

South Texas Swimming, Inc. Annual Meeting
Drury Inn & Suites, Austin, TX
Sunday, October 3, 2010

Meeting called to order by Frank Swigon, General Chair, at 8:30 am. Due to the large number of legislative proposals on the agenda, Frank asked the body to consider implementing a procedure limiting discussion for all proposals, other than the championship meet format, to two minutes per person and a 15 minute maximum for each proposal. A motion was made and seconded to follow the suggested order of conduct. The motion passed.

Roll call was suspended as all teams that provided advanced notice of attendance had signed in and picked up their packets.

The following teams were NOT present at this Annual Meeting and therefore, under our current LSC Bylaws, may NOT host a Sanctioned or Approved competition anytime within the next 12 months.

COTA, DRD, HCAT, HOT, KST, LSAC, MM, NAMS, SWTJ, AND UT

Minutes from the Annual Meeting, October 10, 2009 meeting were accepted by acclimation.

Roger Graham, the STSI Sanction Chair, Officials Chair, and National Time Verification Chair, presented a report on each area. Copies of the reports are included at the end of the minutes.

John Baltzell, Technical Chair

John presented the proposal for Championship Meets, which was developed by the Technical Committee. Flexible format changes were presented with no selection recommendations being made on behalf of the committee.

Proposed Future STAGS Format

Create a championship meet template that is a read only file with a four year format trial. Template cannot be changed.

Time standards based on National "A" standard or a demographically designed time standard to meet the needs of the meet host or pool availability. The time standards shall be posted in a timely manner prior to the short course or long course season beginning.

The below options reflect a single site where in all cases, flyover starts are required.

1. All ages combined over 3 days in an 8 lane pool and will average 6 hours 45 minutes for timed finals. Plenty of time for time trials.
2. Split session timed finals over 3 days with 12 and unders averaging 3 hour sessions and 13 & over averaging 3 hours 45 minute sessions with two 1 ½ hour warm-up sessions comes out to three 10 hour days. Less time for time trials but doable.
3. With a prelim/finals meet a prelim session that starts at 8:30am will end at roughly 3:15pm with finals warm-up beginning roughly at 4:30. Making time trials next to impossible.
4. Awards to be taken care of by meet host, medal size and design to be standardized.

5. Recommendations to all meet hosts to provide timers.

Proposed J.O.'s Format

1. To mirror Stags
2. Limit entrants to only seven events
3. Teams in each J.O. region to determine bottom of time standard and similar issues but once decided on must stay that way for four year trial period.
4. Awards to be taken care of by meet host, medal size and design to be standardized.
5. Recommendations to all meet hosts to provide timers.
6. J.O.'s is to be broken up into four or five regions based first on numbers then geographical location. These numbers are fluid but we want to stay with this division for a four year trial period.
7. **J.O.'s South Region:** BAS, BEAT, CBA, CCAA, CISD, CLAN, CLUB, DRD, HAT, MM, MSC, SAS, SASA, SWTJ, TEAM, WAVE, KST, HOT, MM, NBAC, AND HSC approx. 1,306 swimmers.
8. **J.O.'s Alamo Region:** AAAA approx. 1,295 swimmers.
9. **J.O.'s Capital Region:** ATP, CCSS, COTA, GOLD, LCA, TXLA, UT, WAWA, WFLY, WWW, AQTX, LSAC, AND PFST approx. 1,442 swimmers.
10. **J.O.'s North Region:** AES, AMSC, CPS, FHD, NTRO, SB, TASC, HEAT, AND FISH approx. 1,501 Swimmers.

George Block made a motion to accept the Technical Committee's proposal. The motion failed.

Roger Graham presented an alternative proposal for the STSI Championship Format. The proposal, which has a copyright, was complete and comprehensive. George Block made a motion to accept the alternate proposal presented by Roger Graham. Discussion on the issue was opened. Several motions were made to amend portions of the proposal. All motions passed as did the amended STSI Championship Format presented by Roger Graham. The amended copy of the proposal is attached to these minutes.

A proposal was made to move A Championships after TAGS. A motion was made and seconded to hold Short Course A Championships before TAGS and Long Course A Championships after TAGS. The motion passed.

A committee was established to review the new proposal and move forward with implementation of the plan. Named to the committee were Roger Graham, Mike Koleber, Larry Hough, Roxanne Balducci, John Baltzell, Raychel Laya, Didi Byerly and BJ Allenstein.

Age Group Swimming Report: BJ Allenstein

South Texas Swimming took 46 swimmers and 5 coaches to the All Stars Meet held in Southlake, TX (Dallas area) November 14-15, 2009. Coaching staff included Annette DuVall, Rachel Woodard, Fabian Lara, Mark Parshall and BJ Allenstein.

South Texas Swimming took 36 swimmers and 7 coaches to the Southern Zones Meet held in Atlanta, Georgia, July 27 through August 1, 2010. The STSI Zones Coaches included Rachel Woodard, Marcy

Parshall, Fabian Lara, Greg Davis, Mark Parshall, Travis Nolder, and BJ Allenstein. The South Texas Zones Team won the Charlene Craddock Sportsmanship Award.

The 2010 All Stars Meet will be held November 12-14, 2010 in Midland, TX. Athlete and coaches applications are currently posted on the STSI website. October 18, 2010 is the deadline for submitting applications. A bus is reserved, hotel reservations made, meals planned, t-shirts designed, and swim caps ordered.

Short Course TAGS will be held March 10-13, 2011 at either Loos or Rockwall in North Texas. Long Course TAGS will be held July 20-24, 2011 at the University of Texas in Austin.

The 2011 Southern Zones Meet will be held July 26-30, 2011 in Carey, NC. This is good news since flights can be arranged with Southwest Airlines, who currently does not charge a bag fee. The open water venue is closer to the pool than it was in Atlanta allowing for an earlier arrival home. The team will be composed of up to 8 Girls and 8 Boys in each of the following age groups: 11-12, 13-14, 15-18 due to expansion of the relays to an A and B relay for the 200 Relays.

The format for the 2011 All Stars Meet is still under review by the All Stars Committee. A final format will be developed prior to Short Course TAGS.

Registration and Legislation: Angella Woodard

Angella reported 5890 Athletes, 209 Seasonal Athletes, 60 Non-Athletes, 227 Coaches, and 134 Officials were registered in 2010 for a grand total of 6509. This is a 1.13% decrease over 2009 registrations. Contained in the HOD Meeting packets are two reports warranting special attention. One report deals with newly passed legislation impacting registration, prospective club employees, and clubs and coaches. It also included USA Swimming's Best Practice Guidelines in these areas and information about Racing Start Certifications. The second report is an update on the criminal background check procedures. Both reports are attached to these minutes.

Annual Budget Report: Annette Duvall

As of September 30, 2010, South Texas Swimming had \$568,204 in banking and investment holdings. Annette presented the proposed STSI Annual Budget. Several proposals impacting the final budget are under consideration and a final resolution is required before passing a finalized version of the budget.

Legislative Proposal – Splash Fees - **Failed**

South Texas splash fee for meets to be reduced from \$1.25 to \$0.75.

Reason: South Texas has raised a significant amount of money over the last three years. A lower splash fee will encourage swimmers to swim more events at meets and help teams host more B/C level meets. Hopefully, this will also encourage teams to reduce entry fees to be more affordable to swim families. Perhaps, we should also look at mandating a maximum entry fee.

Legislative Proposal – Officials Compensation – **Referred to Officials Committee**

South Texas would dictate official compensation for sanctioned meets to be paid by host teams. Daily compensation for an official would be \$25 + parking fees for meets located in the same town and \$50 +

parking fees for meets in a different town.

Reason: Meets cannot be hosted without certified USA Swimming officials. Most sports provide compensation for individuals who serve their sport by officiating. South Texas requires substantial training to acquire the certification, and does not allow sanction meet approval without official support. This compensation will allow officials to be able plan and make decisions for meets.

Legislative Proposal – Nationals Coach Funding – ***Passed as amended.***

South Texas will provide a set stipend of \$1000 for coaches to attend Junior Nationals or Nationals. One coach per team would qualify for each of the four National meets. A coach must have at least one swimmer attend a meet to qualify for the stipend for that meet.

Reason: Coaches gain experience and knowledge by attending National meets. Generally, these meets are expensive to attend with teams having a small number of qualified athletes. By providing a stipend coaches can more easily attend these meets bringing back information to share with their team and other South Texas teams.

Aubrey Knapper made a motion to amend the proposal to limit the National Coach Reimbursement to one reimbursement per season with the provision that no coach will be reimbursed more than a swimmer and that the reimbursement is payable to the clubs. The motion passed.

Legislative Proposal - Part-time Employee – ***Tabled*** as the Board of Directors has the ability to implement such action without legislation.

Background: In 2010, the LSC had approximately 6500 registered swimmers, coaches, and officials. All registrations, routine day-to-day business, and general administration of the LSC are conducted by the Executive Secretary. The Executive Secretary is hired to work 40 hours per week. At some times of the year, her workload demands that she work in excess of 50-55 hours per week. Additionally, there is no back-up for the Executive Secretary which means the South Texas Swimming office is shut down during her time away from the office. There is no one else in the LSC that is trained to do her job in case of incapacitation.

Furthermore, proposed legislation for USA Swimming, if passed, will require all adults, who serve a local club and have direct interaction with athletes, to become of USA Swimming. Additionally, proposed legislation will require background checks and continual screening for all non-athlete members of USA Swimming.

Proposal: South Texas Swimming will hire a part-time person to work no more than 15 hours per week, 60 hours per month, or 180 hours per quarter. Scheduling of work can and will be done to accommodate the heavy workload periods. The pay for the employee shall be no more than \$10/hour. If approved, the General Chair of STS will assign a 3-people team to review applications and conduct interviews of interested personnel and that selection team will make a selection based on the approved criteria of the team. The name of the successful candidate will come before the Board for final approval. The part-time person will work at the South Texas Swimming office or may chose to work elsewhere, if feasible; however, no rental will be included if the part time person works at an offsite location. Cost of proposal: \$7800.

Legislative Proposal – LSC Promotion – ***Withdrawn*** for lack of a second.

South Texas will create ways to promote the LSC. Suggestions include: (1) patches, water bottles, t-shirts, etc. to be given to participants of South Texas championship meets, (2) materials and funding for teams to host swim clinics, learn to swim splash days, or community open houses.

Reason: For several years South Texas has worked diligently to be revenue positive. These extra funds should be used in ways that benefit the swimmers in our LSC. Swimmers at almost every level of championships receive something from the governing body for participation in the championship meet. This helps participants be excited about championships and will help promote the LSC. Clinics are an excellent way to motivate young swimmers. By having teams host them there should be higher participation because they can be done at a time which works for that team and community.

Legislative Proposal: Health Care – **Approved by acclimation.**

Background: The Executive Secretary of South Texas Swimming is a full-time employee of South Texas Swimming. She is paid for 40 hours of work each week. She does not receive any health care benefits.

Proposal: South Texas Swimming will purchase a health care policy for all full-time employees of STS. The premium of the policy shall not exceed \$575/month or \$6900/year. The policy will be purchased directly by STS, so that employee(s) will not be taxed on the policy. If approved, a board of three people shall be approved to research health care policies and select an appropriate policy within the dollar amount prescribed. This shall be complete within 3 weeks of approval by the House of Delegates. The dollar limit ceiling shall rise with inflation each year. The policy will be in effect until revoked by the House of Delegates of STS.

Proposal: Continuance of LSC Partial Reimbursement for Official's USA Swimming Annual Registration Costs – ***Passed eliminating the sunset clause in the October 12, 2008 approved legislation***

Rationale: Recruitment and retention of competent deck officials is a long-standing and growing problem Nationwide. There is some minimal anecdotal evidence suggesting that relieving officials of all or part of the annual USA Swimming Registration fee (currently \$60.00) can sometimes be an effective tool is helping to ameliorate the problem.

Proposal: Beginning on January 1, 2009, and until February 28, 2009 (59 days, dates inclusive), and for the same period each successive year; STSI will reimburse most STSI Certified Officials fifty dollars (\$50.00) if requested to do so, provided all of the following requirements are met:

All requesting officials must:

1. Be a *current* member, in good standing, of USA Swimming. This status must be positively verifiable via the SWIMS Database - **OR** - a photocopy of the current USA Swimming ID card must be provided.
2. Be *currently* registered with STSI and certified in one of the following categories. This status must be positively verifiable via the STSI Officials On-line Roster.
 - a. Referee

- b. Referee / non-starter
 - c. Starter
 - d. Stroke and Turn Judge
 - e. Administrative Referee
3. Submit a formal request, utilizing the "Request for Registration Reimbursement Form" available for download from the STSI Official's Home page.
 4. Submit documentary evidence of minimum deck participation for the previous calendar year as specified in Section XI. Paragraphs A, B, C and F, beginning on page six of the Policies and Procedures Governing Officials, South Texas Swimming, Inc., dated May 26, 2006. The data provided must be verifiable from Referee's Reports on file.
 5. Provide a current, accurate, valid and complete mailing address, e-mail address and preferred telephone number.
 6. Submit any request for reimbursement in such a manner as to ensure its receipt by the LSC Treasurer within the 59-day time frame specified in the PROPOSAL lead paragraph above.
 7. Allow up to 45 days for processing of requests.
 8. Cash any reimbursement check within 90 days of its execution date.

Sunset Clause: Unless and until specifically re-authorized by the STSI House of Delegates, this program will expire on March 1, 2011. Previous Approval: Approved by the STSI House of Delegates on October 12, 2008 and noted in the official minutes. This legislative proposal eliminates the previous sunset clause. All other provisions remain unchanged.

Legislative Proposal – Junior Nationals Funding - **Failed**

South Texas will provide a set stipend of \$1000 for 18 and younger swimmers attending Junior Nationals or Nationals in short course or long course seasons. A swimmer would get a maximum of \$1000 per season or \$2000 per year.

Reason: National meets are offered twice a year and have been spread out across the country. Air fare for the swimmer is often \$300-\$600. This stipend would help swim families make budgets and decisions about going to National meets.

Other Budget Items:

George Block made a motion to only fund Zones Swimmers with TAGS Q Times or above. After discussion as to the present Zones funding process, the motion was withdrawn.

George Block made a motion to delete funding for all LSC camps. A friendly amendment was offered to cut the proposed annual funding to \$5,000. The amended motion passed.

A motion was made and seconded to accept the amended budget. The motion passed.

SCHEDULING: Larry Hough

Larry presented the calendar of our next years' swimming meets. The calendar will be posted on the

website. Teams adding meets to the presented calendar need to notify Larry. As a reminder, teams must be present at this annual meeting in order to host any sanctioned or approved meets in the upcoming year. Bids on championship meets and dates were taken with the following results:

January 21-23, 2011 STSI B Championship P/F – Central, South

Central – SASA (UIW)

AES, AMSC, COTA, CCSS, GOLD, HOT, HSC, KST, LCA, LSAC, MM, NAMS, SAS, SASA, TXLA, TEAM, WAVE, WFLY, WWW

South – Brownsville

AAAA, BAS, BEAT, CBA, CCAA, CISD, CLAN, CLUB, DRD, HAT, MSC, SWTJ

January 28-30, 2011 STSI B Championship P/F – North

North – Swim Belton

AG, AQTX, CPS, FISH, FHD, HCAT, HEAT, NTRO, PFST, SB, TASC

February 11-13, 2011 ST BB Championship P/F – North, Central, South

North – Swim Belton

AG, AQTX, CPS, FISH, FHD, HCAT, HEAT, NTRO, PFST, SB, TASC

Central – SASA (UIW)

AES, AMSC, COTA, CCSS, GOLD, HOT, HSC, KST, LCA, LSAC, MM, NAMS, SAS, SASA, TXLA, TEAM, WAVE, WFLY, WWW

South – CCAA (CCISD)

AAAA, BAS, BEAT, CBA, CCAA, CISD, CLAN, CLUB, DRD, HAT, MSC, SWTJ

February 25-27, 2011 ST A Championship P/F – North and South

North – Swim Belton

All teams north of, and including, Hays Swim Club and Heart of Texas in Kerrville.

South – BEAT - CCISD

All teams not included in the "north".

June 24-26, 2011 ST B Championship P/F

North – Swim Belton (scy)

AG, AQTX, CPS, FISH, FHD, HCAT, HEAT, NTRO, PFST, SB, TASC

Central – WFLY

AES, AMSC, COTA, CCSS, GOLD, HOT, HSC, KST, LCA, LSAC, MM, NAMS, SAS, SASA, TXLA, TEAM, WAVE, WFLY, WWW

July 1-3, 2011 South – CCAA

AAAA, BAS, BEAT, CBA, CCAA, CISD, CLAN, CLUB, DRD, HAT, MSC, SWTJ

July 15-17, 2011 ST BB Championship P/F

Palo Alto

AAAA, AG, AQTX, FHD, HCAT, HEAT, LSAC, PFST, SB, TASC

Brownsville

AES, AMSC, BAS, BEAT, CBA, CCAA, CCSS, CISD, CLAN, CLUB, COTA, CPS, DRD, GOLD,

FISH, HAT, HOT, HSC, KST, LCA, MM, MSC, NAMS, NTRO, SAS, SASA, SWTJ, TXLA, TEAM, WAVE, WFLY, WWW

Aug 5-7 ST A Championship P/F
BEAT – Corpus Christi
All Teams

For all Bid Meets, the Meet Information must be sent to the Webmaster and the Executive Secretary by January 1st for short course and June 1st for long course. A failure to meet the timelines will result in a \$50.00 fine per day will be assessed.

AUDIT COMMITTEE: Roxanne Balducci

The Audit Committee met in February and in July and all financial items were found to be in order.

ELECTION OF OFFICERS: Roxanne Balducci

Annette DuVall introduced a Bylaws Amendment to 606.5:

1. OFFICE HELD BY TWO PERSONS - Any office other than General Chair and Treasurer may be held jointly by two Individual Members. This may be accomplished by the House of Delegates electing co-officers at the time of election. In the case of the Administrative Vice-Chair, the House of Delegates, at the time of election shall designate one to be the successor to the General Chair **(add following) in case of disability or death during their term;** if no such designation is made, the person with the longer tenure in such office or as a Board Member shall serve as the successor.

Amendment Passed.

Roxanne presented the slate of officers recommended by the nominating committee, chaired by Don Walker. Nominations were taken from the floor. The results of the elections were:

Board of Directors (Two Year Term)

General Chair: Mark Parshall

Administrative Vice Chairs: Frank Swigon and Ron Zolno

Sr. Vice Chair: Larry Hough

Coaches Rep: Tim O'Brien

Athletes Rep: Lauren Davis and Jessica Hasson

Nominating Committee (One Year Term)

Frank Swigon- UNAT- Immediate Past Chair STS- 10/03/10

Annette Duvall- CCAA

Miguel Gonzalez- MSC

Mike Koleber- NITRO

Don Walker-AAAA

Board of Review (Two Year Term)

Regular Members (3)

Dorothy Palmore
Jonathan Rightmyer, Esq.
Miguel Gonzalez
Lauren Davis
Jessica Hasson

Alternate Members (2)
Scott Zolinski
Lee Willing

NEW BUSINESS:

Roger Graham: Legislative Proposal on Bid Meet Vetting - *Passed*

In order to streamline and make the process more efficient, effective December 1, 2010 the preparation, review and approval process / chain for any bid meet in STSI will be as follows:

1. Prepared by the Meet Host
2. Forwarded to the Age Group and / or Senior Chair as appropriate
3. Forwarded to the Executive Secretary
4. Returned to the Meet Host for finalization, Sanctioning and publication

The entire process should then take no more than 30 days.

The Age Group / Senior Chair and the Executive Secretary will have a maximum of ten business days to complete their review and provide any necessary comments. Should they fail to meet the ten day constraint it will be assumed they had no comments and the succeeding step may proceed?

The deadlines for preparation and posting of any relevant bid Meet Information remain unchanged by this proposal.

Background and Rationale: The review and approval process for bid meets in STSI have become onerous, too long, too tortuous, wasteful of both time and energy and can, through no fault of the Meet host; easily jeopardize the timely publication of the documents. The latter can also, again through no fault of the Meet Host, lead to the imposition of potentially unfair fines. There is nothing specific within the By-Laws of either STSI or USA Swimming that requires these documents be reviewed and / or approved by the Technical Plans Chair and this step has proven to be a serious obstacle to the timely processing and publication of these data. Plus it places an unnecessary burden on the Technical Plans Chair.

Further, recent experiences have clearly revealed a review of these documents by the Executive Secretary is not only useful, but also has the potential to significantly improve their quality and accuracy.

A motion was made to develop a template to be used for all STSI Championship Meets. The motion was seconded and passed.

Roger Graham: Proposal: Observed Meet SWIMS Uploading Fee – *Passed*

Effective January 1, 2011 the fee for requests to upload times into SWIMS more than 14 days subsequent to any meet in question will be \$25.00 per time, payable by check in advance.

Background and Rationale: This will primarily affect high school and collegiate swimmers whose coaches failed to ensure proper entry of swimmers USA Swimming data into a Meet Manager Database prior to a meet, e.g., UIL Regional and State Championships, TAPPS State Championships, etc. They later discover their error and must then hastily demand the eligible times be loaded into SWIMS for higher level USA Swimming Meets. This has been consistently and continues to be badly abused by coaches who have not properly executed their responsibilities as Club Coaches. It also places an almost totally unnecessary burden on the two STSI SWIMS Users.

The fee was established at \$20.00 for times requested 30 or more days out of a meet about a year ago, but the abuses continue and the policy needs to be further restricted further. USA Swimming Program Operations recommends the two week limit.

STSI Proposed Bylaws Change - Roger Graham on behalf of AAAA: Cancellation of Winter and Summer HOD Meetings – *Passed*

Effective on approval by USA Swimming, the requirement for South Texas Swimming, Inc. (STSI) House of Delegates meetings in the winter (normally February) and summer (normally July) be permanently rescinded.

Background and Rationale: The current requirement for these two meetings has proven to be onerous and generally detrimental the good order and efficiency of season-ending meets in STSI, both short and long course. This is because the policy virtually demands Senior Championships and STAGS occur on the exact same weekend and in the same community. These facts have made it not only difficult to appropriately schedule these meets on the calendar, but also severely limits the venues available to host either or both of them.

While it is true the USA Swimming By-Laws specifically require these two meetings be held as outlined, there is also sufficient flexibility within those same By-Laws to allow exceptions in some cases. STSI is more than 400 miles north to south and 230 miles east to west. The major population centers (Waco, Austin, San Antonio, Corpus Christi, Brownsville and Mc Allen) and therefore the home of a large percentage of its registered swimmers are therefore also widely separated geographically. This makes it unreasonably difficult for many teams to be properly represented at these mid-year meetings, if at all. This has proven to be grossly unfair.

There is good reason to believe USA Swimming will allow such a variance if approved by STSI and forwarded for their approval. On the other hand there is nothing to be lost if such is not the case.

STSI Proposed Bylaws Amendment - Annette DuVall: Bylaws Amendment – Technical Chair Duties – *Passed as amended.*

Add the following to 606.7:

.9 TECHNICAL PLANNING CHAIR - The Technical Planning Chair shall chair, and have general charge of the business, affairs and property of the Division which is responsible for long-range planning regarding the swimming programs conducted by STSI, the continuing review and development of the STSI philosophy and for advising other divisions regarding the implementation of that philosophy in the context of STSI's swimming programs. **The technical chair shall:**

- ~~A. Review and approve all championship bid meet information in conjunction with the Age Group and Senior Chair prior to the teams applying for a sanction. The meets are required to be posted on the STS website no later than January 1st for SC meets and June 1st for the LC meets.~~
- B. Update the STS Handbook with any changes approved by the House of Delegates and ensure the same is corrected and posted on the STS website in a timely manner.
- C. Update the bylaws with changes approved by the House of Delegates and ensure the same is approved by the USA Swimming prior to posting on the STS website.
- ~~D. Order, maintain, and distribute awards and team banners for all STS bid championship meets. After the culmination of the meets, review the amount of awards utilized and cause an invoice for both the awards and banners including shipping to be distributed to the host teams within 30 days.~~
- ~~E. Chair the technical committee which is charged with formatting and creating exciting and fulfilling season culminating championship meets and the corresponding time standards for such meets.~~

A motion was made to pull items A and E of the pre-submitted change in deference to legislation passed earlier in this meeting. The motion passed.

A friendly amendment to pull item D and give that responsibility to the Age Group Chair passed.

The remaining two items, B and C, are to be added to the duties of the Technical Chair.

Frank Swigon requested that the Board of Directors be allowed to make the decision on the Volunteer of the Year. If you have any nominees, please submit them to Angella. The winner's name will be submitted to USA Swimming.

Frank Swigon announced that the 2011 South Texas Annual HOD Meeting will be held in Padre Island, TX on a yet to be determined date.

Angella Woodard made a motion to destroy all of the ballots. Motion was seconded and approved.

Meeting adjourned at 3:20 pm

Below is an update on the criminal background check (cbc) procedures and how it affects coaches & officials who have a background check that expires between 9/30 and 12/31:

Thursday 9/30 (mid-day Colorado time):

All background checks in SWIMS (coach or official) that expire on **9/30, 10/31 or 11/30** will be changed automatically to **12/31**. This date change will allow LSCs to continue to print coach cards for those coaches who are not required to update their cbc until the new system is in place. The LSC Office will not be receiving a SWIMS message for each change; a new membership card will not be generated automatically. USA Swimming will maintain a list of the original expiration dates in the event that they need them at a later date for some reason.

Programming to start immediately (implementation date 10/20 or earlier if possible):

1. 2011 non-athlete cards will print with the word "Temporary" in large letters across the bottom.
2. 2011 coach cards will print with the word "Temporary" in large letters across the bottom unless the coach has a safety cert that expires prior to 12/31. If a safety cert expires before 12/31, that expiration date will print on the bottom of the card as usual. If all safety certifications are current thru 12/31/10, then the word "Temporary" will print on the card instead of a "valid thru" date.
3. 2011 coach cards will not print "Background screen valid through xxx" on the card. This line will be hidden for now.
4. There will probably be a different color 2011 coach and non-athlete card once the new cbc is required.
5. A non-athlete member's address (coach/official/other) will no longer print on the face of the membership card. It will still print on the left side for window envelopes. This frees up more space to track additional membership requirements – the athlete protection education requirement that goes into effect with the 2012 membership year, Level 1 vs Level 2 background checks, etc.

New coaches still have to pass the TClogiQ background check. If you have a coach whose check expired prior to 9/30/10 and they want to renew their coach membership now, they will have to pass the TClogiQ background check now. There is still a link on the USA Swimming website under Member Resources/Coaches/Becoming A Coach.

Once the new background check is available, all non-athlete members will be required to pass it regardless of when their TClogiQ check expires. USA Swimming currently does not know whether there will be a roll-out by Zone or a specific period during which all members will have to get their cbc done.

Please be aware that 20 companies have submitted bids to be the USA Swimming vendor for the background checks. All of the bids are being reviewed by outside legal counsel; haven't seen any of them yet. They have to be narrowed down to 3-4, interviewed, hired after negotiations, then we can start talking to their programmers about how to get the data from their databases into SWIMS database queue, test it from both ends and then roll it out for implementation. So questions about the cost, the process itself, and the effective date cannot be answered at this time. Once the vendor has been hired, I will have a lot more answers for you. I will post the information on the STSI website (www.stswim.org) as quickly as possible.

If you did not receive the email that was sent on September 29, 2010 from USA Swimming to all members who have a cbc expiration date of 9/30, 10/31 or 11/30 (renewal dates are always the last day of the month), please contact admin@stswim.org and I will forward it to you.

In a further effort to limit renewals, the following notice is going to be placed on the background screen page on the USA Swimming website. New coaches must initiate a background check in order to become coach members. They cannot wait for the new program. **All renewing coaches and all officials and non-athlete members subject to the new background check requirements should wait until the new program is announced.**

INITIATE A BACKGROUND CHECK

NOTE: ONLY NEW USA SWIMMING COACHES, AND THOSE WHOSE BACKGROUND CHECK EXPIRED PRIOR TO 9/1/10, SHOULD INITIATE BACKGROUND CHECKS AT THIS TIME. OFFICIALS AND RENEWING COACHES WILL NEED BE NOTIFIED WHEN THE NEW BACKGROUND CHECK PROCEDURE IS IN PLACE. PLEASE CHECK BACK FOR UPDATES.

NEW LEGISLATION IMPACTING REGISTRATION

302.1 Registration – All swimmers practicing with a member club or competing in events sanctioned by USA Swimming must be registered as athlete members of USA Swimming. Athlete members must meet the rules of eligibility contained in Article 303.

502.4.2 Privileges and Responsibilities of Membership – All clubs, including seasonal clubs, shall ensure that all athletes and coaches participating in practices and USA Swimming sanctioned competition are members of USA Swimming.

Guidelines for the National Registration Committee:

The club MUST collect the USA Athlete Registration form, a dated registration payment check, and any other necessary paperwork (transfer forms / proof of legal name and age) **before** the swimmer gets in for the tryout period. Clubs can sell this procedure by saying it is a safety consideration. (If we allow a swimmer in the water without any information and something happens . . . how would we know who to call???) The benefit for the club is that if the member joins it saves you time later, tracking down the parent to get the information.

The USA Swimming Insurance Program provides **General Liability** coverage for the club, coaches and USA Swimming members when a non USA Swimming member is swimming with a club during a “tryout period”. The “tryout period” is limited to a documented 30 consecutive days within a twelve month period for any one individual. The **non member is not provided any coverage** under the USA Swimming program. If said individual is injured or causes an injury, he/she will have to look to his/her family medical and/or family liability insurance.

The club should hold onto all registration information until the prospective member decides to join, **however** the National Registration Committee strongly recommends **that tryout periods be limited to a period of one week and certainly no more than two weeks**. Once that time period expires, all required registration information and payment should immediately be processed and mailed to the STIS office allowing ample time for the athlete to be registered within 30 days of the initial paperwork being completed. If the prospective athlete is not registered at the end of the documented 30 consecutive days, the club, coaches, and all USA athletes swimming with the team jeopardize losing the USA Swimming General Liability coverage.

BACKGROUND SCREENS

The background checking program has been expanded in two ways. All non-athlete members (volunteers, officials, etc.) must satisfactorily pass a criminal background check as a condition of membership. Employees and volunteers of USA Swimming, Local Swimming Committees and clubs who interact directly and frequently with athletes, are required to become members of USA Swimming, and therefore be subject to the background check requirement. This will also apply to anyone having an ownership interest in a club. This does not apply to meet volunteers such as timers, meet marshals, or computer operators. The checks, which have been required every two years for coaches, will now be updated on a continual basis, to avoid any gap in information.

The background checking criteria is being expanded. Along with the database check, non-athlete members (coaches, officials) will now be required to undergo a county court search (all counties of residence in the last 7 years) prior to becoming a member of USA Swimming. All background checking legislation will go into effect January 1, 2011.

All non-athlete members of USA Swimming will be required to complete an "Athlete Protection Education" requirement as a condition of membership. The education must be updated every three years. All members must be in compliance with this rule prior to registering for the 2011-2012 season.

COACH BACKGROUND SCREENS

A. All **NEW** coaches registering between now and 12/31/2010 must pass the current background check before they can be a coach on deck. New coach procedure has not changed.

B. FOR ANY **EXISTING** COACHES, **WHOSE BACKGROUND CHECK EXPIRES ON OR BEFORE 12/31/2010: DO NOT** initiate a renewal background screen until the new procedure for CBCs (criminal background check) takes effect. You will receive more information at that time about what to do.

(Once again...this **ONLY** addresses the situation between now and the projected Jan 1, 2011 effective date. Information about the procedure to follow after the effective date will be sent later.)

NON-ATHLETES

A. All non-athletes registering for 2011 can be entered into SWIMS now but I **cannot** generate a card at present. Some SWIMS changes have to be made before I can print non-athlete cards. When the SWIMS changes are made the non-athlete card can be printed but it will have a "**VALID UNTIL date**" (tbd).

B. Non-Athletes should **NOT** initiate a CBC background screen now!!!! That requirement does not take effect until Jan 1, 2011 at which time Non-Athletes will receive more information about what to do

COACHES UNDER 18

A. Coaches under 18 whose current 2010 coach registration expires on or before 12/31/2010 can still be on deck as coaches until the expiration date written on their cards.

B. STSI **CANNOT** register any coaches who are under 18 for 2011. New legislation, which takes effect Jan. 1, 2011, states "A coach member of USA Swimming must be at least 18 years of age."

NEW LEGISLATION IMPACTING CLUB EMPLOYEES

USA Swimming Clubs will now be required to conduct specific pre-employment screenings prior to hiring any coach, employee or volunteer who would be in a supervisory position over athletes. The required USA Non-Athlete Background Screen process is a criminal record search and **is not a substitute** for a club conducting appropriate pre-employment inquiries of applicants. To assist clubs in fulfilling this requirement, USA Swimming recently completed a 20+ company RFP process to identify approved third-party providers.

NEW LEGISLATION IMPACTING COACHES / CLUBS

Mandatory Policies and Best Practices Guidelines

The following policies for Athlete Protection are mandatory for all members and are incorporated by reference into Section 304.3.4 of the USA Swimming Code of Conduct.

ARTICLE 305

ATHLETE PROTECTION POLICIES

The following policies related to Athlete Protection are mandatory components of the USA Swimming Code of Conduct:

1. Inappropriate touching between an athlete and an adult non-athlete member or Participating Non-Member (as defined in 401.1) is prohibited, including, but not limited to, excessive touching, hugging, kissing, sexually oriented behavior, sexually stimulating or otherwise inappropriate games, and having an athlete sit on a non-family member adult's lap.
2. Any rubdown or massage performed on an athlete by any adult non-athlete member or Participating Non-Member, excluding the spouse, parent, guardian, sibling or personal assistant of such athlete, is prohibited, unless such adult is a licensed massage therapist or other certified professional. Any rubdowns or massage performed at a swim venue by a licensed professional must be conducted in open/public locations and must never be done with only the athlete and licensed massage therapist in the room. Even if a coach is a licensed massage therapist, the coach shall not perform rubdowns and/or massage of an athlete under any circumstances.
3. Use of audio or visual recording, including the use of a cell phone camera, is not allowed in changing areas, rest rooms or locker rooms.
4. Employees and volunteers of USA Swimming, LSCs and member clubs who interact directly and frequently with athletes as a regular part of their duties and individuals with any ownership interest in a member club must be non-athlete members of USA Swimming and satisfactorily complete criminal background checks as required by USA Swimming. This does not apply to volunteers such as timers, marshals, computer operators, etc. who only have limited contact with athletes during a meet. *(effective January 1, 2011)*
5. Travel
 - A. Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete (unless the coach is the parent, guardian, sibling or spouse of that particular athlete).
 - B. Team managers and chaperones must be members of USA Swimming and have successfully passed a USA Swimming-administered criminal background check. *(effective January 1, 2011)*
 - C. When only one athlete and one coach travel to a competition, the athlete must have his/her parents' (or legal guardian's) written permission in advance to travel alone with the coach.

- D. Clubs and LSCs shall develop their own travel policies. USA Swimming will provide a model club travel policy as an example. Club travel policies must be signed and agreed to by all athletes, parents, coaches and other adults traveling with the club. *(effective January 1, 2011)*

Best Practice Guidelines

The following Best Practice Guidelines are strongly recommended for all USA Swimming members.

1. Parents should be encouraged to appropriately support their children's swimming experience.
2. All swimming practices should be open to observation by parents.
3. Two-deep Leadership: One coach member and at least one other adult, who is not in the water, should be present at all practices and other sanctioned club activities whenever at least one athlete is present. Clubs and coaches should evaluate their seasonal plans and map out how to best accomplish this strongly recommended guideline.
4. Open and Observable Environment: An open and observable environment should be maintained for all interactions between adults and athletes. Private, or one-on-one situations, should be avoided unless they are open and observable. Common sense should be used to move a meeting to an open and observable location if the meeting inadvertently begins in private.
5. A coach may not host a minor athlete in his/her home, unless it is in a group setting with other adults present without the permission of the athlete's parent or legal guardian.
6. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and open and observable environments should be maintained.
7. Athletes should not ride in a coach's vehicle without another adult present who is the same gender as the athlete, unless prior parental permission is obtained.
8. During overnight team travel, if athletes are paired with other athletes they should be of the same gender and similar age. Chaperones and/or team managers would ideally stay in nearby rooms.
9. When only one athlete and one coach travel to a competition, at the competition the coach and athlete should attempt to establish a "buddy" club to associate with during the competition and when away from the venue.
10. Where a chaperone or team manager is included, the chaperone(s) or team manager(s) should be of the same gender as the athletes and written consent should be given by the athletes' parents (or legal guardian).
11. Communications between non-athlete adult members and athletes should not include any topic or language that is sexual or inappropriate in nature.
12. Non-athlete adult members should respect the privacy of athletes in situations such as changing of clothes, showering, etc. Non-athlete adult members should protect their own privacy in similar situations.
13. Relationships of a peer-to-peer nature with any athletes should be avoided. For example, coaches should avoid sharing their own personal problems with athletes.
14. Coaches and other non-athlete adult members should avoid horseplay and roughhousing with athletes.
15. When a coach touches an athlete as part of instruction, the coach should do so in direct view of others and inform the athlete of what he/she is doing prior to the initial contact. Touching

athletes should be minimized outside the boundaries of what is considered normal instruction. Appropriate interaction would include high fives, fist bumps, side-to-side hugs and handshakes.

16. Coaches should not initiate contact with or accept supervisory responsibility for athletes outside club programs and activities.
17. Coaches should not engage in sexual intimacies with a former athlete for at least two years after the cessation or termination of professional services.

Because sexual intimacies with a former athlete are frequently harmful to the athlete, and because such intimacies undermine public confidence in the coaching profession and thereby deter the public's use of needed services, coaches should not engage in sexual intimacies with former athletes even after a two-year interval except in the most unusual circumstances. The coach who engages in such activity after the two years following cessation or termination of the coach-athlete relationship bears the burden of demonstrating that there has been no exploitation, in light of all relevant factors, including:

1. The amount of time that has passed since the coach-athlete relationship terminated;
2. The circumstances of termination;
3. The athlete's personal history;
4. The athlete's current mental status;
5. The likelihood of adverse impact on the athlete and others; and
6. Any statements or actions made by the coach during the course of the athlete-coach relationship suggesting or inviting the possibility of a post-termination sexual or romantic relationship with the athlete or coach.
7. Both the athlete and the coach must be 18 years of age or older.

RACING START CERTIFICATION

A **Racing Start Certification form for unaccompanied swimmers** has been posted on the STSI website. Any swimmer entered in a STSI Sanctioned Meet, unaccompanied by a USA Swimming member coach, must be certified by a USA Swimming member coach as being proficient in performing a racing start or must start each race from within the water. This form may be submitted with the meet entry or presented to the meet host for unattached and/or unaccompanied swimmers attending STSI Sanctioned Meets. Without this signed form, the athlete must start in the water. It is the responsibility of the swimmer or the swimmer's legal guardian to ensure compliance with this requirement.



South Texas Swimming, Inc.

Approved by the House of Delegates on 03 October 2010

Championship Meets

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Prolog

Like many, if not most, Local Swim Committees (LSCs); South Texas Swimming, Inc. (STSI) has evolved its season ending competitions into what amounts to a very hybrid mix of pseudo Championships and higher level qualifying meets that have rarely led to the identification of an actual "Champion" in any event at any age group in any category. Not infrequently, this has had the apparently unintentional effect of not allowing slower, "C" Level swimmers any chance of having a meaningful season ending competition.

There were, many years ago, some reasonably valid reasons for initiating and actually fostering the development of such a scheme as the present one in STSI. Two of those reasons were the small size of the LSC and geography. The latter still exists today and will continue to do so, but the former has long since been eclipsed by population growth and demographic dynamics. Today (2010) the South Texas LSC is on a par with both North Texas (NT) and the Gulf (GU) in terms of the number of registered athletes. Consequently, one of the principle reasons for the poorly understood and patchwork craziness of the present LSC "Championships" hasn't been valid in any way for several years.

That does not mean, however, as some have proposed; STSI should simply mirror or copy what either NT or the GU does as regards season ending competition. Quite the contrary, STSI should and must develop and implement its own championship scheme in order to properly reflect the true nature of the LSC. In addition, in most respects neither the NT or GU schemes meet the definition of a championship. They are, in many ways, just as chaotic, ill defined and unrewarding as those in STSI and even the most cursory of inquiries suggests many of their coaches do not seem particularly pleased with their respective situations.

By definition, the intent of a Championship Season is to identify and honor the finest swimmers in all age groups and at more than one level of performance. Such is most surely not the case in STSI and hasn't been for a number of years. That certainly then must be viewed, although it clearly is not by many people, as not being in the best interests of the swimming program or of the athletes.

As we are now well into the 21st century, it does seem appropriate that there should be some serious, legitimate attempts to rectify this situation and move on to develop a comprehensive program that will be more meaningful, deliberate and fair. It also seems that adoption and implementation of a scheme of season ending competition based on the National Traditional Age Group Motivational Time Standards (NAGMTS) would provide an excellent foundation from which to start. Having stated that, however, there are some principled, paramount and inescapable facts that must first be acknowledged, accepted and effectively dealt with to make it all work.

1. A true championship competition cannot have under-qualified swimmers participating, i.e., all entering swimmers must at some time (not necessarily specified) have achieved at least the minimum time standard for each and every event they choose to enter.

To ignore this bed-rock requirement is to cheapen the competition and guarantee many meets will be unnecessarily long and drawn out to absolutely no advantage to anyone. Entry into TAGS, Senior / Junior Nationals and the Olympic Trials require time standard qualification and no one would ever even suggest it be otherwise. Why should an STSI Championship be any less stringent?

2. Neither can a true championship competition have over-qualified swimmers participating, i.e., no entering swimmers who may have already achieved the applicable time in any event be allowed enter such events.

Again, to ignore this core principle is to cheapen and confuse the intent of the meet itself, plus possibly keeping so far unqualified swimmers from another opportunity to qualify for the next level. For that reason alone, it is grossly unfair.

Unless and until STSI is willing to recognize and accept these principles and allow them to guide their actions accordingly; there is little point in proceeding with any sort of proposal to modify the present season ending competition in this LSC, as the failure of this or any similar proposal is virtually predetermined.

Changes to organizations, large and small, are almost always difficult and radical changes, such as what is being proposed here are all the more so. Organizationally, STSI is a relatively small institution, but its structure is complex and its internal dynamics are almost byzantine in some areas. However, that does not mean it must forever be immune to meaningful change, but it does virtually guarantee efforts to effect important changes will be quite difficult. In some cases the adoption of change will even be painful and will require maturity, insight, wisdom, dedication, determination, perseverance, understanding and - most of all - patience.

No proposal to modernize the present end-of-season competition in STSI can even be seriously considered unless the parties involved are totally committed to the notion that a minimum of two years will be required to "shake" the new system down, fine tune and finally to institutionalize it.

I. Definitions:

- A. Champion: 1. The holder of first place or the winner of first prize in a contest, especially in sports. 2. Holding first place or prize. 3. Exceeding all others. (Webster II New Riverside Universal Dictionary, Copyright 1984).
- B. Championship: 1. The position or title of a champion. 2. A competition or series of competitions held to determine a winner. (Webster II New Riverside Universal Dictionary, Copyright 1984).
- C. Championship Meet: A swimming competition characterized by trial heats (preliminaries) from which the fastest athletes qualify to compete in the finals or championship heats. (2010 USA Swimming Rules and Regulations).

II. Introduction

At the October 10, 2009 Annual Meeting of South Texas Swimming, Inc. (STSI), the House of Delegates (HoD) approved in principle a proposal to reform the present system of Championship meets in the Local Swim Committee (LSC). To that end, the Technical Plans Chair (TPC) was charged with evaluating the present system and then developing a revised scheme employing only the National Group Motivational Time Standards (NAGMTS), which are updated by USA Swimming on a quadrennial basis.

In actuality there has been no real system of Championship meets in STSI for more than 30 years and perhaps never. Instead, until recently there have been a series of just two meets, both with qualification to the South Texas Age Group Championships (STAGS) and / or the Texas Age Group Championships (TAGS) as essentially the only goal. Over the past 30 years these two meets have been “called” a number of things, the most prevalent being Junior Olympics (JOs) and the South Texas Age Group Championships (STAGS). In addition there have generally been a number of “Last Chance” meets conducted to allow for possible achievement of times to enter STAGS. The Senior Championships are a relative new comer to the scene.

Very early in this decade, as the LSC began to grow, now numbering more than 5,000 swimmers; the STAGS Meets became unmanageable size-wise and were subsequently restricted to 14 and under swimmers with a third meet established (Senior Championships) for the 15 to 18 age groups. Even more recently, simply because of the number of swimmers, STAGS has become a 12 and under competition and Seniors 14 and over.

The JOs, STAGS and Seniors can in no legitimate way be referred to as Championship Meets inasmuch as the fastest swimmers in the LSC in any category do not necessarily participate. On the other hand, it is not uncommon to have swimmers who have already achieved TAGS qualifying times participate in STAGS and Seniors.

The JO meets essentially attract those swimmers who have failed to achieve STAGS times and since there are no minimum qualifying times, they have tended to be long, drawn out affairs with no clear Champions (by definition) determined. In a larger sense, the JOs have served no real purpose other than to provide a semblance of a season ending experience for swimmers with times slower than STAGS. However, the value of that experience must be carefully weighed against the reality of seven, eight or even nine hour meets, none of which can be viewed in a positive manner especially when related to coaches, parents and especially 12 and under athletes.

The proposal to revise the present scheme, or lack thereof, is being initiated to establish season culminating meets beginning with the “B” level NAGMTS and progressing through “BB” and finally to “A,” the latter to become the top level in the LSC; but only very roughly equivalent to the present-day STAGS and Senior Championships combined.

Similar systems are in place in several other LSC’s where this sort of plan has been in successful operation for many years, although their foundations may not be precisely based on the NAGMTS.

Such a system has several advantages to athletes, coaches and parents, among them:

- A. The times are developed, maintained and published by USA Swimming, and are derived from very large numbers of National age group statistics. Over time these have proven to be quite useful and the only variant they do not seem to completely address is LSC-specific gender demography.
- B. LSC time standards would not have to be re-developed and / or revised every year.
- C. The times are completely stable for four years at a time.
- D. Athletes, parents and coaches will know with certainty what the times are, where they originated, where they may be found and can be confident they will remain unchanged for four-year periods.

There are a number of questions and major considerations in initiating actions to institute such a system in STSI, primarily because it represents a truly radical departure from present policies and practices, plus the somewhat unique demography and geography of STSI. In addition, STSI has a long history (at least 30 years) of being very provincial as regards significant changes of most any sort.

It is the purpose of this presentation to address some of those matters and perhaps establish some sort of “road-map” along which STSI might proceed should it actually be serious about this idea.

III. Assumptions made and Conditions Established:

- A. STSI will implement a NAGMTS-based Championship Meet system beginning with the 2010 – 2011 season, both short and long course.
- B. These meets will completely replace the present JOs, STAGS and Senior Championships.
- C. The scheme will be based exclusively on the USA Swimming NAGMTS.
 - 1. The lowest tier will be National “B”
 - a. It is recognized such an arrangement offers no LSC-wide championship competition for “C” level, i.e., slower than “B;” swimmers, which is intentional.
 - b. Over the last several years, experience has clearly shown such competitions are best managed on a Regional or local rather than an LSC-wide basis, e.g., The Alamo Area Aquatic Association (AAAA) conducts a “C” Championship near the end of each season every year.
 - 1) These meets provide a year / season-ending experience for swimmers at that level without requiring parents to drive any great distance or tolerate long, drawn out meets.
 - 2) Well defined and institutionalized regions have existed in SITI for a number of years, i.e., Capitol, Coastal, Valley, Alamo
 - c. The current STSI Junior Olympics (JOs) have upper (maximum) cut-offs at approximately the NAGMTS “B” level (STAGS), but no lower cut-offs at all.
 - d. This practice can be absolutely relied on to result in long, crowded, slow meets due to the presence of many “C” and even novice-level swimmers.
 - 1) For example, the 2010 STSI Short Course JOs-South, conducted at the San Antonio Natatorium March 5 through 7, 2010 had nearly 500 entries, many with no times (NT).
 - 2) Consequently, the Saturday session (March 6th) was estimated by Meet Manager to last 9 hours, 40 minutes and the Sunday session (March 7th) 8 hours, 50 minutes.
 - a) The actual times were 9 hours, 10 minutes and 8 hours, 25 minutes respectively. Both ridiculously, unnecessarily and unacceptably long.
 - 3) It is unreasonable to expect swimmers (especially 12 and unders), parents, coaches and officials to be on deck more than five hours per session let alone nine.
 - a) This is very likely one of the more important and primary reasons often cited for many 12 and unders quitting the program and perhaps opting for soccer where a game rarely lasts longer than 90 minutes.
 - e. It is then becomes indelibly clear that the “B” level Championship meets must absolutely have lower as well as upper cut-offs, i.e., in order to enter the “B” Championships, swimmers must have achieved the NAGMTS “B” time for every event entered but also must have not ever swum at the “BB” level or faster. To do otherwise would make a mockery of the “Championship” meme.
 - 1) Under this proposal, swimmers who have not achieved a “B” time are, by definition, “C” level swimmers. Season-ending meets for these swimmers have been previously addressed.
 - 2. The intermediate tier will be National “BB”
 - 3. The top tier will be National “A”
- D. The three meets will be optimally spaced two weeks apart (three meets over a total of four weeks).
 - 1. However, if it is deemed more appropriate to schedule the “A” Championship after TAGS, and I personally think it should be; then only the “B” and “BB” need to take place two weeks apart.

- E. There will be more than one meet necessary at the “B” and “BB” levels, obviously depending on the numbers of swimmers expected to qualify for each (please see § IV).
1. The entry deadline for the “B” Championships will normally be 11 days prior to the start date of the meet(s). However, when the circumstances of the Meet Calendar warrant doing so, there may be a secondary entry deadline established only for newly qualifying swimmers at 6:00 PM on the Monday preceding the scheduled start date of the meet.
 2. The entry deadline for the “BB” Championships will normally be 12-noon of the Tuesday immediately following the “B” Championships. However, when the circumstances of the LSC Meet Calendar warrant doing so, there may be a secondary entry deadline established only for newly qualifying swimmers on the Monday preceding the scheduled start date of the “BB” Meet.
 3. The entry deadline for the “A” Championships will normally be 12-noon of the Tuesday immediately following the “BB” Championships. However, when the circumstances of the LSC Meet Calendar warrant doing so, there may be a secondary entry deadline established only for newly qualifying swimmers on the Monday preceding the scheduled start date of the “A” Meet.
- F. Every athlete must qualify for every event in all three tiers.
1. “Bonus” entries will not be permitted, i.e., entering swimmers must have achieved the qualifying time for every event entered.
 2. All entry qualifying times must be provable via SWIMS.
 - a. Straight-forward and effective mechanisms must be put in place to allow and then manage challenges to entry times, including appropriate penalties for swimmers proven to have entered or attempted to enter fraudulently.
 3. Strict, consistent and clearly understood policies and procedures must be established and put in place to properly and fairly manage swimmers who may enter with non-conforming times.
 - a. The most obvious option is to require swimmers with non-conforming times to enter “at the cut,” but this approach makes proving a non-conforming time via SWIMS impossible.
 - b. A perhaps more workable scheme is to enter with the non-conforming time, annotated to the Entries Chair, proved if necessary and then converted as required to ensure proper seeding.
- G. Swimmers may enter only the Championship meet(s) and events for which they have qualifying times and may not “swim down,” i.e., swimmers with “BB,” “A” or “TAGS” times may not enter their qualified events in the “B,” “BB” or “A” meets respectively.

RESTRICTIONS	“B” CHAMPIONSHIPS	“BB” CHAMPIONSHIPS	“A” CHAMPIONSHIPS
Minimum time required (Equal to or faster than):	NAGMTS “B”	NAGMTS “BB”	NAGMTS “A”
Maximum time permitted (Slower than)	NAGMTS “BB”	NAGMTS “A”	TAGS

1. Re-stated in another way: There are minimum AND maximum times imposed for all three Championship meets.
- H. All three Championship meets will be formatted as preliminaries and finals with both a Championship and Consolation heat in finals, scored to 16 places.
1. By definition, timed final competition cannot be legitimately referred to as a Championship.
 2. Nevertheless, in the interest of time, consideration should probably be given to formatting events longer than 400-meters / 500-yards as timed final competition.
- I. Swimmers can be expected to qualify at more than one level, perhaps even all three, at the same time.
- J. Swimmers who have ever achieved a Sectional Time Standard during the qualifying period in an event may not participate in that specific individual event nor that stroke and distance on a relay at any of the STSI Championship meets.
- K. Swimmers who may achieve one or more TAGS Qualifying Times in the current season may not enter their TAGS Qualified events in any one of the STSI Championship Meets.

1. Exhibition swims will not be permitted in any of the Championship meets (please also see §III.I. just above).
- L. A determination must be made as early as possible as to exactly when these meets will be conducted in relation to TAGS. This is, of course, is entirely dependent on what the Texas Swimming Association (TSA) does regarding the scheduling of the TAGS Meets. 2011 SC TAGS will be March 10 – 13 and the 2011 LC TAGS will be July 20 -24.
1. Since the TAGS Time Standards are, in very general terms, at the “AA,” “AAA,” and even “AAAA” level; they are therefore significantly faster than the “B,” “BB” and “A” NAGMTS; and any one of these meets may logically, but perhaps not terribly realistically, be considered to be a TAGS Qualifier.
 2. The “A” Championships will be held prior to TAGS in Short Course and after TAGS in Long Course.
- M. The preliminary sessions of these meets will be seeded and swum in the traditional USA Swimming age groups, i.e., 10 and under, 11 and 12, 13 and 14 and 15 through 18, with two heats advancing to the finals.
- N. The finals sessions will also be swum in traditional age groups and effective, even draconian sanctions must be put in place for those qualifiers who do not scratch and subsequently fail to appear for competition in the finals.
1. The 15 – 16 and 17 – 18 age groups might be combined into a single 15 – 18 group because statistically it is likely there will be an insufficient number of swimmers to make up two heats in some of these older single age groups, especially in the long course season. The single ages could then easily be split out for scoring and Results Posting by Meet Manager after the event(s) are complete.
 2. The “B” and “BB” meets will not be scored.
 3. The “A” meets (the LSC Championships = STAGS) will be scored to 16 places.
- O. Relays are not addressed in this presentation, but will require some serious thought as regards both age grouping, included events and scoring in the “A” Championships.
- P. Orders of Events have also not been addressed, but it seems logical and reasonable that all three meets should be the same. Otherwise, qualification to the next level would not be straight-forward and therefore easily misunderstood.
1. It would, of course, be possible even reasonable to have one or two fewer events such as the 1650/1500/1000/800 freestyles offered in the “B” level meet, but that immediately makes qualification to the “BB” and “A” meets less than straight-forward.
 - a. At age-group level, a reasonably strong case can be made for omitting the 1000-yard and 800-meter freestyles.
- Q. No attempt has been made to even suggest over how many days these meets should (or should not) extend. That will, of course, be primarily dictated by the Order of Events. In that regard, it is necessary to keep constantly in mind that swimmers may enter a maximum of only three individual events per day in a championship (preliminary / final) formatted meet.
1. It may also perhaps be expedient to limit the total number of events any individual swimmer may enter over the entire course of a meet, while still enforcing the maximum of three events per day as required by Rule.
 - a. This has been the policy at STAGS for the last few years.
- R. Under the sort of scheme outlined above, the matter of offering Time Trials at any of the meets must necessarily be considered and addressed.
1. From a purely statistical standpoint, time trials when offered as a part of most any meet, but especially a Championship meet, are generally not worth the time and effort necessary to conduct them.
 2. There is ample, local, LSC and National hard data to support this as fact.
 - a. An analysis of eight time trial results from around the LSC, reveals that only about 4.6% of time trial competitors achieve a qualifying time for an upper level meet, e.g., STAGS or TAGS.
 - b. On the other hand some 31% do improve what is assumed to be their best time.

3. Nevertheless, there will most likely always be a demand for time trials at Championship meets and it would be prudent to plan accordingly.

IV. Numbers and Projections:

As a direct result of excellent cooperation from the USA Swimming Staff, a good deal of data have been obtained, which has allowed some reasonable but surely still “iffy” estimates of how large each of the three proposed Championship meets might be. The data available probably do, in my opinion, represent “worst case” conditions.

These data are primarily based on two years of experience extracted from the USA Swimming National SWIMS Database. They tabulate the number of STSI swimmers who achieved “B,” “BB,” and “A” times over the two year period. They do not address in any way how many in each category might actually choose to enter any one of the Championship meets. The raw data for ONLY the 2008 – 2009 seasons are presented on the following page.

Number of STSI Swimmers with B, BB and A Times 2008 – 2009 Short and Long Course Seasons Combined						
Girls				Boys		
B	BB	A	Age Group	B	BB	A
450	269	104	10 and Under	214	146	63
340	274	169	11 and 12	211	182	125
283	277	173	13 and 14	170	174	150
143	213	170	15 and 16	120	193	178
42	90	90	17 and 18	54	110	119
1257	1123	810	Totals	769	804	635

The most striking feature of these data, and considering certain current registration information, is the fact that the number of girls in all age groups, except 17 and 18; at the “B,” “BB,” and “A” levels, has increased quite steadily at an average rate of about 8.7% per year. However, until 2007 the number of boys in all age groups was declining at an average rate of about 7.6% per year.

Beginning in 2007 the decline in the male census began to slow and now, in 2010, it has nearly ceased and there is mounting nationwide evidence to suggest the so-called “gender gap” is narrowing at a slow but steady rate.

As of 1 May 2010 there were only slightly less than 500 more girls than boys in STSI. The trend has become unmistakable. This entire phenomenon is, in my opinion, not completely understood, but is also apparent in other LSCs and in USA Swimming itself. It has been apparent in High School competition over the last two years.

The various projections that follow DO NOT attempt to consider these demographic shifts primarily because overall registrations are increasing at a fairly steady rate every year and it seems assured the gender gap will soon close.

As the table above makes quite clear, two and three years ago the gender disparity (gap) in STSI was quite evident. On average there were about 20% more girls than boys with “B,” “BB,” or “A” times. In the upper age groups the skew was “sometimes” more pronounced, as high as 36% in the 16 and 17 age group. However, the trend towards relative parity is today (2010) unmistakable and the gap can probably be almost, but perhaps not totally, ignored. There definitely appears to be strong evidence to suggest these disparities are rapidly disappearing. An in-depth empirical analysis of these figures is difficult and beyond the scope of this presentation for several reasons, among them the fact that swimmers often have qualifying times at two and even all three levels simultaneously and the demographic changes are dynamic.

Analysis of similar data from other LSCs suggests that there generally are a significant number of swimmers with Championship qualifying times who do not actually participate in Championship meets. On a percentage basis, that relationship appears to be strongly and directly related to the level of competition, i. e., the higher the level of competition, the higher the percentage of participation.

In STSI, there is very limited available and / or reliable data regarding the percentages of athletes actually participating in JOs, STAGS and the Senior Championships. In addition, what data are available are open to serious question because STAGS and Senior Championship participation figures are seriously and negatively influenced by the presence of TAGS Qualified swimmers and until recently a complete absence of qualifying time standards for the Senior Championships.

Utilizing a fairly simple, straight-forward scheme of analysis, an evaluation of similar data from other LSCs has made it possible to develop some reasonable and minimally educated guesses regarding projected participation figures for STSI at each of the proposed Championships meets. After a first year of actual competition utilizing this format, considerably more accurate figures could be obtained. It will, in my opinion, take a minimum of two years of rigorous implementation before really reliable data would become available.

It must be clearly emphasized that these numbers are entirely legitimate, but are nevertheless very generalized in nature. However, in the near total absence of reliable LSC-specific hard data, there seems to be little choice at this proposal's inception.

Further, any disparity between the numbers of girls and boys is essentially unavoidable and utilizing the NAGMTS as the basis for the Championship meets will not permit any effective avenues to soften this problem. It would appear to simply be an aberration (not restricted to STSI) that is slowly but steadily resolving itself and in the meantime will probably have to be accepted and tolerated. It is not; however, sufficient reason to abandon or "adjust" the project and a case can probably be made for the possibility of attracting more boys into the sport with a viable, realistic, well-understood and basically honest Championship meet progression program.

The estimated and projected participation numbers for the 2010 – 2011, long and short course combined, are presented below. These numbers have been derived from data manipulations already alluded to, plus some consideration of the current census estimates of 10 through 19 (single decade) year olds in Bexar, Harris and Hayes Counties in Texas, which are among the ten most densely populated counties in the state.

Total Estimated Participation Numbers for the STSI Championship Meets									
Level ▶▶▶▶	B			BB			A		
Age Group	Girls	Boys	Both	Girls	Boys	Both	Girls	Boys	Both
10 and Under	360	171	531	216	116	332	89	54	143
11 and 12	271	169	440	219	146	365	147	85	232
13 and 14	226	136	362	222	139	361	150	100	250
15 and 16	143	96	239	170	154	324	146	148	294
17 and 18	33	43	76	76	95	171	78	87	165
	Total		1648	Total		1229	Total		1165

There are several imperative caveats necessary when evaluating the numbers presented above:

- A. Every single number above is an almost pure "estimate" based on much less than 100% reliable data from other LSCs, which may have only a passing relevance to STSI. But, it is my considered opinion that is the extent to which any reliable and / or replicated data is currently available to establish the baselines for STSI.
- B. The development of these estimates required that they be based to at least some degree on personal experiences and anecdotal evidence as regards how many of what level swimmers who have achieved the qualifying time or times actually enter and then participate in Championship meets.
- C. Since the data presented above are for the short and long course seasons combined, some further reduction and refinement of the numbers is necessary.
- D. There are some fairly reliable data available, which clearly suggest that on average about 28% fewer swimmers participate in long course JOs, STAGS and Senior Championships than in the comparable short course meets. The reasons for this are not immediately apparent, but some likely causes are:
 1. A much shorter season
 2. Summer league participation
 3. Family vacations
 4. Waning, seasonal athlete interest

E. A further refinement of the data by season is as follows:

Estimated Participation Numbers for the STSI 2010 - 2011 <i>Short Course</i> Championship Meets									
Level ▶▶▶▶	B			BB			A		
Age Group	Girls	Boys	Both	Girls	Boys	Both	Girls	Boys	Both
10 and Under	259	123	382	156	84	240	64	39	103
11 and 12	195	122	317	158	105	263	106	61	167
13 and 14	163	98	261	160	100	260	108	72	180
15 and 16	103	69	172	122	111	233	105	107	212
17 and 18	24	31	55	55	68	123	56	63	119
Assuming 350 as the upper limit of optimal meet size, this might require:	Total		1187	Total		1119	Total		781
	Four meets with ~295			Three meets with ~375			Two meets with ~ 390		

F. The four proposed “B” level short course meets are well within the 350 optimum and are roughly equivalent to the present JOs. However, it is important to keep in mind every swimmer will have had to achieve a provable “B” qualifying time to even enter the meets, which will completely weed-out very slow competitors. This fact alone will speed the meets up considerably. For that reason it might be possible and reasonable to consider three meets at ~425 swimmers each:

G. Three B Meets will be held.

1. NORTH:

a. AG, AQTX, CPS, FISH, FHD, HCAT, HEAT, NTRO, PFST, SB, TASC,

2. CENTRAL:

a. AES, AMSC, COTA, CCSS, GOLD, HOT, HSC, KST, LCA, LSAC, MM, NAMS, SAS, SASA, TXLA, TEAM, WAVE, WFLY, WWW

3. SOUTH:

a. AAAA, BAS, BEAT, CBA, CCAA, CISD, CLAN, CLUB, DRD, HAT, MSC, SWTJ

H. The three proposed “BB” level short course meets are roughly equivalent to the present STAGS and are well within the 350 limit, which is generally and often considered to be the upper limit of “optimum.” However, the same logic may be applied as in paragraph F. above, i.e., there will be no slow swimmers competing and there will be no swimmers in events with TAGS Qualifying times. These numbers therefore seem reasonable. Just two meets would each probably have unacceptably high numbers. Three BB Meets will be held in Short Course and two BB Meets will be held in Long Course.

1. **SHORT COURSE:**

a. NORTH:

1) AG, AQTX, CPS, FISH, FHD, HEAT, HCAT, NTRO, PFST, SB, TASC,

b. CENTRAL:

1) AES, AMSC, COTA, CCSS, GOLD, HOT, HSC, KST, LCA, LSAC, MM, NAMS, SAS, SASA, TXLA, TEAM, WAVE, WFLY, WWW

c. SOUTH:

1) AAAA, BAS, BEAT, CBA, CCAA, CISD, CLAN, CLUB, DRD, HAT, MSC, SWTJ

2. **LONG COURSE:**

a. NORTH:

1) AAAA, AG, AQTX, FHD, HCAT, HEAT, LSAC, PFST, SB, TASC

b. SOUTH:

1) AES, AMSC, BAS, BEAT, CBA, CCAA, CCSS, CISD, CLAN, CLUB, COTA, CPS, DRD, GOLD, FISH, HAT, HOT, HSC, KST, LCA, MM, MSC, NAMS, NTRO, SAS, SASA, SWTJ, TXLA, TEAM, WAVE, WFLY, WWW.

H. The two proposed “A” meets will be the premier STSI Championship meets and have no equivalent in the present scheme of things. They do appear to have rather large numbers of swimmers, as 350 is generally and often considered to be the upper limit of “optimum.” However, the same logic may be applied as in paragraphs F. and G. above, i.e., there will be no slow swimmers competing and there will be no swimmers in events with TAGS Qualifying times. These numbers therefore seem reasonable. Two A meets will be held in Short Course and one will be held in Long Course.

Estimated Participation Numbers for the STSI 2011 Long Course Championship Meets									
Level ▶▶▶▶	B			BB			A		
Age Group	Girls	Boys	Both	Girls	Boys	Both	Girls	Boys	Both
10 and Under	187	89	276	111	61	172	46	28	74
11 and 12	141	88	229	114	76	190	77	44	121
13 and 14	117	74	191	115	72	187	78	52	130
15 and 16	74	50	124	88	80	168	77	77	154
17 and 18	17	22	39	40	49	89	40	46	86
Assuming 350 as the upper limit of optimal meet size, this might require:	Total		859	Total		806	Total		565
	Three meets with ~285			Three meets with ~270			Two meets with ~280		

I. The three proposed “B” level long course meets are well within the 350 optimum in size and are roughly equivalent to the present JOs. However, it is important to keep in mind every swimmer will have had to achieve a “B” qualifying time to even enter the meets, which will completely weed-out very slow competitors. This fact alone will speed the meets up considerably.

J. The three proposed “BB” level short course meets are roughly equivalent to the present STAGS and are acceptably close the 350 limit, which is generally and often considered to be the upper limit of “optimum.” However, the same logic may be applied as in paragraph I. above, i.e., there will be no slow swimmers competing and there will be no swimmers in events with TAGS Qualifying times. These numbers therefore seem reasonable. Two meets at ~400 might possibly be considered, but it seems obvious, all things considered; that three meets are more reasonable.

K. The two proposed “A” level long course meets will be the premier STSI Championship meets and have no equivalent in the present scheme of things. They do appear to have rather large numbers of swimmers, as 350 is generally and often considered to be the upper limit of “optimum.” However, the same logic may be applied as in paragraphs I. and J. above, i.e., there will be no slow swimmers competing and there will be no swimmers in events with TAGS Qualifying times. These numbers seem therefore reasonable. However, a single meet at ~565 should be considered and would most likely be venue-dependent.

L. The rather obvious question which must then be addressed is: How can the STSI short and long course top tier Championship swimmers be determined when there may very well have to be two separate meets divided in some way to make each manageable? Some possible solutions are:

1. Separate meets for boys and girls. However, this approach introduces other difficulties, including a significant disparity in gender numbers and the requirement for two coaches at two different meets on the same weekend. No resolution to these difficulties is immediately apparent.

2. Require bids on the short course meets to be submitted only from venues with twin-pool capabilities.
3. Merge the two meets in Meet Manager after both are concluded and determine each event's Champions. The obvious problem here is that no one will know who the champions are for hours and perhaps days after the meets. This would probably be an unacceptable arrangement for all concerned.
4. Conduct a single "A" Championship meet with perhaps as many as 800 short course and 600 long course swimmers and simply deal with the large numbers. This size meet has been dealt with in the past and it is done with TAGS on a more or less routine basis. It is, in the main, perhaps unsatisfactory; but if the meet were extended to four or four-and-one-half days and "fly-over" and "chase" starts were rigidly applied where practical and safe; it is certainly doable and definitely worthy of serious consideration, especially for short course meets conducted in a two-pool facility.
 - a. The fact that no swimmers with times slower than the NAGMTS "A" would be competing, strongly suggests larger numbers could be effectively and efficiently managed.

V. Some Conclusions and Caveats:

Revising and reformatting the Championship meets in STSI is a formidable task, fraught with numerous obstacles and pitfalls, some of which have been touched on earlier in this document. It is, however, in my opinion; a definitely worthwhile and long overdue project. It should, again in my opinion, be promptly pursued with diligence and determination.

From my own experience over more than a few years, I believe the most difficult obstacles standing in the way of actually developing and implementing a revised Championship system of meets in this LSC can be summed up as follows:

- A. The educational process that will be an absolute necessity to convince the LSC, especially coaches and some parents, such a radical change is both necessary and desirable. STSI has a long history of parochialism, which has caused it to, at times, become virtually frozen by inertia. I have had the opportunity over a fairly long period of time to see this phenomenon up close and in person.

Effective educational efforts must begin at once to address this matter if there is to be any real hope of progress in instituting a new and certainly better system of Championship meets in the LSC.

I do not believe a "stepped" or "piecemeal" approach is desirable, appropriate or ultimately worthwhile.

- B. Overcoming the domain and personal vested interests of coaches. This is a well-known, real and most difficult matter to effectively address and bring about meaningful change. While most all coaches publicly espouse unqualified support for ALL of the athletes, when it comes right down to agreeing to anything that might negatively affect one or more of THEIR swimmers, e. g., a time standard that might keep one or more swimmers out of a Championship meet, it sometimes quickly becomes a lot more about MY swimmers than it is about ALL of the swimmers. Parents are in no way immune to this problem.

Again, I have had several opportunities to see this phenomenon up close and in person, and can attest as to how difficult it can be to overcome. For the most part I have never believed this sort of thing was done consciously, but rather as a simple defense mechanism coaches develop and personally institute in order to, in a sense, "protect" THEIR swimmers and; by extension; their entire team. There can be, at least in my mind, no question that parents can and often do play a smaller but nevertheless important part in this matter.

After all of that has been said, this MUST nevertheless be overcome if the LSC is really serious about progressing towards a significant, truly meaningful revision of the Championship meet scheme in STSI is to be made.

- C. The temptation to cheapen the "B," "BB" and "A" Championship meets by allowing "all events" (bonus) entry by swimmers who may have achieved one or more qualifying times, but not all. Allowing under-qualified swimmers is perhaps even more detrimental than allowing those who are over-qualified, which has been previously addressed. To subscribe to that notion is to also guarantee significant, unwarranted and virtually unmanageable increases in the size of the meets.

It is essential to the ultimate success of this project that an absolute requirement for time standard qualification for every swimmer in every event at all three levels be strictly adhered to, perhaps even to the point of instituting draconian penalties for those who choose to ignore it.

This particular element of the proposal may very well not be appreciated by more than a few coaches and probably some parents. However, the definition of “Championship,” clearly dictates that under- and over-qualified swimmers cannot be permitted to participate if the respective meet is to be meaningful in the Championship sense. The integrity of the completion IS important, especially to the athletes, and tampering with it should not even be considered.

D. Time Standards:

1. There is good reason to believe that time standards themselves are perhaps the most key element in any attempt to develop a new scheme of Championship Meets in STSI. They most certainly have been major impediments in even the recent past.
2. There is ample evidence in STSI, as well as in most other LSCs, to suggest the imposition of time standards is fraught with a number of problems, some obvious and others less so.
3. My own experience over the last several years, but especially since 2001, has made it quite clear the temptingly simple expedient of using some relatively random place from the previous year’s, or even the previous three to five year’s results as a basis for establishing qualifying times is essentially without significant statistical or practical merit.
4. Regardless of what “place” is chosen in any particular event, there are other factors that are not considered and almost always result in outcomes that are often less than desirable and perhaps unfair.
 - a. Those “factors” include, but most certainly are not limited to: demographic changes, gender shifts, registration variances (more swimmers), and perhaps most important of all: The athletes are swimming faster every year.
 - 1) Why any LSC would consciously and deliberately choose not avail itself of USA Swimming Age Group Time Standards Data to establish end-of-season competition is beyond my capability to understand.
5. The utilization of the NAGMTS quickly and efficiently mitigates virtually all of these potential difficulties and several others as well. They are based on a very large cohort and revised on a quadrennial basis. It has always seemed wasteful of time and energy for STSI to have to develop revised time standards every year. When coaches undertake this task it obviously takes them away from their primary duties, which some respects might even be considered to be counter-productive.

While it will no doubt be tempting to co-opt anyone and everyone who might show some interest in the actual implementation of a new Championship system for STSI, it is imperative that such a temptation be strongly and effectively resisted. It is axiomatic in the planning world: The more people involved in even a moderately sized project, the less likely anything really significant will ever get done, i. e., “too many cooks very often spoil the soup.” Ideally a three person task group would be sufficient, but in this case I would recommend more, but certainly no more than five. And among those five should be at least one non-coach. Coaches are busy folks who are not paid to be administrators, planners or number crunchers. In my opinion, most coaches do not normally have the time actually necessary to assist in the final development and implementation of a project on the scale and with the complexities of the one in question. It will also be useful and probably instructive to seek out and obtain the perspectives and inputs from administrators, officials and perhaps even well-experienced athletes. In my own experience, parents do not qualify as useful resources, primarily because most cannot completely put aside their personal interests in their children.

I believe the project at hand is noble, long overdue, badly needed and worth whatever efforts and sacrifices might be necessary to see it successfully attained. My confidence level in the numbers presented is, at best, no more than 90%; but could be expected to rise into the high 90s after at least two years of implementation.

I am well aware of the fact that opinions, proposals, ideas, suggestions, etc., which could or might lead any LSC in a different, perhaps better direction than is currently being followed but come from other than coaches, are very often viewed as being essentially illegitimate and as such are not infrequently dismissed out of hand. I can personally attest to the validity and truth of that statement. However, hardly anyone can legitimately disagree with the notion that diversity of thought, opinion, analytical approaches, etc. are, in my mind, essential to finding solutions to complex problems.

From another, somewhat darker perspective, informal, but fairly detailed discussions with a number of STSI individuals, most of them coaches, who are highly regarded in the LSC; leads to the obvious and unavoidable conclusion that any proposal such as this is likely to be doomed to failure from the very start. Some of the reasons for this are obvious, and others less so. Attitudinal opposition has been previously alluded to and presents what may very well be several insurmountable obstacles to adoption and implementation of meaningful change. Stated in another way: There are clearly many well-respected “movers and shakers” in STSI who will be (in a sense may already be) adamantly opposed to any project such as this and who can be expected to employ a variety of defeatist and / or obstructionist arguments, not all either legitimate or factual, to prevent adoption of the kinds of changes this proposal champions.

In addition to, and closely related to the paragraphs just above, there is also good reason in my mind to believe the political and institutional will of STSI is or will be seriously lacking for any proposal such as this to actually be adopted, much less effectively implemented. In other words, I seriously doubt the LSC has the fortitude and determination (“guts”, if you will) to force the changes that are called for. I am, however, very pleased to have been proven completely wrong.

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2009 – 2012 National Motivational Time Standards						
Short Course Yards						
10 and under Girls			Event	10 and under Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
39.79	35.99	32.19	50 Free	31.59	35.19	38.89
1:31.29	1:21.59	1:11.89	100 Free	1:10.79	1:19.99	1:29.19
3:20.19	2:58.29	2:36.39	200 Free	2:31.89	2:50.89	3:09.89
8:30.49	7:39.49	6:48.39	500 Free	6:44.59	7:35.19	8:25.79
48.79	43.49	38.09	50 Back	38.29	43.69	49.19
1:45.69	1:33.99	1:22.19	100 Back	1:21.29	1:32.09	1:42.89
53.59	47.79	41.99	50 Breast	42.19	47.89	53.59
1:59.99	1:46.69	1:33.39	100 Breast	1:31.39	1:43.69	1:55.69
48.79	42.99	37.29	50 Fly	36.69	41.99	47.29
1:57.49	1:42.09	1:26.69	100 Fly	1:25.59	1:40.39	1:55.19
1:44.99	1:33.79	1:22.59	100 I-M	1:21.09	1:3.19	1:41.29
3:42.69	3:19.39	2:55.99	200 I-M	2:55.29	3:18.09	3:40.89

2009 – 2012 National Motivational Time Standards						
Short Course Yards						
11 and 12 Girls			Event	11 and 12 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
34.29	31.89	29.49	50 Free	28.59	30.99	33.39
1:13.59	1:08.29	1:03.09	100 Free	1:02.69	1:07.89	1:13.09
2:43.19	2:31.49	2:19.89	200 Free	2:16.19	2:27.49	2:38.89
7:10.79	6:40.09	6:09.29	500 Free	6:04.69	6:35.09	7:05.49
15:00.29	13:55.99	12:51.69	1000 Free	12:42.89	13:46.49	14:50.09
23:16.19	23:27.89	21:39.59	1650 Free	21:23.59	23:10.49	24:57.49
39.59	36.79	33.89	50 Back	33.49	36.49	39.49
1:27.99	1:21.09	1:14.19	100 Back	1:12.29	1:19.09	1:25.79
3:01.89	2:48.89	2:35.89	200 Back	2:32.89	2:45.59	2:58.39
44.09	40.89	37.79	50 Breast	37.29	40.79	44.29
1:36.39	1:29.29	1:22.19	100 Breast	1:20.49	1:27.79	1:35.09
3:26.39	3:11.69	2:56.89	200 Breast	2:52.89	3:07.29	3:21.69
37.79	35.09	32.39	50 Fly	32.09	35.19	38.19
1:27.19	1:20.19	1:13.19	100 Fly	1:11.69	1:18.69	1:25.79
3:04.99	2:51.79	2:38.59	200 Fly	2:25.29	2:48.29	3:01.19
1:26.19	1:20.09	1:13.99	100 I-M	1:11.49	1:17.59	1:23.69
3:03.79	2:50.69	2:37.59	200 I-M	2:35.59	2:49.39	3:03.09
6:32.19	6:04.19	5:36.09	400 I-M	5:28.89	5:56.29	6:23.69
2009 – 2012 National Motivational Time Standards						
Short Course Yards						
13 and 14 Girls			Event	13 and 14 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
33.39	30.99	28.69	50 Free	26.29	28.49	30.69
1:12.49	1:07.39	1:02.19	100 Free	57.39	1:02.19	1:06.99
2:36.09	2:24.99	2:08.19	200 Free	2:05.29	2:15.69	2:26.09
6:51.79	6:22.39	5:52.99	500 Free	5:35.19	6:03.19	6:31.09
14:08.89	13:08.29	12:07.59	1000 Free	11:36.39	12:34.39	13:32.49
23:34.19	21:53.19	20:12.19	1650 Free	19:15.69	20:51.99	22:28.29
1:19.89	1:14.19	1:08.49	100 Back	1:04.19	1:09.59	1:14.89
2:51.79	2:39.59	2:27.29	200 Back	2:18.19	2:29.79	2:41.29
1:30.59	1:24.09	1:17.59	100 Breast	1:12.09	1:18.09	1:24.09
3:14.59	3:00.69	2:46.79	200 Breast	2:36.29	2:49.39	3:02.39
1:19.09	1:13.49	1:07.79	100 Fly	1:02.89	1:08.09	1:13.29
2:53.39	2:40.99	2:28.59	200 Fly	2:20.29	2:31.99	2:43.69
2:55.49	2:42.99	2:30.49	200 I-M	2:20.29	2:31.99	2:43.69
6:10.79	5:44.29	5:17.79	400 I-M	5:00.49	5:25.49	5:50.59

2009 – 2012 National Motivational Time Standards						
Short Course Yards						
15 and 16 Girls			Event	15 and 16 Girls		
B Min	BB Min	A Min		A Min	BB Min	B Min
32.69	30.39	26.89	50 Free	25.29	27.39	29.49
1:10.89	1:05.79	1:00.79	100 Free	55.19	59.79	1:04.39
2:32.09	2:21.19	2:10.39	200 Free	2:00.09	2:10.09	2:20.09
6:45.29	6:16.29	5:47.39	500 Free	5:24.29	5:51.29	6:18.39
13:55.19	12:55.49	11:55.89	1000 Free	11:12.19	12:08.19	13:03.19
23:18.79	21:38.89	19:58.89	1650 Free	18:47.99	20:21.89	21:55.89
1:17.69	1:12.09	1:06.59	100 Back	1:01.09	1:06.19	1:11.29
2:47.89	2:35.89	2:23.89	200 Back	2:12.39	2:23.39	2:34.39
1:28.29	1:21.99	1:15.69	100 Breast	1:08.89	1:14.69	1:20.39
3:09.99	2:56.39	2:42.79	200 Breast	2:30.09	2:42.59	2:55.09
1:17.39	1:11.79	1:06.29	100 Fly	1:00.09	1:05.09	1:10.09
2:48.59	2:36.49	2:24.49	200 Fly	2:13.39	2:24.49	2:35.59
2:51.49	2:39.29	2:26.99	200 I-M	2:15.09	2:26.39	2:37.69
6:01.49	5:35.69	5:09.89	400 I-M	4:47.79	5:11.79	5:35.79
2009 – 2012 National Motivational Time Standards						
Short Course Yards						
17 and 18 Girls			Event	17 and 18 Girls		
B Min	BB Min	A Min		A Min	BB Min	B Min
32.39	30.09	27.79	50 Free	24.49	26.59	28.59
1:09.89	1:04.89	59.89	100 Free	53.59	58.09	1:02.59
2:30.99	2:20.29	2:09.49	200 Free	1:58.09	2:07.89	2:17.69
6:42.39	6:13.69	5:44.99	500 Free	5:17.69	5:44.196	6:10.59
13:52.59	12:53.09	11:52.59	1000 Free	11:03.89	11:59.19	12:54.49
23:06.19	21:27.19	19:48.19	1650 Free	18:27.19	19:59.39	21:31.69
1:17.19	1:11.69	1:06.19	100 Back	59.19	1:04.19	1:09.09
2:47.29	2:35.39	2:23.39	200 Back	2:09.09	2:19.89	2:30.59
1:27.79	1:21.49	1:15.29	100 Breast	1:07.59	1:13.19	1:18.79
3:09.29	2:55.79	2:42.19	200 Breast	2:27.09	2:39.29	2:51.59
1:16.39	1:10.99	1:05.49	100 Fly	58.69	1:03.59	1:08.39
2:46.49	2:34.59	2:22.69	200 Fly	2:09.59	2:20.39	2:31.19
2:49.49	2:37.39	2:25.29	200 I-M	2:11.69	2:22.59	2:33.59
6:01.29	5:35.49	5:09.69	400 I-M	4:42.39	5:05.99	5:29.49

2009 – 2012 National Motivational Time Standards						
Long Course Meters						
10 and under Girls			Event	10 and under Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
45.09	40.79	36.39	50 Free	36.09	40.19	44.29
1:43.99	1:32.99	1:21.89	100 Free	1:20.59	1:31.09	1:41.59
3:48.59	3:23.59	2:58.49	200 Free	2:52.39	3:13.99	3:35.49
7:37.29	6:51.59	6:05.89	400 Free	6:06.79	6:52.69	7:38.49
55.99	49.89	43.69	50 Back	43.89	50.09	56.39
2:02.39	1:48.89	1:35.29	100 Back	1:33.29	1:45.69	1:58.09
1:01.59	54.89	48.29	50 Breast	48.49	55.09	1:01.59
2:17.49	2:02.29	1:46.99	100 Breast	1:45.99	1:59.79	2:13.59
55.09	48.59	42.09	50 Fly	40.99	46.89	52.89
2:12.59	1:55.19	1:37.89	100 Fly	1:36.49	1:53.19	2:09.79
4:12.99	3:46.49	3:19.89	200 I-M	3:18.89	3:44.79	4:10.69
2009 – 2012 National Motivational Time Standards						
Long Course Meters						
11 and 12 Girls			Event	11 and 12 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
39.19	36.39	32.39	50 Free	32.59	35.29	37.99
1:25.79	1:19.59	1:13.49	100 Free	1:11.39	1:17.39	1:23.29
3:03.89	2:50.79	2:37.69	200 Free	2:34.89	2:47.79	3:00.69
6:27.79	6:00.09	5:32.39	400 Free	5:27.09	5:54.39	6:21.69
13:31.69	12:33.69	11:35.69	800 Free	11:30.99	12:28.59	13:26.19
26:04.19	24:12.39	22:20.69	1500 Free	22:14.19	24:05.29	25:56.49
45.49	42.29	38.99	50 Back	36.69	42.19	45.69
1:38.89	1:31.09	1:23.29	100 Back	1:23.59	1:31.39	1:39.19
3:30.29	3:15.29	3:00.19	200 Back	2:56.39	3:11.09	3:25.79
49.09	45.59	42.09	50 Breast	43.09	47.09	51.09
1:49.99	1:41.89	1:33.79	100 Breast	1:32.49	1:40.89	1:49.19
3:57.59	3:40.59	3:23.69	200 Breast	3:20.79	3:37.49	3:54.19
42.39	39.39	36.29	50 Fly	36.19	39.59	42.99
1:38.69	1:30.79	1:22.89	100 Fly	1:21.49	1:29.49	1:37.49
3:29.09	3:14.19	2:59.29	200 Fly	2:58.49	3:13.39	3:28.29
3:29.69	3:14.79	2:59.79	200 I-M	2:58.09	3:13.89	3:29.59
7:27.89	6:55.89	6:23.99	400 I-M	6:20.19	6:51.79	7:23.49

2009 – 2012 National Motivational Time Standards						
Long Course Meters						
13 and 14 Girls			Event	13 and 14 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
37.89	35.19	32.49	50 Free	30.29	32.79	35.39
1:22.09	1:16.19	1:10.39	100 Free	1:05.99	1:11.49	1:16.99
2:57.09	2:44.39	2:31.79	200 Free	2:23.29	2:35.19	2:47.09
6:09.39	5:42.99	5:16.59	400 Free	5:02.79	5:27.99	5:53.29
12:35.99	11:41.99	10:47.99	800 Free	10:29.39	11:21.79	12:14.29
24:06.39	22:23.09	20:39.79	1500 Free	19:55.89	21:35.29	23:14.99
1:30.79	1:24.29	1:17.79	100 Back	1:14.49	1:20.59	1:26.89
3:15.29	3:01.29	2:47.39	200 Back	2:40.69	2:54.09	3:07.49
1:43.89	1:36.39	1:29.99	100 Breast	1:21.29	1:28.09	1:34.89
3:43.99	3:27.99	3:11.99	200 Breast	3:01.99	3:17.19	3:32.39
1:29.19	1:22.89	1:16.49	100 Fly	1:11.09	1:16.99	1:22.89
3:16.29	3:02.29	2:48.29	200 Fly	2:38.79	2:51.99	3:05.19
3:19.99	3:05.69	2:51.49	200 I-M	2:42.39	2:55.99	3:09.49
7:01.19	6:31.09	6:00.99	400 I-M	5:44.49	6:13.19	6:41.89
2009 – 2012 National Motivational Time Standards						
Long Course Meters						
15 – 16 Girls			Event	15 – 16 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
37.09	34.49	31.79	50 Free	28.79	31.19	33.59
1:20.09	1:14.39	1:08.59	100 Free	1:03.09	1:08.39	1:13.59
2:51.79	2:39.49	2:27.19	200 Free	2:17.19	2:28.59	2:39.99
6:00.39	5:34.69	5:08.89	400 Free	4:50.19	5:14.39	5:38.59
12:23.29	11:30.19	10:37.09	800 Free	10:01.89	10:52.09	11:42.19
23:53.09	22:10.69	20:28.39	1500 Free	19:13.39	20:49.49	22:25.59
1:28.99	1:22.69	1:16.29	100 Back	1:10.59	1:16.49	1:22.39
3:11.69	2:57.99	2:44.29	200 Back	2:31.29	2:43.89	2:56.49
1:41.09	1:33.89	1:26.69	100 Breast	1:19.69	1:26.39	1:32.99
3:36.59	3:21.19	3:05.69	200 Breast	2:54.29	3:08.79	3:23.29
1:26.59	1:20.39	1:14.19	100 Fly	1:07.69	1:13.39	1:19.99
3:09.69	2:56.19	2:42.69	200 Fly	2:30.59	2:43.19	2:55.69
3:15.19	3:01.19	2:47.29	200 I-M	2:35.89	2:48.89	3:01.79
6:48.99	6:19.79	5:50.59	400 I-M	5:27.09	5:54.39	6:21.59

2009 – 2012 National Motivational Time Standards						
Long Course Meters						
17 – 18 Girls			Event	17 – 18 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
36.79	34.09	31.49	50 Free	27.99	30.29	32.59
1:19.79	1:14.09	1:08.39	100 Free	1:01.79	1:06.89	1:12.09
2:51.09	2:38.89	2:26.69	200 Free	2:14.79	2:26.09	2:37.29
6:00.99	5:35.19	5:09.39	400 Free	4:47.19	5:11.09	5:34.99
12:19.59	1:26.79	10:33.99	800 Free	9:59.09	10:48.99	11:38.89
23:33.89	21:58.49	20:17.09	1500 Free	19:00.79	20:35.79	22:10.89
1:29.49	1:23.09	1:16.69	100 Back	1:09.19	1:14.89	1:20.69
3:11.89	2:58.19	2:44.49	200 Back	2:30.99	2:43.59	2:56.19
1:39.59	1:32.49	1:25.29	100 Breast	1:18.39	1:24.99	1:31.49
3:36.19	3:20.79	3:05.29	200 Breast	2:50.09	3:04.19	3:18.39
1:25.59	1:19.49	1:13.39	100 Fly	1:06.59	1:12.19	1:17.69
3:08.49	2:55.09	2:41.59	200 Fly	2:26.69	2:38.89	2:51.09
3:13.49	2:59.69	2:45.89	200 I-M	2:31.29	2:43.89	2:56.49
6:50.69	6:21.29	5:51.99	400 I-M	5:21.79	5:48.69	6:15.49

2009 – 2012 National Motivational Time Standards						
Short Course Meters						
10 and under Girls			Event	10 and under Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
43.99	39.79	34.09	50 Free	34.89	38.89	42.89
1:40.89	1:30.19	1:19.49	100 Free	1:18.19	1:28.29	1:38.49
3:41.19	3:16.99	2:52.79	200 Free	2:47.89	3:08.89	3:29.79
7:26.79	6:42.09	5:57.39	400 Free	5:54.09	6:38.39	7:22.69
53.89	47.99	42.09	50 Back	42.29	48.29	54.29
1:56.79	1:43.79	1:30.89	100 Back	1:29.79	1:41.69	1:53.69
59.19	52.79	46.49	50 Breast	46.69	52.99	59.29
2:12.59	1:57.89	1:43.19	100 Breast	1:41.39	1:54.59	2:07.79
53.89	47.49	41.19	50 Fly	40.49	46.39	52.19
2:09.79	1:52.79	1:35.79	100 Fly	1:34.59	1:50.89	2:07.29
1:55.99	1:43.59	1:31.29	100 I-M	1:29.59	1:40.69	1:51.89
4:06.09	3:40.29	3:14.49	200 I-M	3:13.69	3:38.89	4:04.09

2009 – 2012 National Motivational Time Standards						
Short Course Meters						
11 and 12 Girls			Event	11 and 12 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
37.89	35.19	32.59	50 Free	31.59	34.29	36.89
1:21.29	1:15.49	1:09.69	100 Free	1:09.19	1:14.99	1:20.79
3:00.29	2:47.39	2:34.59	200 Free	2:30.49	2:42.99	2:55.59
6:17.09	5:50.09	5:23.19	400 Free	5:19.19	5:45.79	6:12.39
13:07.89	12:11.59	11:15.39	800 Free	11:07.69	12:03.29	12:58.89
25:07.39	23:19.69	21:32.09	1500 Free	21:16.09	23:02.49	24:48.79
43.69	40.59	37.49	50 Back	36.99	40.29	43.69
1:37.29	1:29.59	1:21.99	100 Back	1:19.89	1:27.39	1:34.79
3:20.99	3:06.69	2:52.29	200 Back	2:48.89	3:02.99	3:17.09
48.69	45.19	41.69	50 Breast	41.19	45.09	48.89
1:46.59	1:38.69	1:30.79	100 Breast	1:28.99	1:36.99	1:44.99
3:48.09	3:31.79	3:15.49	200 Breast	3:10.99	3:26.89	3:42.79
41.79	38.79	35.79	50 Fly	35.49	38.89	42.29
1:36.29	1:28.59	1:20.89	100 Fly	1:19.19	1:26.99	1:34.79
3:24.39	3:09.79	2:55.19	200 Fly	2:51.59	3:05.89	3:20.19
1:35.39	1:28.59	1:21.69	100 I-M	1:18.99	1:25.69	1:32.39
3:23.09	3:08.59	2:54.09	200 I-M	2:51.89	3:07.09	3:22.29
7:13.29	6:42.39	6:11.39	400 I-M	6:03.39	6:33.69	7:03.99

2009 – 2012 National Motivational Time Standards						
Short Course Meters						
13 and 14 Girls			Event	13 and 14 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
36.89	34.29	31.69	50 Free	29.09	31.49	33.89
1:20.19	1:14.39	1:08.69	100 Free	1:03.49	1:08.79	1:13.99
2:52.49	2:40.19	2:27.89	200 Free	2:18.39	2:29.89	2:41.49
6:00.39	5:34.59	5:08.89	400 Free	4:53.39	5:17.79	5:42.29
12:22.89	1:29.89	10:36.79	800 Free	10:09.49	11:00.29	11:50.99
23:25.99	21:45.59	20:05.09	1500 Free	19:08.99	20:44.69	22:20.49
1:28.29	1:21.99	1:15.69	100 Back	1:10.99	1:16.89	1:22.79
3:09.89	2:56.29	2:42.79	200 Back	2:32.79	2:45.49	2:58.19
1:40.09	1:32.89	1:25.79	100 Breast	1:19.59	1:26.29	1:23.89
3:34.99	3:19.69	3:04.29	200 Breast	2:52.69	3:07.09	3:21.49
1:27.39	1:21.19	1:14.89	100 Fly	1:09.49	1:15.29	1:20.99
3:11.59	2:57.89	2:44.19	200 Fly	2:34.99	2:47.89	3:00.79
3:13.99	3:00.09	2:46.29	200 I-M	2:34.99	2:47.89	3:00.79
6:49.69	6:20.39	5:51.19	400 I-M	5:31.99	5:59.69	6:27.39

2009 – 2012 National Motivational Time Standards						
Short Course Meters						
15 – 16 Girls			Event	15 – 16 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
36.09	33.59	30.99	50 Free	27.99	30.29	32.59
1:18.29	1:12.69	1:07.09	100 Free	1:00.99	1:06.09	1:11.19
2:47.99	2:35.99	2:23.99	200 Free	2:12.69	2:23.69	2:34.79
5:54.69	5:29.39	5:03.99	400 Free	4:43.79	5:07.49	5:31.09
12:10.89	11:18.69	10:26.49	800 Free	9:48.29	10:37.29	11:26.29
23:10.59	21:31.29	19:51.19	1500 Free	18:41.39	20:14.79	21:48.29
1:25.79	1:19.69	1:13.59	100 Back	1:07.49	1:13.19	1:18.79
3:05.49	2:52.19	2:38.99	200 Back	2:26.29	2:38.39	2:50.59
1:37.59	1:30.59	1:23.59	100 Breast	1:16.09	1:22.49	1:28.79
3:29.89	3:14.89	2:59.89	200 Breast	2:45.89	2:59.69	3:13.49
1:25.49	1:19.39	1:13.29	100 Fly	1:06.39	1L11.99	1:17.49
3:06.19	2:52.89	2:39.59	200 Fly	2:27.39	2:39.69	2:51.99
3:09.49	2:55.99	2:42.49	200 I-M	2:29.29	2:41.79	2:54.19
6:39.49	6:10.99	5:42.39	400 I-M	5:18.09	5:44.59	6:11.09

2009 – 2012 National Motivational Time Standards						
Short Course Meters						
17 – 18 Girls			Event	17 – 18 Boys		
B Min	BB Min	A Min		A Min	BB Min	B Min
35.79	33.19	30.69	50 Free	27.09	29.29	31.59
1:17.19	1:11.69	1:06.19	100 Free	59.29	1:04.19	1:09.09
2:46.89	2:34.99	2:23.09	200 Free	2:10.49	2:21.29	2:32.19
5:52.19	5:27.09	5:01.89	400 Free	4:37.99	5:01.19	5:24.39
12:08.59	11:16.59	10:24.49	800 Free	9:40.99	10:29.39	11:17.79
22:58.19	21:19.69	19:41.29	1500 Free	18:20.69	19:52.49	21:24.19
1:25.29	1:19.19	1:13.09	100 Back	1:05.49	1:10.89	1:16.39
3:04.89	2:51.69	2:38.49	200 Back	2:22.59	2:34.49	2:46.39
1:36.99	1:30.09	1:23.19	100 Breast	1:14.69	1:20.89	1:27.09
3:29.19	3:14.19	2:59.29	200 Breast	2:42.49	2:55.99	3:09.59
1:24.39	1:18.39	1:12.39	100 Fly	1:04.79	1:10.19	1:15.59
3:03.89	2:50.79	2:37.69	200 Fly	2:23.19	2:35.19	2:47.09
3:07.29	2:53.99	2:40.59	200 I-M	2:25.49	2:37.59	2:49.69
6:39.19	6:10.69	5:42.19	400 I-M	5:12.09	5:38.09	6:04.09