



## PACIFIC SWIMMING COMMITTEE REPORT

To be submitted to Marie Lin ([secretary@pacswim.org](mailto:secretary@pacswim.org)) the Sunday prior to the next BOD meeting

**To: Board of Directors**

**From: David Benjamin, General Chair**

**Date: February 16, 2019**

**Re: Report for February 2019 Board of Directors Meeting**

**Strategic planning session coming up.** Our second strategic planning session is coming up on Saturday, March 9. This session, led by USA Swimming Consultant Jane Grosser, is going to focus on the strategic issues facing Pacific Swimming on how we want to address them. She will lead us through group exercises where we identify the strengths, weaknesses, opportunities and threats facing Pacific, and then develop a strategic plan to meet them. The theory is that the plan will then guide our decision-making over the next five or six years. We don't often (maybe ever) get the opportunity to reflect on Pacific's future outside the context of day-to-day issues and problems. Please come and be part of the process that sets Pacific's direction.

**Bylaw review process.** You'll remember that we have to update our bylaws to conform to the template established by USA Swimming. That has to be done by January 2020, which means the new bylaws have to be approved first by the BOD, and then by the HOD. We had hoped to have the complete bylaws ready for the BOD in February in time to go to the HOD in May, but it was always an ambitious schedule and we couldn't meet it. The Governance Committee will complete its review in time to have the complete bylaw amendments ready for the BOD to review at its April meeting. Then the BOD will have until July to review them and send them to HOD in October.

**Disclosure.** Our daughter has been working for Albany Armada Aquatics for about three weeks. Although it's unlikely that any conflict will come up, I will abstain from participating in any issue that might have a financial effect on that team.

**Thank you, Pacific.** Last month I wrote to Larry as the chair of the nominating committee and told him that I did not want to be a candidate for general chair in the upcoming election. I don't know how I ever thought that I could continue to work full-time and still be a good and effective general chair, but I can tell you after 18 months that I have not been able to do it, and the result has not been fair to Pacific. I've given serious consideration to retiring from my job, and I've gotten really really close, but I've come to realize that I don't want to stop working. As general chair, I feel obligated to step aside so that someone else can bring to this position the time and attention it requires. It has been a privilege to serve as your general chair, and I thank you for the opportunity.