<sup>th</sup> was the end of the Background Screen roll-out period for Oregon Swimming. We can not renew any coaches who have not completed the BG Screen or register new coaches who haven't completed the BG Screen.

Some coaches may still be in the process of waiting for the results of their BG Screen. It is important to note that coaches "in process" retain all rights of coach membership until the background screen process is complete. In a

few cases, the process could take up to 30 days or longer. You must allow 2007 coach members on deck if they can provide written proof – see note regarding Step 5 below – that they did initiate the BG Screen on or before Friday, May 25<sup>th</sup>. This proof is acceptable for 30 days from the date that the BG Screen was initiated. The 30-day period can be extended by Pat Hogan at NHQ if the process takes longer than 30 days.

Please note the enforcement policies enumerated below. These policies were communicated to coaches in the BG Screen program announcement that was mailed to all coaches.

#### **Enforcement:**

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To ensure compliance with the new requirement during the 2007 membership year, the following policies will govern the rollout of the background screening program:

- 1) An individual applying to be a new coach member in 2007 must complete the background screening requirement prior to being registered as a coach member.
- 2) All current 2007 coach members must initiate a background screen on or before the deadline assigned for their LSC. Coaches who did not initiate a screening application by the assigned deadline will, as of that deadline, be considered non-coach members until all requirements for coach membership are met. LSC administrators will be asked to make every effort to encourage noncompliant coaches to meet the screening requirement including taking action to restrict access to the deck at swim meets and removing all privileges associated with coach membership.
- 3) When a coach member is not current with one of the three safety certifications or the background screening requirement, he/she is not insured as a coach member of USA Swimming. In addition, the club's insurance protection may also be in jeopardy.

#### **Why is it important for me to print my confirmation receipt on Step 5 of the screening process?**

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There will be times when a coach initiates his/her background screen and does not receive email confirmation of membership approval prior to the screening completion deadline for his/her LSC. Please print the page and information provided at Step 5 as confirmation that you have submitted your Background Screening. In the event that your screening process has not been completed prior to your next swim meet, you will need this receipt as proof that you have initiated the screening process. Please note that this receipt is valid for coach access to swim meets for only 30 days from the date of issue.

## **OREGON SWIMMING INC REGULAR MEETING WEDNESDAY, APRIL 4, 2007 HILTON HOTEL, EUGENE, OR**

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The meeting was called to order at 7:00 p.m. by Acting Chair, Jacki Allender

Present were: Jacki Allender, Stan Benson, Jeff Gudman, Terry Johnson, Scott Kerr, Mailene Leslie, Marilyn Loitz, Gene Mielke, Coby van Andel, Dawn Marie Woodward.

Minutes Minutes from the February 7, 2007 meeting were approved as submitted.

Treasurer (Jacki Allender)

M/S/P Motion to accept Treasurer's written financial report for March 29, 2007 as submitted.

Reimbursement requests are still coming in so we don't have a final figure for Tier III. Only a small group went to Nationals this year so reimbursements will be lower for that.

#### **REPORTS**

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Age Group (Vicki Gordon) No report. (Vicki did send in an article for the newsletter.)

Senior Report (Kyle Kimball) No report.

Coaches Report (Bud Taylor) No report.

Athletes Representatives (April Robinson, Mailene Leslie) Mailene reported that she and April have been talking to athletes about Ryan Lochte coming for a clinic.

Scheduling/Championship Site Selection (Jason Moore) No Report.

Coby said the 2008 calendar is being worked on and there are still some meet date applications coming from clubs. Bids for the 2008 championship meets are in, and they will be posted on the website within a few days. Each club will be receiving a password. Senior Championships is the only one with multiple bids (3).

Time Standards (Andy Carlisle) No report

Technical Planning (Alex Nikitin) No report

Website (Robbert van Andel) No report.

A request was made that board members get copy a copy of the draft calendar.

Safety Chair (Jeanine Serrano) No report

Camp Coordinator (Scott Kerr) Three camps will be held this month: Age Group B/C Camp at David Douglas High School Pool on April 14; Elite Senior Camp IM at Tualatin High School Pool on April 21; Elite Age Group Camp at Albany Community Pool on April 21. Ryan Lochte, National Team Member, will be featured at camps on Memorial Day Weekend at the McMinnville Pool on May 26 and at the Sheldon High School Pool on May 27. There will be an Open Water Camp at Dorena Lake in Cottage Grove on August 18 followed by the Oregon Open Water Championship on August 18.

Officials Committee (Bruce Ludwig) No report

Disability (Gene Mielke) Megan Smith, Eugene City Swim Club, made the Parapan American Team. In March, she finished fifth in the world in the 400 freestyle at the CanAm Championships. Aaron Paulson, Sherwood YMCA Yawama Dragons Swim Club made the US Paralympics Elite Team.

Office Manager/Registration (Coby van Andel) Currently there are 4,643 athletes; 716 non-athletes of which 189 are coaches, 369 officials and 158 administrative; 64 clubs, and 2 organizations registered.

Sanctions Chair (Terry Johnson) No report.

Awards Ceremony (Cheslah Barkdoll) No report.

NTV Chair (Jacki Allender) No report.

Records (Cyndi King) No report.

Lots of new records have been set. Lauren Thies has a world top 25 ranking.

All-Star Team (Greg Bostrom/Jeanine Serrano) No report.

The team has been selected for the April 19 trip to Victoria. Over 40 applied and 32 were selected.

## **OLD BUSINESS**

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Board of Review: A hearing is scheduled for April 15 at 9 a.m.

Awards Ceremony: A Chair is still needed.

Scratch Rule Committee: No report.

11 & Over Championship Format Committee: No report.

Travel Policy Checklist: No report.

Records Recognition Procedures: No report.

Equipment for Championship Meets, P4 Legislation: No report.

Article VII, Section II and III Revision Committee: Gene Mielke (Chair), Stan Benson and Vicki Gordon were appointed to revise our Policies and Procedures re consolidated events.

## **NEW BUSINESS**

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Audit Committee: An Audit Committee of Jeff Gudman (Chair), Tim Stevenson and Brandon Drawz has been appointed.

There was discussion on the possibility of bonding office staff in the future. Jeff will make enquiries as to the procedure and cost.

Pendleton/La Grande LSC move: Jeff Gudman will attend a combined board meeting to discuss their reasons for wanting to move; the role OSI could play in keeping them in our LSC; and if they still choose to pursue the move, how OSI can help them to make the move.

Recognition: Jeff Gudman has received e-mail from Coley Stickle, Lake Oswego, raising questions about recognition for championship team performance and individual records at meets above OSI Championship Meets. The e-mail will be forwarded to the Records Recognition Procedures Committee.

## **Announcements**

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Next Executive Committee Conference Call -- May 2, 2007, 7:30 p.m.

Next Board Meeting -- June 6, 7:00 p.m. at Multnomah Athletic Club

Meeting was adjourned at 8:25 p.m.

Respectfully Submitted, Marilyn Loitz, Secretary