

## FISA Liaison Report

### Background:

In 2013/2014 FISA sections of the USRowing IOP were updated in response to the evolution of FISA and requests from member countries. The IOP rewrite was approved by all USA FISA Umpires and subsequently approved by the Referee Committee Q1-2015.

Following, requirements of the IOP were implemented. Specifically:

- Annual USA FISA Umpire Data Sheet completion and validation with FISA (9/2015)
  - Data Sheet includes Umpire Quadrennial plans.
- FISA Regatta Reports available in the RDS.
- Robust FISA Regatta Umpire Nomination process documented and implemented.
  - Process used for 2016 and 2017 nominations.
- Exchange Regatta Program documented and implemented.
- The Exchange Program provides all USA FISA Umpires not selected for a FISA Jury and who want to work, the opportunity to work internationally. Exchanges provide these Umpires visibility, the opportunity to further develop their skills, and demonstrate commitment to World Rowing.
- USA FISA Umpire Peer Hard Rank (Active FISA Umpire peer review poll). Initial ranking was completed 1/2016. Results were validated by multiple FISA Commission members directionally correct. Results were distributed to USRowing 1/2016 and are available to all USA FISA Umpires upon request.
- FISA Candidate Sub Committee (formed 8/2015). Members – Appleyard, Chen, Zandbergen, Tolle, Walker, Grudt (Advisory/ex Officio). All FISA Candidate Sub-Committee deliverables were completed in 2015 and updated in 2016 (list below):
  - Prospect/Applicant/Candidate Rubric of IOP (timeline format)
  - Roles and Responsibilities at World Championship Observations (timeline format)
  - Best Practices at World Championship Observation
  - Mock Written Exam questions and answer sheet (100+ questions; 2 hour exam)
  - Mock Practical Exam guidelines
  - FISA Candidate Study Manual.
    - Over 50 documents on the RDS relating to the FISA exam were removed, reviewed, and reconciled for relevance. A new 140 page study guide was created to work in connection with the FISA Rules, FISA Umpire Commission Candidate webinars, and USA mock written and practical exams. The guide has been distributed to USA FISA Candidates and Applicants.
- Additional IOP changes requested in 2015 and approved by all USA FISA Umpires were not approved by The Referee Committee.

## **USRowing Metric/Goal Delivered by the FISA Liaison and approved by the Referee Committee:**

- **Metric 1 - Have USA FISA Umpires on as many FISA Regatta Juries as possible each year.**  
**Target: 1 WC; 2 Championships; 1 Coastal or World Masters.** Please note:
  - Number of FISA juries varies by year.
  - The USA is not entitled to a position on any jury.
  - In order to secure a spot on a Jury, we must put the best Umpire forward. If strong candidates are not put forward, the USA will be passed over.
- **Metric 2 - Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028 etc.**  
**Minimum Target by quadrennial – Umpires ready for:**
  - World Championships: 2+ umpires with 4-8 years eligibility
  - U23 Championships: 2+ umpires with 8-12 years eligibility
  - Junior Championships: 3+ umpires with 12-16 years eligibility
  - World Cup: 4+ umpires with 16+ years of eligibility.
  - Candidate and Applicant pool that supports the above targets.

### Context for Metrics:

- There are 154 countries in FISA
- In 2017, over 500 nominations from at least 67 countries are received annually for a maximum of 180 slots.
- There are 18 slots on a Championship Jury (54 across 3 championships annually)
- Each World Cup has 9 slots (27 across 3 world cups annually) with the remaining slots going to home or neighboring countries.
- World Cup and Championship regattas must be worked in sequence (as shown in the IOP, Appendix 55). Other FISA regattas can be worked at any time.
- FISA, without sacrificing quality, gives preference to referees with greater years of eligibility.
- FISA, without sacrificing quality, strives for gender equity in its juries.
- It is not uncommon for countries to submit one FISA Umpire name for multiple (2) events
- Historically the USA has submitted 2 names per regatta in rank order. FISA, at times has selected the second ranked Umpire.
- Historically the USA has had Jury assignments to one world cup and 2 of the FISA Championship regattas.
- Following quality, FISA looks to balance jury participation by Country; Umpire experience/development; and gender. Other factors include, but are not limited to NGB participation in FISA regattas/programs, or NGB national team performance.
- Strong candidates are those known by FISA, work consistently, bring their A+ game every time they work, are team players on and off the field of play, have decorum, have greater years of eligibility, exemplify the FISA values, have furthered the FISA mission and family.
- USA FISA Umpires that are not well known within FISA should step-up and take action to move FISA forward. Past USA FISA Umpires have contributed by:
  - Leading an USA hosted World Cup/World Championship
  - Supporting FISA development (programs in new countries, new race formats, fundraising, social causes, media coverage expansion – traditional and social)
- As a group, FISA Umpires are aging out. Younger Umpires are needed in the FISA and USA FISA ranks.

- USA FISA Umpires have traditionally stepped up to take on FISA Commission work. High impact Commission members are appointed in their mid-40s. USRowing needs to develop a plan to maintain and increase its presence on FISA Commissions.

### **2016 DELIVERY AGAINST METRICS:**

- **Metric 1 - *OVER ACHIEVED*. Have USA FISA Umpires on as many FISA Regatta Juries as possible each year. Target: 1 WC; 2 Championships; 1 Coastal or World Masters.**
  - The 2016 FISA selection Committee members were Sam Dempsey, Rachel Le Mieux, John Walker, Ron Chen, and John McKenna.
  - USRowing nominated 20 individuals to 10 FISA Regatta Juries in 2016. Six individuals were chosen, (2 above an expected 4).
    - World University Rowing Championships: Joe Manion
    - World Cup 2 (Final Olympic Qualifier): Bob Appleyard
    - Junior-U23-Non Olympic; Chris Lang
    - Olympics: Jean Reilly
    - Coastal Championships: Peter Zandbergen
    - Masters Championships: Nikola Vajda
- **Metric 2 - Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028 etc.. Minimum Target by quadrennial – Umpires ready for:**
  - **World Championships: 2 umpires with 4-8 years eligibility: 2 Umpires – *ACHIEVED***
    - Kathleen Crowe (14 years eligibility)
    - Ron Chen (9 years eligibility)
    - Bob Willenbring (8 years eligibility)
  - **U23 Championships: 2+ umpires with 8-12 years eligibility: 4 Umpires – *ACHIEVED***
    - Chris Lang (11 years eligibility)
    - Rachel Le Mieux (11 years eligibility)
    - Kirsten Meisner (23 years eligibility)
    - John Musial (18 years eligibility)
  - **Junior Championships: 3+ umpires with 12-16 years eligibility: 2 Umpires – *NOT ACHIEVED***
    - Laura Kunkenmueller (16 years eligibility)
    - Joe Manion (31 years eligibility)
  - **World Cup: 4+ umpires with 16+ years eligibility: 2 Umpires – *NOT ACHIEVED***
    - Erin Gallagher (30 years eligibility)
    - Doug Jones (19 years eligibility)
  - **Candidate and Applicant pool that supports the above targets - *ACHIEVED***
    - Advanced to Candidate Status: John McKenna, 34 years eligibility (passed exam in March, 2016)
    - Advanced to Applicant Status: Tiffany Knapp, 28 years eligibility (completed Observation in August, 2016)

- **2016 Exchange Program Update:**

All USA FISA Umpires wishing to work in 2016 were afforded the opportunity to work and use their FISA license in 2016. The following Umpires attended Exchange Regattas.

**Denmark** (New Program Participant)

- Copenhagen Spring Regatta – Peter Zandbergen
- Soro Regatta – John Wylder

**Austria** (New Program Participant)

- Ottensheim Regatta – Peter Zandbergen

**The Netherlands**

- Koninklijke Holland Beker - John Musial
- NSRF – Elaine Roden

**UK/Great Britain**

- National Schools Regatta - Scott Woodworth

**Norway**

- East County Regatta – Doug Jones

**Belgium**

- Sport Ghent – Belgium International Regatta – Kathleen Crowe

The following Countries sent Exchange Umpires to USA Regattas

- **The Netherlands:** Freek Meijers to Head to the Charles
- **United Kingdom:** Sir Matthew Pinsent to the Dad Vail regatta

- **2016 NTO Update:**

- World Masters: Doug Jones & Kirsten Meisner (at the request of Denmark LOC).

### **2017 DELIVERY AGAINST METRICS:**

*Note: Metrics have been updated to reflect the increase in Umpire retirement age from 65 to 70 as approved at the 2017 Extraordinary Congress.*

- **Metric 1 – *OVER ACHIEVED*. Have USA FISA Umpires on as many FISA Regatta Juries as possible each year. Target: 1 WC; 2 Championships; 1 Coastal or World Masters –**

- The 2017 FISA selection Committee members were Ron Chen, Chris Lang, Jean Reilly, Peter Zandbergen, and Tiffany Knapp. John Walker ran the voting process and communication of results to USRowing.
- USRowing nominated 13 individuals to 8 FISA Regatta Juries in 2017. Five individuals were chosen, (1 above an expected 4).
  - John McKenna - World Cup 3 (Lucerne)
  - Joe Manion - Junior World Championships
  - Bob Willenbring - Senior World Championships
  - Bob Appleyard - World Masters
  - Lyn Wylder - Coastal Championships

In addition, 2 USA Umpires were named as Jury alternates

- Erin Gallagher - Alternate to World Cup 1 (Poznan)
- Kirsten Meisner - Alternate to U23 World Championships

- **Metric 2 - Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028. Minimum target by quadrennial – Umpires ready for:**
  - **World Championships: 2 umpires with 4-8 years eligibility:** 3 Umpires – **ACHIEVED**
    - Kathleen Crowe (13 years eligibility; 18 with increase)
    - Chris Lang ((10 years eligibility; 15 with increase)
    - Ron Chen (7 years eligibility; 12 with increase)
    - Bob Willenbring (7 years eligibility; 12 with increase)
    - Lyn Wylder ( 2 years of eligibility; 7 with increase)
  - **U23 Championships: 2+ umpires with 8-12 years eligibility:** 3 Umpires – **ACHIEVED**
    - Rachel Le Mieux (10 years eligibility; 15 with increase)
    - Kirsten Meisner (22 years eligibility; 27 with increase)
    - John Musial (17 years eligibility; 22 with increase)
  - **Junior Championships: 3+ umpires with 12-16 years eligibility:** 2 Umpires – **ACHIEVED (was Not Achieved prior to retirement age increase)**
    - Joe Manion (30 years eligibility; 35 with increase)
    - Laura Kunkenmueller (15 years eligibility; 20 with increase)
    - Annette Forster (was 10, now 15 years of eligibility)
    - Ruth Macnamara (was 9 now 14 years of eligibility)
    - Elaine Roden (was 8 now 13 years of eligibility)
  - **World Cup: 4+ umpires with 16+ years eligibility:** 3 Umpires – **ACHIEVED**
    - John McKenna (34 years eligibility; 39 with increase)
    - Erin Gallagher (29 years eligibility; 34 with increase)
    - Tiffany Knapp (27 years of eligibility; 32 with increase)
    - Doug Jones (18 years eligibility; 23 with increase)
    - Alice Henderson (was 13 now 18 years of eligibility)
  - **Candidate and Applicant pool that supports the above targets - ACHIEVED**
    - Advanced to Candidate Status: Tiffany Knapp, (32 years eligibility), passed exam in December, 2016.
    - Under review for Applicant Status: Jess McAlear, 36 years eligibility

It should be noted that the USA has additional FISA Umpires that are not listed above because they do not currently align to one of the metrics. There is also one exception on completion of the FISA progression.

- Kris Grudt, Member of the FISA Umpire Commission is not counted in the above metrics (13 years eligibility)
- The following USA FISA Umpires are not counted because they have completed the FISA progression and Olympic Games. These Umpires are eligible to work any FISA Regatta except the Olympic Games:
  - Peter Zandbergen – 6 years eligibility
  - John Walker – 6 years eligibility
  - Bob Appleyard – 7 years eligibility
  - Nikola Vajda – 6 years eligibility
  - Jean Reilly – 13 years eligibility

- The following USA FISA Umpires are eligible to work FISA Regattas, but due to age are not counted in the metrics. Umpire years of eligibility and next progression regatta are listed next to the Umpire's name.
  - Scott Woodworth (6 years of eligibility – next regatta World Jr Championships)
- Of Note: Ron Chen has worked an Olympic Games, but not a World Championship so is in process of completing his FISA progression but is not eligible to work an Olympic Games (12 years eligibility).
- **2017 Exchange Program Update:**
  - The USA will be sending the following FISA Umpires to 2017 Exchange Regattas
    - UK – Tiffany Knapp – Junior Championships
    - Norway – Alice Henderson – East County Regatta Aaragun
    - Denmark – Kathleen Crowe – Copenhagen Regatta
    - Netherlands – Scott Woodworth – Holland Beeker
  - We were able to accommodate all who wanted to work an exchange regatta in 2017.
  - The following Countries have elected to send FISA Umpires to USA Regattas
    - UK - Martin Levey - SDCC 2017
    - UK – Ben Helm – NW Junior Championships
    - Netherlands – Freek Meijers to SRAA
    - Belgium 2017 - Patrick Rombaut – Head of the Hooch
    - Belgium – Yves De Jorge – SDCC 2018
- **2017 NTO Update:**
  - Ruth Macnamara has accepted an NTO position at World Cup 1 in Serbia.
  - Lyn Wylder, John Musial and Ruth Macnamara will be serving as NTOs in Lithuania.
  - John Walker will be running the NTOs at the World Championships in Sarasota.
    - Positions will be decided end of February and communicated in March
    - Sarasota Worlds will include NTOs from – Austria, Puerto Rico, UK, and Chile
  - USA has been asked to host the Junior Pan Am Games in Oklahoma City in Q4-2017. Information on Jury and NTO opportunities to follow separately.
  - SANCA has asked Kirsten Meisner to lead the NTOs for the 2018 World Masters.
  - The FISA Umpire Commission does not track or use NTO work when selecting Umpires to serve on FISA event Jurys. Moving forward, the FISA Liaison will not report on anything related to NTOs (this section of the report will be removed).
- **FISA Candidate Subcommittee**
  - The FISA Candidate Study Guide was updated in November 2016 by John McKenna in accordance with the update process outlined in the Guide. Next update is scheduled for summer, 2017. Tiffany Knapp will provide the 2017 update.
  - The Candidate Observation Guidelines have been updated in January 2017 with input provided by the 2016 participants (Jean Reilly, Chris Lang, and Tiffany Knapp).

- **IOP Changes Requested by FISA Umpires**
  - In January, 2017, USA FISA Umpires reviewed and approved the changes to the IOP set forth in Exhibit C attached. It is requested that the Referee Committee approve the 3 IOP changes in Exhibit C, and have them added to the USRowing IOP effective immediately.
  
- **Additional Updates:**
  - SANCA has advised that the **FISA Umpire Seminar is scheduled for Wednesday 27<sup>th</sup>** (time TBD) in the Team Manager room at the venue. Brett Johnson is on point to provide updates relating to scheduling. The Seminar was tentatively scheduled by FISA for the afternoon of the 25<sup>th</sup> and the 27<sup>th</sup>. Definitive information will follow when logistics are finalized. Please note that you must attend a Seminar in person every 4 years to keep your license. The online clinics that Kris Grudt holds for FISA Umpire Candidates do not count as your 4 year seminar. It is likely that a FISA Umpire exam will be offered in Sarasota before or after the World Championships.
  - FISA Umpires were asked to provide feedback on 2 schools of thought relating to handling of NTO assignments. Feedback received has been reviewed and results communicated to all FISA Umpires. It has been determined that no IOP changes are necessary relating to NTO assignments.
  - 2018 World Masters will be held in Sarasota Florida. FISA has asked Robert Appleyard to be President of the Jury and Jean Reilly to be Deputy President.
  - An “All USA FISA Umpire” meeting had been suggested. No items were identified for discussion. Therefore, no conference call meeting will be held.
  - The FISA Extraordinary Congress was held in Tokyo February 11-12, 2017. Conference sessions are available on YouTube. Items of note include:
    - FISA is the oldest federation in the Olympic Sport family. FISA celebrated its 125<sup>th</sup> anniversary in 2017.
    - Para-rowers will now race 2000 meters instead of 1000 meters, the previous situation. This will be the case at all World Rowing events as well as the Paralympic Games, and makes for better integration of para-rowing into the regatta programs.
    - Either males or females may serve as coxswains regardless of whether the boat is a women’s crew or a men’s crew. The minimum weight for a coxswain is now 55kg and the maximum amount of deadweight is 15kg.
    - American Samoa became FISA’s 151<sup>st</sup> member national federation and is seen as a growth of rowing in the Oceania region.
    - In order to achieve gender parity, it was recommended that the Lightweight men’s 4 be replaced in the Olympic program by the Women’s 4. It should be noted that the IOC determines what sports and events will be held in an Olympic Games (not FISA).
    - The age of retirement for Umpires has been increased from 65 to 70. This takes effect in 2017 and applies to those umpires who are still umpires (born in 1952 or after) and is not retroactive.
    - The newly adopted bylaws raise the maximum age for a person to sit for the FISA Umpire Examination. Under the previous bylaws, a person had to be 56 or younger to sit for the examination. This has been raised to 61 years old or younger.
    - It has been proposed that all FISA Umpires participate in a seminar to review the Tokyo decisions prior to being considered for a 2018 jury. Decision will come in March, 2017.

- Changes were made to the FISA Statutes, Rules, and Bylaws. Clarifications on all changes are forthcoming (target of April, 2017). The FISA Umpire Commission will distribute documentation outlining the changes. Kris Grudt has graciously offered to provide an online clinic to all USA FISA Umpires at an appropriate time. Modifications include, but are not limited to:
  - New Statute section relating fair sporting conditions and the support of clean athletes.
  - Statements on inclusion and non-discrimination were strengthened to reflect the principles of the Olympic Charter.
  - Changes to membership requirements, rights, obligations and debts. Continental rowing confederation recognition.
  - FISA Council member elections and qualifications to serve; new Sub Committees; Council member term limits.
  - The Americas have been combined under new statutes into one continent. This was done to align FISA to IOC guidelines. There will be 1 Continental Representative.
  - Penalties and financial compensation have changed (now back to Yellow and red cards for warning and exclusion).
  - Protests and Appeals must be accompanied by 100 Euros (was 100 SF).
  - New Appendices for: Event Regulations for Rowing Tours, Indoor Rowing and Beach Rowing.
  - Revised Championship Bid process; attribution of World Rowing Championships.
  - Athlete eligibility with respect to
    - changing nationality; dual nationality; junior racing; Executive Council ability to grant exceptions;
  - Lightweight weights (proposed to eliminate averaging in 2021)
  - Para-rowing – changes to definition of eligible impairment; classifications; boat designs to go with move to 2000 meter race.
  - Boats and Equipment
    - Sectional 8 length; foot-stretchers; relegation ranking of multiple boats underweight
    - FISA has ongoing studies relating to bow-balls (safety and color)
  - Pre-start area for Masters
  - Advertising (more of it on new items; details to come)
  - Consequential substitutions
  - Time trials (now 41 entries or more)
  - Start (can start any time after 2 min call)
  - Finish – Crews can be given same time but different rankings; Umpire may exclude a crew at finish
  - Umpires may impose penalties without warning a crew
  - Changes and clarifications for Zonal Umpiring



### 2018 FISA REGATTA JURY NOMINATIONS

In November 2017 USA FISA Umpires were nominated to serve on 2018 FISA Regatta Juries. The USA Selection process is outlined in the October 2015 IOP posted on USRowing.org and performed in alignment with the FISA rules.

- 2018 Requests for Nomination as well as the Final USA Nominations can be found in Appendix D
- The FISA Umpire Commission will be meeting in December to select 2018 Juries

### 2018 EXCHANGE REGATTAS

- The list of USA Exchange Regattas is currently being validated.
  - SDCC has confirmed and will receive Belgium (Yves De Jong holdover from 2017)
  - NW Masters has confirmed
  - NW Juniors has confirmed
- The USA has received one Exchange Umpire Request (Netherlands) and expects to receive additional requests in December and January timeframe.
- The Exchange Regatta selection process will begin when 2018 FISA Jurys are known (Target January 2018).

### FISA SEMINAR

A FISA Seminar was held in Sarasota Florida in connection with the World Championships. All USA FISA Umpires are current with 2018 nomination requirements and with seminar requirements. All updated licenses have been distributed along with new working ties.

### Of NOTE

- FISA, SANCA, and World Rowing extend their thanks to the twenty five FISA Umpires (23 active, 2 retired) who worked as NTOs at the 2017 World Championships. These positions were critical and instrumental to the success of the regatta. A copy of the NTO Regatta Report submitted by John Walker is attached as Exhibit E.
- Although FISA Event progression remains as set forth in the FISA Seminar presentation (and USRowing IOP), FISA is generally looking for Umpires to progress on an international level. Therefore:
  - Working a World Cup OR Continental Championships (e.g. Pan Am) will be considered as precedent to working the next FISA progression event (World Junior Championship or World U23 Championship).
  - It is possible that Umpires may be selected to work a Sr World Championship without having worked both a Jr & U23 World Championship.

### POTENTIAL USA FISA UMPIRE APPLICANTS

During 2017 the FISA Liaison has received and forwarded the following names of USRowing Referees to the FISA Applicant/Candidate Sub-Committee. Names were received from Regional Representatives, Active and Retired FISA Umpires. All USRowing Referees are eligible to self-identify and submit a package requesting to become a FISA Applicant.

- Ardath Grills
- Brandin Grams
- Daniel Swarthy McArdle
- Dawn Baurichter
- Erika Mitchell
- Jess McAlear

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- Linda Muri
- Mariah McAfee
- Mary Bush
- Mary Carol Madigan
- Melissa Chun
- Rachel Sundborg
- Richard Lund
- Taylor Gooch
- Terese Portel
- Trinith Goteti

Ardath Grills has since indicated that she is not interested in filing to become a FISA Applicant.

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## APPENDIX A: 2017 FISA Regattas Process

USA Selection process is outlined in the October 2015 IOP posted on USRowing.org and performed in alignment with the FISA requirements and timeline.

The following USA FISA Umpires put in to work on 2017 FISA Juries:

10/7/2016		2017 FISA Regatta Selection Committee Election Sheet							
Umpire Name	WRC 1 SRB 5-7 May	WRC 2 POL 16-18 June	WRC 3 SUI 7-9 July	WR U23 Championship BUL 19-23 July	WR Jr Championship LTU 2-6 Aug	World Masters SLO 7-10 Sept	WR Sr Championship USA 24 Sept - 1 Oct	World Coastal Championships FRA 13-15 Oct	
Bob Appleyard						1			
Ron Chen									
Kathleen Crowe			3	2			1		
Annette Forster			2		1	3			
Erin Gallagher	3	1	2						
Kris Grudt									
Alice Henderson	3	2	1						
Doug Jones	1		2					3	
Laura Kunkemueller			3		1, 2				
Chris Lang									
Rachel Le Mieux				2			1	3	
Joe Manion	3				1	2			
John McKenna	2	1	3						
Ruth Macnamara					1	2		3	
Kirsten Meisner				1, 2, 3					
John Musial				1				2	
Jean Reilly									
Elaine Roden	2			3	1				
Nikola Vajda	3		2				1		
John Walker									
Bob Willenbring							1, 2, 3		
Scott Woodworth				2	1	3			
Lyn Wylder			1			3		2	
Pete Zandbergen									

Seventeen individuals were nominated by USRowing to represent the USA as a Jury member at the 8 FISA Regattas held in 2017. Results were presented to the Referee Committee, approved, and submitted to FISA by John Wik under signature of Glenn Merry.

USRowing nominated the following USA FISA Umpires to serve on 2017 FISA Juries:

2017 FISA Regatta - USA FISA Umpire Nominations								
Selection	WRC 1 SRB 5-7 May	WRC 2 POL 16-18 June	WRC 3 SUI 7-9 July	WR U23 Championship BUL 19-23 July	WR Jr Championship LTU 2-6 Aug	World Masters SLO 7-10 Sept	WR Sr Championship USA 24 Sept - 1 Oct	World Coastal Championships FRA 13-15 Oct
1	D Jones	J McKenna	J McKenna	K Meisner	J Manion	B Appleyard	B Willenbring	L Wylder
2	E Gallagher	E Gallagher	D Jones	R LeMieux	L Kunkemueller	J Manion	K Crowe	J Musial
3						L Wylder		

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### **APPENDIX B: 2017 Exchange Program**

2017 USA Exchange Regattas have been determined. USA will be offering the following regattas to Countries previously participating in the Exchange Program:

REGATTA	LOCATION	DATE	CONTACT	COMMENTS
San Diego Crew Classic	San Diego, CA	April 1 - 2	Lloyd McDonald	
SIRA - Southern Intercollegiate Rowing Association	Oak Ridge, TN	April 14/15	Kirsten Meisner	Friday and Saturday
NEWMAC - New England Women's & Men's Athletic Conference	Lake Quinsigamond, MA	29-Apr	Gary Caldwell	Date to be confirmed; Women Championship
Women's Eastern Sprints	Lake Quinsigamond, MA	30-Apr	Gary Caldwell	
NERC - New England Rowing Championships	Lake Quinsigamond, MA	6-May	Gary Caldwell	
ECAC/NIRC - National Invitation Rowing Championships	Lake Quinsigamond, MA	12-May	Gary Caldwell	Friday
Dad Vail	Philadelphia, PA	May 12/13	John Musial	Friday and Saturday
USRowing NW Junior Championships	Vancouver, WA	May 19-21	Lyn Wylder	3 days
SRAA - Scholastic Rowing Association of America Championship	Cooper River, NJ	May 26/27	John Musial	
ACRA - American Collegiate Rowing Association	Gainesville, GA	May 27/28	Sam Dempsey	
USRowing NW Masters Championships	Vancouver, WA	June 23-25	Lyn Wylder	3 days
Head of the Hooch	Chattanooga, TN	November 4-5	Lyn Wylder	

Head of the Charles has been withdrawn as a regatta due to security reasons. International Umpires can apply to work the event through the Volunteer site.

NTO positions at the World Championships in Sarasota were not offered as an exchange opportunity.

Countries participating in the Exchange Program include:

- United Kingdom (5 years)
- The Netherlands (4 years)
- Norway (2 years)
- Belgium (2 years)
- Denmark (1 year)
- Austria (1 year)

Appendix B detail

**2017 USA/EUROPE EXCHANGE PROGRAM  
FINAL SUMMARY  
(As of February 16, 2017)**

**USA UMPIRES TO EUROPE**

- 25 FISA Umpires sent info on GBR and NED on December 28, 2016 with another e-mail adding DEN and NOR on January 1, 2017
- 16 responded – 9 responded no
- 3 said no but to get back to them on specific regattas if there wasn't any other interest but later declined
- Responses are listed below with the people selected for a regatta listed in bold

**DENMARK** - Only have seat for one umpire

- **Copenhagen Regatta, Lake Bagsværd -- 13-14 May**
  - **Kathleen Crowe – one of many choices**
- Sorø Regatta, Lake Soroe (huge junior regatta) -1-2 July
  - Jean Reilly –only choice– but later removed her name from consideration
  - Kathleen Crowe – one of many choices

**NORWAY**

- Stokkavannsregattaen - Stavanger (West Coast) 27.- 27. May - National Regatta
  - No requests
- **East County Regatta - Aarungen (outside Oslo) 10. – 11. June - Scandinavian Regatta**
  - **Alice Henderson's first choice**
- National Championships - Aarungen (outside Oslo) 9. 20. August - National Championship
  - Tiffany Knapp's first choice

**GREAT BRITAIN** – One place for 1 USA Umpire at one of the following regattas:

- Pete Zandbergen maybe to one of these but later removed his name for consideration
- Strathclyde Park Regatta – Strathclyde County Park, 22/23 April
  - No requests
- British Universities and Colleges Sport Regatta – Nottingham, 29/30 April and 1 May
  - No requests
- Nottingham City Regatta – Nottingham – 13/14 May
  - No requests
- National Schools Regatta – Eton Dorney - 26/27/28 May
  - Scott Woodworth's second choice
- Metropolitan Regatta – Eton Dorney – 3/4 June
- British Rowing Masters Championships – Nottingham - 10/11 June
  - Alice Henderson's third choice
- **British Rowing Junior Championships – Nottingham – 15/16 July**
  - **Tiffany Knapp's second choice**
  - Kirsten Meisner maybe – later removed her name from consideration

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- Kathleen Crowe – one of many choices

### NETHERLANDS

- Hollandia Regatta - Amsterdam (1 umpire) - April 22/23
  - No requests
- Damen Rowing regatta - Rotterdam (1 umpire) – May 6/7
  - Kathleen Crowe – one of many choices
- Westelijke Regatta - Amsterdam (1 umpire), Dutch championship small boats – May 20/21
  - No requests
- ARB (Amsterdam Rowing federation) - Amsterdam (1 umpire) - June 3/4
  - No requests
- ZRB regatta - Tilbrug (1 umpire) – June 10/11
  - No requests
- **2017 Koninklijke Holland Beker regatta - Amsterdam (12 umpires; Belgium-2; Great Britain-2, Germany-2, Danmark-1; Italy-1, France-1, Switzerland-1, US -1, Norway -1) June 24/25**
  - **Scott Woodworth's first request**
  - Alice Henderson's second request
  - Kirsten Meisner maybe
  - Kathleen Crowe – one of many requests
- 2017 NSRF regatta in Amsterdam (1 umpire) - July 1/2
  - No requests

### BELGIUM

- Belgium provided their list of regattas on January 31, 2017 and the information was sent to 25 FISA Umpires with requests due back on February 7, 2017.
- The regattas are:
  - Gent Spring Regatta (April 8/9)
  - Gent May Regatta (May 6/7)
- Four umpires responded but in the end no one was able to attend either regatta.

## EUROPEAN UMPIERS TO USA REGATTAS

The following regattas were offered to the international umpires:

2017 US EXCHANGE REGATTAS				
REGATTA	LOCATION	DATE	CONTACT	COMMENTS
San Diego Crew Classic	San Diego, CA	April 1 - 2	Lloyd McDonald	
SIRA - Southern Intercollegiate Rowing Association	Oak Ridge, TN	April 14/15	Kirsten Meisner	Friday and Saturday
NEWMAC - New England Women's & Men's Athletic Conference	Lake Quinsigamond, MA	29-Apr	Gary Caldwell	Date to be confirmed; Women Championship
Women's Eastern Sprints	Lake Quinsigamond, MA	30-Apr	Gary Caldwell	
NERC - New England Rowing Championships	Lake Quinsigamond, MA	6-May	Gary Caldwell	
ECAC/NIRC - National Invitation Rowing Championships	Lake Quinsigamond, MA	12-May	Gary Caldwell	Friday
Dad Vail	Philadelphia, PA	May 12/13	John Musial	Friday and Saturday
USRowing NW Junior Championships	Vancouver, WA	May 19-21	Lyn Wylder	3 days
SRAA - Scholastic Rowing Association of America Championship	Cooper River, NJ	May 26/27	John Musial	
ACRA - American Collegiate Rowing Association	Gainesville, GA	May 27/28	Sam Dempsey	
USRowing NW Masters Championships	Vancouver, WA	June 23-25	Lyn Wylder	3 days
Head of the Hooch	Chattanooga, TN	November 4-5	Lyn Wylder	

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### THE FOLLOWING INTERNATIONAL REFEREES WILL BE COMING TO USA REGATTAS:

- GBR – Martin Levy to San Diego Crew Classic
- GBR – Ben Helm to Northwest Junior Regionals (holdover from 2016 exchange)
- NED – Freek Meijers to SRAA
- BEL – Patrick Rombaut to the Head of the Hooch

### INTERNATIONAL FISA UMPRIE NOT ACCEPTED THIS YEAR

- BEL – Yves De Jonge requested San Diego but the available spot was already taken by GBR so he was offered another regatta or an opportunity to attend San Diego in 2018

**Appendix C:**

**Requested Updates to USRowing IOP as unanimously approved by USA FISA Umpires in January, 2017. **Proposed Language (addition/deletion in red below)****

**Update 1: Appendix 55-B.**

Nomination Process for US FISA Umpires

1. Submission of Intent to Work Each US FISA Umpire shall have both a quadrennial and an annual work plan. The quadrennial plan is to assist both the Umpire and the Referee Committee in multi-year planning and prioritization. The annual plan shall consist of a rank-ordered list of FISA and FISA Exchange events the Umpire is prepared to work at, if selected. An Umpire may also choose to opt out from submitting any work requests in a given year. Decisions reflected in the annual plan shall be consistent with the Umpire's quadrennial plan, and also remain in accordance with FISA and USRowing guidelines given below.

2. FISA Guidelines To qualify for nomination for jury selection to FISA events, US FISA Umpires must be in full compliance with FISA requirements to maintain licensure. In addition, the US FISA Umpire Annual Assignment Sub-Committee and the Referee Committee shall both utilize and follow FISA mandates and guidelines for Umpire qualifications and jury nominations, including but not limited to those delineated in Appendix 55.

3. USRowing Guidelines US FISA Umpires must hold an active USRowing Referee license and be in full compliance with the requirements to maintain USRowing licensure to qualify for nomination for jury selection to FISA events. In addition, the following criteria must also be taken into consideration: a. Annual and quadrennial plans as submitted by the individual FISA Umpire. b. Prioritization to assist each US FISA Umpire's equitable progress through the progression of FISA events delineated in Appendix 55, guided by the following considerations:

- 1) An individual who is qualified to work at a particular event for the first time will have priority over one who has already worked that event;
- 2) An individual who has not had a recent FISA assignment may have priority over one who has had more recent assignments;
- 3) When both of the above have been met on an equal basis for two individuals, priority may be given to the individual who has provided more recent service to USRowing as an active Referee and/or Clinician.
- 4) Whenever priority is assigned based upon seniority, the number of years holding an active FISA license, and not the age of the Umpire, shall be utilized. c. Individuals approaching the mandated FISA retirement age may receive priority for a final assignment; however, such



consideration shall not be employed to displace another individual from their normal progression in terms of frequency of assignments and the opportunity to advance through the normal progression of FISA events.

**5) If as a result of the Umpire Nomination selection process for FISA events an Umpire is ranked number one for more than one event for the year,**

- **The Umpire's name will be moved forward and submitted for the Regatta that the Umpire ranked as their first choice on their submission form; and**
- **The Umpire will become the alternate for the event that they ranked as their second or third choice on their submission form.**

**6) If as a result of the Umpire Nomination selection process for FISA events there is a tie in the numerical ranking,**

- **The Umpire who received a higher ranking when ranked against the Umpire they are tied with will be placed above the other Umpire in rank order (e.g. In case of a tie between Umpire X and Umpire Y: if Umpire X was ranked above Umpire Y by 3 of the 5 selectors then Umpire X would be placed above Umpire Y in rank order for selection.**

*Reason for Submission:*

- *It is not the intention of USRowing to have one USA FISA Umpire work multiple events in a year. For the past two years, Umpires have been ranked number 1 in multiple events. This clearly states what will happen moving forward when the situation occurs.*
- *Currently there is no process to break a tie should there be one. There needs to be one and the above suggestion is fair (and is common sense).*

### **Update 2 - Section 55-C Section 4A**

#### **Preparation to Qualify as a FISA Candidate**

a. Obtaining Applicant status conveys that the individual has achieved a level of experience and competency through their domestic work to justify subsequent expenditure of resources and effort in preparation to successfully pass the FISA Umpire examination. The time spent as an Applicant in preparation for advancement as a FISA Candidate shall include:

1. Mentoring of the Applicant by USRowing FISA Umpires
2. Attendance **at a Under 23 or Sr. World FISA Championship** that is outside of North America **AND where a US FISA Umpire is on the ITO jury.**
  - If practical, the Championship is paired with a FISA Congress that the Applicant may also attend.
  - If possible, preference should be given to the Sr. World Championships.
3. Successfully completing a mock written and practical Umpire exam given by a panel of active and/or retired FISA Umpires.

*Rationale for the request:*

- *Having a US FISA Umpire on the ITO jury really has paved the way in the past two years for our USA Applicants to have a stellar experience. This stellar experience has positioned our USA Applicants to very successfully pass the FISA Umpire exam.*
- *Eliminating Junior Championship - this is usually the first "big" regatta as an ITO for a US FISA Umpire, they have a lot going on (worrying about their own performance) to take on the additional responsibility of shepherding an Applicant.*

### Update 3 - Appendix 55-C

#### **5. Advancement from Applicant to Candidate Status**

1. A FISA Applicant is advanced to Candidate status when nominated by the CEO of USRowing to sit for the FISA Umpire examination. The Referee Committee shall convey to the Director of Referee Programs to forward to the CEO its recommendation of individual Applicants who are prepared and deserving of this status. ~~The decision to recommend one or more FISA Applicants to the CEO is made annually at the December meeting of the Referee Committee.~~ The Referee Committee will consider only those who are in the current pool of active FISA Applicants for its recommendation to the CEO.
2. A current Applicant ~~may petition~~ **petitions** to be advanced to Candidate status through a written request to the Chair of the Referee Committee **with a copy to the FISA Liaison no later than September 1 of each year. This petition must include the anticipated timeframe for taking the Umpire examination, stating a preferred venue and date if already known from the FISA calendar.** The Chair will then consult with the FISA Applicant and Recommendation Panel to request their opinion as to the current level of preparation and readiness of any Applicant who petitions through this process. ~~It is expected that any Applicant who submits their own petition will be prepared and capable of taking the Umpire examination in the following calendar year, should they receive a recommendation and nomination as a result of their petition.~~
4. ~~Ahead of its December meeting the~~ **The Chair of the** Referee Committee will direct the FISA Liaison to circulate among all current and retired FISA Umpires within the US the name of any Applicant it is considering for advancement to Candidate status, to solicit their informed input on the merit and readiness of the Applicant for embarking upon a successful FISA career. Such input will be considered alongside reports of progress and achievements made since obtaining Applicant status.
5. Any Candidate nominated to FISA to sit for the Umpire Examination will be expected to fulfill that obligation **within a specified timeframe. in the calendar year for which they are nominated.** Should a Candidate fail to go forward with the examination, the FISA Liaison and the Chair of the Referee Committee shall consult with the FISA Applicant and Candidate Recommendation Sub-Committee and prepare a recommendation for the Referee Committee, who will decide whether that individual returns to the Applicant pool or forfeits a future opportunity for re-nomination. If a Candidate fails their examination, the Committee will decide whether they are returned to the Applicant pool for a minimum of one year before re-nomination, or are removed from the Applicant pool at that juncture. Any Candidate who fails the examination on a second attempt but who is again returned to the Applicant pool by Committee decision must wait a minimum of three years before re-nomination. A third attempt at passing the examination shall be the final attempt (re: FISA Bye-Law to Rule 87).

#### *Rationale for the request:*

- *Alignment with recent FISA policy changes on where and when FISA Umpire Exams are given.*

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## APPENDIX D: 2018 FISA Regatta Nominations

USA Selection process is outlined in the October 2015 IOP posted on USRowing.org and performed in alignment with the FISA requirements and timeline.

The following USA FISA Umpires put in to work on 2018 FISA Juries:

2018 FISA Regatta Assignment Nomination Work Request Validated Summary										
Umpire Name	WRC 1 Serbia 6/1-6/3	WRC 2 Linz 6/22-6/24	WRC 3 Lucerne 7/13-7/15	WR U23 Championship Poznan 7/25-7/29	WR Jr Championship Racice 8/8-8/12	WR Sr Championship Plovdiv 9/9-9/16	World Masters Sarasota 9/26-9/30	Youth Olympic Games Buenos Aires 10/7-10/11	World Coastal Championships TBD location and date	
Bob Appleyard										
Ron Chen		2				1	*			
Kathleen Crowe			3			1		2		
Annette Forster		2	3		1					
Erin Gallagher		1					3			2
Kris Grudt										
Alice Henderson		1					2			3
Doug Jones		3	1				2			
Tiffany Knapp		1	2				3			
Laura Kunkemueller					1, 2, 3					
Chris Lang										
Rachel Le Mieux			3	1						2
Joe Manion				1			2	3		
John McKenna							1	2		
Ruth Macnamara				2	1					3
Kirsten Meisner		3		1				2		
John Musial				1				2		3
Jean Reilly										
Elaine Roden		3				1				
Nikola Vajda	2						3	1		
John Walker										
Bob Willenbring										
Scott Woodworth				2	1			3		
Lyn Wylder						1,3		2		
Pete Zandbergen										

\* Attending as Commission Member

Fourteen individuals were nominated by USRowing to represent the USA as a Jury member at the 9 FISA Regattas and FISU World University Games being held in 2018. Results (below) were presented to the Referee Committee, approved, and submitted to FISA by John Wik under signature of Patrick McNerney CEO of USRowing.

2018 FISA REGATTA UMPIRE NOMINATIONS										
Rank	* WRC 1 Serbia 6/1-6/3	WRC 2 Linz 6/22-6/24	WRC 3 Lucerne 7/13-7/15	WR Jr Champs Racice 8/8-8/12	WR U23 Champs Poznan 7/25-7/29	FISU World University Games	WR Sr Champs Plovdiv 9/9- 9/16	** WR Masters Sarasota 9/26- 9/30	Youth Olympic Buenos Aires 10/7-10/11	WR Coastal Champs TBD
1	N/A	T Knapp	D Jones	L Kunkemueller	R Le Mieux	A Forster	R Chen	E Roden	N Vajda	A Henderson
2	N Vajda	A Henderson	T Knapp	R Macnamara	J Manion	L Wylder	L Wylder	J McKenna	L Wylder	R Le Mieux
3		E Gallagher	A Forster	E Roden	K Meisner	J McKenna	K Crowe	A Henderson	K Meisner	E Gallagher
4		D Jones	R Le Mieux	A Forster	J Musial	K Meisner		T Knapp	J Musial	J Musial
5		K Meisner	K Crowe	S Woodworth	R Macnamara	S Woodworth		D Jones	J McKenna	R Macnamara
6		A Forster			S Woodworth	K Crowe		E Gallagher	J Manion	
7		E Roden						N Vajda	K Crowe	
8		R Chen						J Manion	S Woodworth	

Accordingly, USRowing nominated the following USA FISA Umpires to serve on 2018 FISA Juries:

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2018 FISA UMPIRE NOMINATIONS										
	WRC 1 Serbia 6/1-6/3	WRC 2 Linz 6/22-6/24	WRC 3 Lucerne 7/13-7/15	WR Jr Champs Racice 8/8-8/12	WR U23 Champs Poznan 7/25-7/29	FISU World University Games	WR Sr Champs Plovdiv 9/9-9/16	WR Masters Sarasota 9/26-9/30	Youth Olympic Buenos Aires 10/7-10/11	WR Coastal Champs TBD
1	N/A	T Knapp	D Jones	L Kunkemueller	R Le Mieux	A Forster	R Chen	E Roden	N Vajda	A Henderson
2	N Vajda	A Henderson	T Knapp	R Macnamara	J Manion	L Wylder	L Wylder	J McKenna	L Wylder	R Le Mieux
3								A Henderson		
4								T Knapp		
5								D Jones		
6								E Gallagher		
7								N Vajda		
8								J Manion		

The following individuals served on the 2018 Selection Sub-Committee:

- Don Langford
- Sandy Killen
- Sheila Tolle
- Bob Willenbring
- Peter Zandbergen
- Sam Dempsey (Alternate)

Three FISA Alumni served on the Selection Sub-Committee as only 2 active FISA Umpires indicated that they would be willing to vote. The Selection Sub-Committee was approved by the Referee Committee Chair. To prevent lobbying, coercion, or political deal-making by FISA Umpires trying to gain nomination, the names of the Selection Sub-Committee are not provided to FISA Umpires, Alumni and other Selection Sub-Committee members until voting is completed. Each member of the Sub-committee submits their ranking which is combined to create a total score. The Umpire with the lowest score (closest to 1) receives the number 1 nomination. The Umpire with the second lowest score receives the number 2 nomination. The scoring process with 5 selectors has been in place since the 1990s. Tie breaking rules are covered in IOP Section 55 And Appendices.

Project timeline for the 2018 Selection process follows:

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<b>FISA Regatta Selection Sub-Committee Timeline</b>		<b>2017 for 2018 selections</b>
<i>5 week process reduced to 3 weeks</i>		
9-Oct	Email Patrick McNerney/John Wik - Process/Role and projected timeline to complete	
23-Oct	FISA Information and Work History Sheets sent to FISA Umpires for review of updates	
24-Oct	FISA Circular 9 available	
24-Oct	Email from Patrick Rombaut requesting Jury Nominations per Circular 9	
24-Oct	Email to USA FISA Referees - request for Jury nominations Hard rank top 3 choices	
24-Oct	Email Patrick McNerney/John Wik - adjusted timeline to complete	
28-Oct	All FISA Information and Work Sheet updates received from FISA Umpires	
29-Oct	Hard rank emails requesting nomination returned by USA FISA Referees (personal phone calls made to 3 people 3 hours prior to deadline)	
10/27 to 10/31	Requests for people to serve as selectors	
29-Oct	Compilation list sent to USA FISA Referees for validation	
30-Oct	Compilation list Validation complete	
31-Oct	Email Referee Committee Chair with who agreed to serve on the selection committee; copies of past committees	
31-Oct	Instruction Letter and Book to Selectors Complete - sent to Referee Committee Chair	
31-Oct	Request for USRowing Good Standing check (all nominees) sent to John Wik	
2-Nov	Responses from Selectors were supposed to be back 11/2. One did not return until 11/4	
6-Nov	Compilation of selection numbers sent to selectors for validation	
11/6 to 11/7	Validation from selectors received	
11/1/to 11/6	USRowing Good Standing and Safe Sport Checks completed	
7-Nov	Results sent to Referee Committee Chair and USRowing	
8-Nov	Results sent to Referee Committee for approval	
9-Nov	Target Approval by CEO	
9-Nov	Target to send results to FISA Umpires to submit their forms by 11/12	
13-Nov	Full package (All Forms and Letter to Patrick McNerney for review and signature)	
15-Nov	Nominations signed by USRowing CEO sent to and received by FISA	
<b>FISU - Additional Regatta</b>		
14-Nov	FISU request for nominations received from Matt Smith	
14-Nov	Request for nomination to FISU sent to USA Umpires for completion with forms (due back 11/16)	
16-Nov	Requests for nomination received from USA FISA Umpires	
17-Nov	Requests sent to Selection Sub-Committee for vote (FISA Selection Sub-Committee served for FISU Selections)	
18-Nov	Votes received from Selection Sub-Committee for processing	
18-Nov	FISU nominations complete and sent to USRowing for signature and submission to FISU/FISA	
21-Nov	FISU nominations sent to and received by FISA	
Note: FISA Regatta Nomination process original timeline lost 8 days on front end and 6 days on back end due to FISA adjustments		

For transparency, a copy of Selection Sub Committee directions and workbook provided to the Selection Sub-Committee as well as the Umpire Information Sheet and Umpire Work History Sheet are included below. A sample ranking page with selector votes (WRC 1 Serbia) is also provided. USRowing receives copies of all Selection Sub-Committee final documents and rankings. Per the request of USRowing, Sub-Committee votes and combined rank numbers are not distributed.

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## Directions – Workbook Sheet 1

**Directions:** In the yellow box in the column labeled "Selector Rank", please hard-rank (1,2, 3, etc.) all of the individuals that have put in to work an event. Please complete all sheets (one event is listed per sheet). **Individuals are to be ranked in the order of who is best to represent the USA and who can best assure that the USA will be selected to serve on the Jury.** The USA is not entitled to a position on any jury. In order to secure a spot on a Jury, we must put the best Umpire forward. Where possible we would like to give people their first choice.

**Please remember take into consideration the following from the IOP:**

- 1) The required FISA event progression as listed in the FISA Rule Book/Seminar info (e.g. must do a WC before Jrs, etc.).
- 2) How USRowing can ensure the USA will have Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028 (FISA would like to see as young an Olympic Jury as possible without sacrificing quality);
- 3) An individual who is qualified to work at a particular event for the first time will have priority over one who has already worked that event;
- 4) When the Umpire last put in to work a FISA event and worked a FISA event. An individual who has not had a recent FISA assignment *may* have priority over one who has had more recent assignments;
- 5) When both 3 and 4 above have been met on an equal basis for two individuals, priority may be given to the individual who has provided more recent service to USRowing as an active Referee and/or Clinician. Note - If this applies, please review RDS entries carefully for service to USRowing. Several Umpires have included FISA assignments in the RDS. Some Umpire has included volunteer time in the RDS.
- 6) Whenever priority is assigned based upon seniority, the number of years holding an active FISA license, and not the age of the Umpire, shall be utilized.
- 7) Umpire retirement. Individuals approaching the mandated FISA retirement age may receive priority for a final assignment; however, such consideration shall not be employed to displace another individual from their normal progression in terms of frequency of assignments and the opportunity to advance through the normal progression of FISA events. **We have one such situation this year. It is noted on the impacted regatta sheet (Senior Worlds).**

USA FISA Umpire work history as well as the next FISA Regatta progression is included on the Umpire Information Sheet and Umpire Work History Sheet attached. The 2017 USA Selection Summary is included should you wish to know who was nominated 1st and 2nd in 2017. Should you need to review information on what Domestic regattas an Umpire worked, that information is available under the FISA Tab in the RDS.

The USA is expected to submit 3-4 names for World Masters, 2 names for all other Regattas.

**Please return your spreadsheet to Jean Reilly (javareef@yahoo.com) by 6 pm pacific time 11/02/2017 for compilation and submission to the Referee Committee and USRowing before 11/08/2017. In advance, thank you for your service and for ensuring that the USA receives as many Jury appointments as possible!**

As always, call if you have questions or concerns! (310-418-5447)

## Workbook Sheet 2

### Roll-up Summary of USA FISA Umpire requests to serve.

		2018 FISA Regatta Assignment Nomination Work Request Validated Summary									
Umpire Name		WRC 1 Serbia 6/1-6/3	WRC 2 Linz 6/22-6/24	WRC 3 Lucerne 7/13-7/15	WR U23 Championship Poznan 7/25-7/29	WR Jr Championship Racice 8/8-8/12	WR Sr Championship Plovdiv 9/9-9/16	World Masters Sarasota 9/26-9/30	Youth Olympic Games Buenos Aires 10/7-10/11	World Coastal Championships TBD location and date	
Bob	Appleyard										
Ron	Chen		2				1	*			
Kathleen	Crowe			3			1		2		
Annette	Forster		2	3		1					
Erin	Gallagher		1					3		2	
Kris	Grudt										
Alice	Henderson		1					2		3	
Doug	Jones		3	1				2			
Tiffany	Knapp		1	2				3			
Laura	Kunkemueller					1, 2, 3					
Chris	Lang										
Rachel	Le Mieux			3	1					2	
Joe	Manion				1			2	3		
John	McKenna							1	2		
Ruth	Macnamara				2	1				3	
Kirsten	Meisner		3		1				2		
John	Musial				1				2	3	
Jean	Reilly										
Elaine	Roden		3					2			
Nikola	Vajda	2						3	1		
John	Walker										
Bob	Willenbring										
Scott	Woodworth				2	1			3		
Lyn	Wylder						1,3		2		
Pete	Zandbergen										

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### Workbook Sheet 3

Prior year results are included in the selection workbook for reference.

2017 FISA Regatta - USA FISA Umpire Nominations								
Selection	WRC 1 SRB 5-7 May	WRC 2 POL 16-18 June	WRC 3 SUI 7-9 July	WR U23 Championship BUL 19-23 July	WR Jr Championship LTU 2-6 Aug	World Masters SLO 7-10 Sept	WR Sr Championship USA 24 Sept - 1 Oct	World Coastal Championships FRA 13-15 Oct
1	D Jones	J McKenna	J McKenna	K Meisner	J Manion	B Appleyard	B Willenbring	L Wylder
2	E Gallagher	E Gallagher	D Jones	R LeMieux	L Kunkemueller	J Manion	K Crowe	J Musial
3						L Wylder		

### Workbook Sheet 4

Umpire Name		WRC 1 Serbia 6/1-6/3 Umpire Rank	Selector Rank
Nikola	Vajda	2	

Sample Combined scoring sheet by event is below:

Umpire Name		WRC 1 Serbia 6/1-6/3 Umpire Rank	Selector 1	Selector 2	Selector 3	Selector 4	Selector 5	Total	Rank
Nikola	Vajda	2	1	1	1	1	1	5	1

### Workbook Sheet 5

Umpire Name		WRC 2 Linz 6/22-6/24 Umpire Rank	Selector Rank
Ron	Chen	2	
Annette	Forster	2	
Erin	Gallagher	1	
Alice	Henderson	1	
Doug	Jones	3	
Tiffany	Knapp	1	
Kirsten	Meisner	3	
Elaine	Roden	3	

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### Workbook Sheet 6

Umpire Name		WRC 3 Lucerne 7/13-7/15 Umpire Rank	Selector Rank
Kathleen	<b>Crowe</b>	3	
Annette	<b>Forster</b>	3	
Doug	<b>Jones</b>	1	
Tiffany	<b>Knapp</b>	2	
Rachel	<b>Le Mieux</b>	3	

### Workbook Sheet 7

Umpire Name		WR U23 Championship Poznan 7/25-7/29 Umpie Rank	Selector Rank
Rachel	<b>Le Mieux</b>	1	
Joe	<b>Manion</b>	1	
Ruth	<b>Macnamara</b>	2	
Kirsten	<b>Meisner</b>	1	
John	<b>Musial</b>	1	
Scott	<b>Woodworth</b>	2	

### Workbook Sheet 8

Umpire Name		WR Jr Championship Racice 8/8-8/12 Umpire Rank	Selector Rank
Annette	<b>Forster</b>	1	
Laura	<b>Kunkemueller</b>	1, 2, 3	
Ruth	<b>Macnamara</b>	1	
Elaine	<b>Roden</b>	1	
Scott	<b>Woodworth</b>	1	

### Workbook Sheet 9

Umpire Name		WR Sr Championship Plovdiv 9/9- 9/16 Umpire Rank	Selector Rank
Ron	<b>Chen</b>	1	
Kathleen	<b>Crowe</b>	1	
Lyn	<b>Wyider</b>	1,3	

of Note: A new Head of the FISA Masters Commission which will be elected in Plovdiv after the regatta. If elected to serve as Head of FISA Masters Commission Ron will be ineligible to work as a FISA Umpire going forward.



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### Workbook Sheet 10

Umpire Name		World Masters Sarasota 9/26- 9/30 Umpire Rank	Selector Rank
Erin	Gallagher	3	
Alice	Henderson	2	
Doug	Jones	2	
Tiffany	Knapp	3	
Joe	Manion	2	
John	McKenna	1	
Elaine	Roden	2	
Nikola	Vajda	3	

### Workbook Sheet 11

Umpire Name		Youth Olympic Games Buenos Aires 10/7-10/11	Selector Rank
Kathleen	Crowe	2	
Joe	Manion	3	
John	McKenna	2	
Kirsten	Meisner	2	
John	Musial	2	
Nikola	Vajda	1	
Scott	Woodworth	3	
Lyn	Wylder	2	

### Workbook Sheet 12

Umpire Name		World Coastal Championships TBD location and date. Umpire Rank	Selector Rank
Erin	Gallagher	2	
Alice	Henderson	3	
Rachel	Le Mieux	2	
Ruth	Macnamara	3	
John	Musial	3	

# FISA Liaison Report

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## FISU Worksheet

Umpire Name	Selector	Hard Rank
Kathleen Crowe		
Annette Forster		
John McKenna		
Kirsten Meisner		
Lyn Wylder		
Scott Woodworth		

## FISA Umpire Information Sheet – Updated 11/2017

USA FISA Umpire Information Sheet										Requested Umpire Progression Plan									
Baseline Information																			
Umpire Name	Year Licensed	Max Years	Years Remaining (as of 2017)	Max Years Retested as of 2017 (70 age)	Years Remaining Retested as of 2017 (70 age)	Year Clinic Needed	Next FISA Progression Event	Last FISA Assignment	Last NGB Nomination for FISA Jury held in year below	Submission to be Nominated to FISA Regatta held	2016 Jury Submission	2017 Jury Submission	2018 Jury Submission	2016	2017	2018	2019	2020	
Pete Zandbergen	1982	35	1	40	6	2021	Complete	2016	2016	2016	Coastal	N/A	N/A	Coastal	NTO at Senior Worlds	TBD	TBD	TBD	
John Wake	1987	30	1	35	6	2021	Complete	2013	2013	2013	N/A	N/A	N/A	N/A	NTO at Senior Worlds	TBD	TBD	TBD	
Ron Chen*	1987	36	7	41	12	2021	Senior Worlds (but has done Olympic Games)	2015	2015	2015	N/A	N/A	1. Senior Worlds 2. WC3	N/A	Senior Worlds	Senior Worlds World Masters Jury President (request of FISA Masters Commission)		Paralympics	
Bob Apoleyard	1989	29	2	34	7	2021	Complete	2017	2017	2017	1. WC2 2. Coastal	1. World Masters	N/A	WC	NTO Senior Worlds		TBD	TBD	
Nikola Vajda	1992	25	1	30	6	2021	Complete	2016	2016	2017	1. World Masters 2. WC3 3. Coastal	1. Sr Worlds 2. WC3 3. WC1	1. YOG 2. YOG 3. World Masters	World Masters	NTO Senior Worlds				
Kris Grud*	1996	28	8	33	13	2021	Olympics	N/A	N/A	N/A	N/A	N/A	N/A	Umpire Commission Member					
Jean Reilly	1999	25	8	30	13	2021	Complete	2016	2016	2016	Olympics	N/A	N/A	Olympics	NTO Senior Worlds	World Masters Jury Vice President (request of FISA Masters Commission)	Pan Am	WCOlympic Qualifier, Coastal	
Bob Wilenbring	2002	22	7	27	12	2021	Olympics	2017	2017	2017	1. Sr Worlds 2. Sr Worlds 3. Sr Worlds	1. WC3 2. WC1 3. WC3	N/A	Junior/Senior Worlds, WC3, WC1	Senior Worlds			Olympics	
Lyn Wylder	2003	15	2	20	7	2021	Senior Worlds/Olympics	2017, Selected Alternate to Para Olympic July 2016	2017	2017	Olympics, Para Olympic	1. WC3 2. YOG 3. Senior Worlds	1. Senior Worlds 2. YOG 3. Senior Worlds	Para Olympics or Olympics	Coastal	Sr Worlds	Sr Worlds	Olympics	
Chris Lang	2004	22	10	27	15	2021	Senior Worlds	2016	2016	2016	1,2,3. U23	N/A	N/A	U23	NTO Senior Worlds		Coastal	Olympics	
Rachel LeMeux	2006	20	10	25	15	2021	U23	2015	2017	2017	N/A	1. Sr Worlds 2. U23 3. Coastal	1. U23 2. Coastal 3. WC3	U23/Senior Worlds	NTO Sr Worlds, U23, Senior Worlds, Coastal	U23 Senior Worlds, Masters, Coastal	U23 Senior Worlds, Masters, Coastal	Olympics	
Kathleen Crowe	2007	22	13	27	18	2021	Senior Worlds	2012	2017	2017	1. Jr/Sr Worlds 2. WC2 3. Para Qual regatta	1. Sr Worlds 2. U23 3. WC3	1. Senior Worlds 2. YOG 3. WC3	Junior/Senior Worlds	NTO U23	Senior Worlds	WC or Senior Worlds	Paralympics	
John Masil	2008	25	17	30	22	2021	U23	2014	2017	2017	1. U23 2. WC2 3. Coastal	1. U23 2. U23 3. Coastal	1. U23 2. YOG 3. Coastal	U23	NTO Senior Worlds	Senior Worlds		Olympics	
Kirsten Meisner	2009	29	22	34	27	2021	U23	2013, Selected U23 Alternate to Jury in 2017	2017	2017	1. U23 2. Para Qual regatta 3. WC3	1. U23 2. U23 3. U23	1. U23 2. YOG 3. WPC2	U23	NTO Senior Worlds, U23 if not already achieved	U23 if not already achieved	Seniors if U23 achieved	Junior/Senior Worlds if U23 achieved and if not achieved in 2019.	
Laura Kunkemuller	2009	22	15	27	20	2021	Junior Worlds	2014	2017	2017	1. Junior Worlds 2. WC2 3. Para Qual regatta	1. Junior Worlds 2. Junior Worlds 3. Coastal	1. Junior Worlds 2. Junior Worlds 3. YOG	TBD	NTO Senior Worlds	Jr Worlds	TBD	TBD	
Scott Woodworth	2009	8	1	13	6	2021	Junior Worlds	2015	2015	2017	1. Junior Worlds 2. WC2 3. FISA Champs	1. Junior Worlds 2. World Masters 3. WC1	1. U23 2. U23 3. YOG	Junior Worlds	Senior Worlds, NTO Senior Worlds	Jr Worlds, U23	Sr Worlds	Olympic Games or Para Olympic Games	
Joe Marlon	2011	35	30	40	35	2021	U23	2017	2017	2017	1. Junior Worlds 2. World Masters 3. WC2	1. Junior Worlds 2. WC3 3. WC3	1. U23 2. World Masters 3. YOG	Junior Worlds	U23 and NTO Senior Worlds	World FISU Champs Junior Worlds or U23 if any other appropriate event.	Pan Am	Coastal Junior Worlds or U23 if any other appropriate event.	
Annette Forster	2012	14	10	19	15	2021	Junior Worlds	2014	2016	2017	1. U23 2. WC3 3. WC3	1. U23 2. WC3 3. WC3	1. U23 2. WC2 3. WC3	Junior Worlds	Junior Worlds	Junior Worlds or U23 if any other appropriate event.	Junior Worlds, U23 Senior Worlds	Coastal Junior Worlds or U23 if any other appropriate event.	
Erin Gallagher	2013	32	29	37	34	2021	World Cup	2014 Selected WC Alternate to Jury in 2017	2017	2017	1. WC1 2. WC2 3. Coastal	1. WC3 2. WC2 3. WC1	1. WC3 2. Coastal 3. World Masters	WC	WC, NTO Senior Worlds	WC or Masters	WC or Masters		
Alice Henderson	2013	16	13	21	18	2021	World Cup	Selected WC Alternate in 2015	2015	2017	1. WC1 2. WC1 3. Coastal	1. WC3 2. WC2 3. WC1	1. WC3 2. World Masters 3. Coastal	WC	WC, Junior Worlds, NTO	Junior Worlds, U23 Senior Worlds	Junior Worlds, U23 Senior Worlds	Junior Worlds, U23, Senior Worlds	
Doug Jones	2013	21	18	26	23	2021	World Cup		2017	2017	1. WC1 2. WC3 3. FISA Champs	1. WC3 2. WC3 3. WC3	1. Junior Worlds 2. Junior Worlds 3. World Masters	WC	WC, Junior Worlds, NTO	WC, Junior Worlds	WC, Junior Worlds	TBD	
Elaine Roden	2013	11	8	16	13	2021	Junior Worlds	2015	2015	2017	1. Junior Worlds 2. WC1 3. FISA Champs	1. Junior Worlds 2. Para Qual regatta 3. WC3	1. Junior Worlds 2. World Masters 3. WC2	Junior Worlds/Coastal	Junior Worlds/Coastal	Junior Worlds/Coastal	Junior Worlds/Coastal	Junior Worlds/Coastal	
Ruth Macnamara	2014	11	9	16	14	2021	Junior Worlds	2015	2015	2017	1. Junior Worlds 2. Coastal 3. FISA Champs	1. Junior Worlds 2. World Masters 3. Coastal	1. Junior Worlds 2. U23 3. Coastal	Junior Worlds	Junior Worlds or U23, World Masters, NTO Senior Worlds	Junior Worlds or U23, Coastal	Junior Worlds or U23, Pan Am, World Masters	Junior Worlds, U23, Senior Worlds, FISU Champs	
John McKenna	2016	34	34	38	38	2021	Junior Worlds	2017	2017	2017	N/A	1. WC2 2. WC1 3. WC3	2. YOG	N/A	WC, NTO Senior Worlds	World Masters, Youth Olympics	Junior Worlds or Coastal	Mega Worlds	
Tiffany Knapp	2016	26	25	31	30	2021	World Cup	N/A	N/A	N/A	N/A	N/A	N/A	Exchange; NTO Senior Worlds	WC	WC, or Junior Worlds	WC, or Junior Worlds or U23		

\* FISA Commission Member

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## FISA Umpire Work History Sheet – Updated 11/2017

USA FISA UMPIRE WORK HISTORY								
Final 10-30-2017								
Umpire	Semi-annual due by Dec	Licensed and Venue	1st FISA Juniors	Years to 1st Jrs.	Olympic Games	World Championships	International Juries	
Zandbergen, Peter	2021	82 Lucerne	87 Indianapolis-Pan Am	5	1996	1993	Mst 82; PA 87; RWCup 90; RWCup 91; RWCup 92; WC 93; OG 96; Lucerne 98; RWCup 01; Mst 01; Mst 03; RWCup 05; Coastal 07; Coastal 09; RWCup 11; GBR 13; NOR 15; AUT 16; DEN 16; Coastal 16	
Walker, John	2021	87 Denmark	90 Aiguebelette-Jr	3	2000	2013	JR 90; RWCup 90; RWCup 91; Mst 91; J 92; RWCup 92; WU 93; Lucerne 95; WC 96 Lucerne 97; OG 00; RWCup 01; WMG 05; Out 06; RWCup 07; PA 07; WC 13	
*Chen, Ron	2021	87 Indianapolis	91 Banyoles- Jr	4	1996		GW 90; JR 91; PA 95; OG 96; WMG 98; RWCup 99; RWCup 00; RWCup 01; RWCup 02; PIR 02; U23 06; RWCup 10; Univ 15	
Appleyard, Bob	2021	89 Bled	93 Aarungen- Jr	4	2008	2006	JR 93; GW 90; WMG 98; PA 99; RWCup 01; WC 06; OG 08; Mst 10; WC2/OC 16; Mst 17;	
Vajda, Nikola	2021	92 Montreal	99 Plovdiv- Jr	7	2012	2005; 2010	WU 93; JR 99; PA 03; WC 05; WMG 05; Mst 06; Out 06; Mst 07; Coastal 08; RWCup 09; WC 10; OG 12; Youth Oly 14; Mst 16;	
*Grudt, Kris	2021	96 Strathclyde	98 Ottensheim- Jr	2		2001	WMG 98; JR 98; U23 99; WC 01; IL 01; U23 02; LAJ 02; IL 03; IL 04; Mst 05; Mst 06; Mst07; Mst 09; Mst 10, WU12	
Reilly, Jean	2021	99 St. Catherines	02 Trakai- Jr	3	2016	2007; 2014	RWCup 00; JR 02; RWCup 03; Mst 04; HWR 05; Mst 06; WC 07; U23 10; WU 13; WC 14; Ghent 15; OG 16;	
Willenbring, Bob	2021	02 Trakai	05 Brandenburg- Jr	3		2017	LAJ 02; RWCup 04; JR 05; WMG 05; Mst 06; Out 06; PA 07; U23 11; Mst 15; WC 17;	
Wylder, Lyn	2021	03 Milan	07 Beijing- Jr	4		2015	U23 03; Mst 05; Out 06; Mst 06; JR 07; RWC 08; PA 11; U23 NTO 13; NED 14; WC 15; Coastal 17;	
Lang, Chris	2021	04 Banyoles	08 Linz- Jr/Sr	4			U23 05; Mst 06; JR 08; Mst 10; HWR 12; WC MEGA 16;	
LeMeux, Rachel	2021	06 Princeton	10 Racice- Jr	4			Mst 08; RWCup 09; JR 10; Mst 13; HWR 15,	
Crowe, Kathleen	2021	07 Strathclyde	09 Brive,FR- Jr	2			RWCup 08; JR 09; U23 12; MET 12; U23 NTO 13; HB 14; Ghent 16; DEN 17;	
Musial, John	2021	08 Brandenburg	12 Plovdiv- Jr/Sr	4			RWCup 09; JR 12; Mst 14; NED/HB 16;	
Meisner, Kirsten	2021	09 Vichy	13 Trakai- Jr	4			RWCup 10; Mst 11; HB 11; HWR 11; Univ 12; JR 13; GBR 14; GBR 15; SLO 15; DEN 16; Mst 17	
Kunkemueller, Laura	2021	09 Vichy					Mst 10; RWCup 12; Univ 14	
Woodworth, Scott	2021	09 Vichy					RWCup 11; Coastal 12; PA 15; GBR 16; HB 17;	
Manion, Joe	2021	11 Guadalajara	17 Trakai- Jr	6			RWC 13; UNIV 16; JR 17;	
Forster, Annette	2021	12 Trakai					RWCup 14; SLO 15	
Gallagher, Erin	2021	13 Boston					NOR 17	
Henderson, Alice	2021	13 Boston					HB 15; NOR 16; DEN 16;	
Jones, Doug	2021	13 Boston					RWCup 15; BRJ 15; NED 16	
Roden, Elaine	2021	13 Boston					RWCup 15	
Macnamara, Ruth	2021	14 Uruguay					RWCup 17;	
McKenna, John	2021	16 Chile					GBR 17;	
Knapp, Tiffany	2021	16 Belgium						
ParaOG- Paralympics		OG- Olympic Games			WU- World University Games	CA/CR- Central Amer/Caribbean	GBR- Great Britain Exchange	GBR MET- Metropolitan Regatta (n
GW- Goodwill Games		PA- Pan Am Games			U23- Under 23 Championships	IL- Ilan International Coll. Champs.	NED- Netherlands Exchange	GBR BRJ - British Juniors (non-exch
LAJ- Latin America Jr		PIR- Princeton Int Reg			WC- FISA World Championships	HB- Holland Beker (International Regatta)	NOR- Norway Exchange	WC - MEGA - (Jr/U23/Non Olympic
Mst- FISA Masters		RWCup- Rowing World Cup			WMG- World Masters Games	HWR- Henley Women's Regatta	SLO- Bled /Exchange	
Out- Out Games		Youth Oly- Youth Olympic Games			JR- Junior Championships	Univ- FISU University Championships	Ghent- Ghent Regatta/International Regatta/BEL Exchange	
Number of US Rowing FISA Umpires- 1971-19, '83-15, '99-25, '01-20, '07-22, '12 -23, '13-25; '15 - 25; '16 - 25; '17-25.								
NTO Assignments are not tracked by FISA or USA per decision of USA FISA Umpires in Q1-2017 (see Referee Committee Meeting Minutes)								
* On FISA Commission								

**APPENDIX E: 2017 World Championship NTO Regatta Report**

**Sarasota 2017  
Rowing World Championships  
Regatta Report**

This report will attempt to cover the regatta that ran from Sept. 24 until Oct. 1 2017. The LOC did an amazing job of putting all of the pieces together, especially with the hurricane that came thru the area two weeks before the event.

The regatta was a success on many levels, but the athlete experience was a credit to the NTO's and volunteers that interacted with them on a daily basis. We had 25 current and former FISA umpires working in critical positions and their knowledge and experience made the difference for the event. We also had an exceptional group of National referees who were enthusiastic and willing to take on any task given to them. The local volunteers were eager, cheerful and a pleasure to work with.

I can't emphasize enough the critical role the FISA umpires as NTO's played in the success of the event. The positions that they filled were:

- Oversight of the Start
- Aligner
- Supervising the Start Bridge volunteers
- Launch driver supervisor- umpire and media drivers
- Oversight of Control Commission
- Athlete and Boat scales
- In charge of each launch and recovery dock
- Oversight of the Finish Line
- Finish line and timing system

Their ability to manage the process, anticipate problems and work with the jury and FISA Commission members made all the difference. Because of their experience, the NTO's knew what was expected and issues that came up could be handled without a detailed explanation why it needed to be implemented.

**Start- Responsible Bob Appleyard**

Overall, the Start area worked fine. The original speaker system was located on poles out by the clogs facing back at the Starter, but was replaced by two large speakers under the Starter by the time racing began. One supervisor was assigned to the start bridge, but it became clear that two supervisors were

needed. The volunteers on the start bridge had some physical limitations, so it was evident that only certain volunteers had the strength to work the boat holder positions.

Aligners hut worked well, but the power needs of the timing system meant that the AC for the hut could not be used. Netting to keep the insect population to a minimum would have been useful. Also, the location of the bathrooms was a problem for this team. There was insufficient time between most races for them to make use of the facilities. Food and water was a challenge the first few days, but was resolved after that.

### **Finish- Responsible Jean Reilly**

This area had the least amount of problems. It was well staffed and worked well with Swiss Timing. Sight lines were clear and the wires worked well. The light line in the room should be left off. Issues for regattas that don't have all the technology- communications with flag person on the shore, white flag/light to acknowledge umpire launch, air horn unless part of the permanent equipment, radios reception was patchy unless close to a window. First aid kit and defibrillator should be installed inside tower. It is very helpful that the site is prewired for future events, but this will require the next timing vendor to thoroughly check to make sure that their equipment integrates with system.

### **Control Commission- Responsibles Kirsten Meisner and Sheila Tolle**

The locations of the docks, tents for scales and boat storage areas worked well. Layout for athletes scale area needs to be redesigned to allow for better control. Some problems the last few days in the area between boat storage and launching ramps due to crews "prepping" their shells. Paths had to be maintained for crews to get to ramps. Also, supply vehicles were crossing this area while boats were being moved which created concern for athlete and boat safety.

Athlete scales was not a climate controlled space for most of the event. Temperatures got to unsafe levels and put volunteer and athletes at risk. This space MUST have sufficient power to run air conditioning during hours of operation. Fans not feasible in the scale area.

Power supply for all the electronics, fans, scales etc. was insufficient. Also had a problem with compatibility of power cords to European outlets for some technology. Basic supplies for Commission had to be purchased at the last minute. More thought should be put into having all of these items when the course opens for practice.

More planning is needed to allow sufficient shade, chairs and water for athletes and volunteers. We adapted as the week went along as we found umbrellas and chairs where we could. Water was hard to find the first few days, then we had large jugs which were then removed. We finally got a few

containers, but with the heat and humidity that we experienced, this should have been appropriately organized from the beginning.

### **Launches and Marshals- Responsible Chris Lang**

The launches that we had worked out well, when they all finally showed up. There were no spares that allowed for replacements when boats went down with engine trouble. We were lucky that the race schedule allowed for us to cover the launch problems, but longer days of racing will not have that luxury. I should have had at least one more supervisor for this operation. Chris had long days and we had to shift NTO's from other positions to give her breaks. While the launch drivers were very enthusiastic, there were only a few that had any experience with this type of event. We had about 40 drivers, but will need more for events that race all day for multiple days. It helped to station a marshal on the finish tower to oversee the course. There should be at least two, one on the course side and one on the island side to observe the return channel. Rescue swimmers were hard to come by and most of our volunteers were not physically capable to be of much assistance in an emergency.

### **Emergency Response**

After a small problem on the first day of racing, the emergency response, particularly in the finish line area, was excellent. We had sufficient medical and emergency personnel at the finish and control commission areas, but we were not tested on our response in the warm up or start areas. There was good communication and response. I would suggest that we add more staff for Masters events as the possibility of health emergencies will probably be greater.

### **Areas needing improvement**

Obviously the shade and water problems need to be adequately addressed. Food for the volunteers was very lacking. The food tent was not an option for many on the water and working in the boathouse area. Pizza every day was an embarrassment and food choice was almost non-existent. Food for staff with health or dietary restrictions left many going hungry. Some days food and drinks were brought around the control commission area, but other days it was not. The athlete scales tent was almost always ignored on the days that food was available. Lack of extra launches made care and feeding of on the water staff a challenge every day. Shifting launch drivers for potty breaks was also a problem.

While managing the volunteers was a monumental task, the schedule for shifts left some positions vacant for periods of time. Because of the need to manage where the volunteers checked in, more overlap on shifts needs to be planned because they need to be transported to their work locations, i.e. the start bridge. Also, NTO's could use a list of who is scheduled for their position so that they know who to expect.

## **Emergency planning**

Because of recent incidents at music festivals and churches, more discussion with NTO's and team managers about evacuation procedures needs to be considered. Because there are only two bridges, there are obviously limited options for how to proceed, but what happens after going over the bridges needs to be planned. By informing this group about the evacuation plan, they should be able to assist in implementing and coordinating efforts to safely clear the venue.

## **Conclusion**

While there were numerous challenges coming into this event, the LOC pulled it off. Even though the heat and humidity were constant issues, the water conditions were excellent. All the volunteers had a great attitude and it showed in their interactions with the competitors. I appreciate the opportunity to participate at this event and I look forward to Sarasota hosting many more events.