



PACIFIC SWIMMING COMMITTEE REPORT

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

To: Board of Directors

From: David Benjamin, General Chair

Date: April 14, 2018

Re: Report for April Board of Directors Meeting

1. **Save the date:** First Strategic Planning Session with USA Swimming consultant Arlene McDonald. **Saturday, June 16, 2018, 8:00 a.m. to 5:00 p.m., at Courtyard by Marriott San Jose North, 111 Holger Way, San Jose 95134.** Please plan to attend so that your views about the future of Pacific Swimming can be heard.
2. I have appointed William Chong to the vacant position of Finance and Audit Chair. In addition to being a long-time Pacific official and volunteer, William is a CPA. I believe he will be an excellent addition to our dedicated finance team. I request the Board of Directors' consent to this appointment.
3. I have asked the Governance Committee to take on three projects:
 - a. Identify the most effective way to structure a Safe Sport program. My personal view is that the program should be based on five principles: 1) the safety of our athletes is our highest priority – higher priority than their competitive achievements and higher priority than the status of anyone who might abuse them; 2) we acknowledge that abuse has occurred in the past and we condemn it; 3) Pacific is committed to rooting out abuse from our organization; 4) we will have a plan of action to protect athletes who are victims of abuse and who speak out, and our plan of action will be based on believing the victims; 5) we cannot count on USA Swimming to develop a program that is based on these principles.
 - b. Examine the desirability of creating a Personnel Committee of the BOD to act as the interface between staff and the BOD.
 - c. Examine the organizational structure of our professional staff.

I thank the Committee for taking on these projects, and I thank Larry Rice for agreeing to chair the Committee.

4. The Investment Committee has agreed to budget \$50,000 over two years to advance Pacific's Safe Sport program.