

Peter Guadagni - Candidate for President



The Election Committee has deemed that Peter Guadagni is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Clare Kubiak* and received letters of recommendation from *Ralph Davis* and *Kerry O'Brien* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

I have attended every convention from 2010 through 2018. I was present for all HOD meetings at each convention.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

Like many Masters members my initial involvement with USMS was to continue swimming as a vehicle for staying fit. Overtime I came to value the camaraderie I found at my local club, pool competitions, open water swims, volunteer groups and most recently as a member of the national leadership team. The joy I have received from my USMS membership has made me

passionate about its mission. I want to be president to further serve the organization and believe I have the skills and experience to lead USMS to greater success.

My volunteer experience leading one of USMS' most prominent clubs, chairing its largest LMSC, and serving as one of its officers along with my professional experience as the leader of a marketing consulting group, IT executive, small business owner and utility general manager have prepared me for the role of president. As an involved member, I have my ideas on what USMS should do. However, I have found that successful leadership comes from forging consensus and building support for initiatives. As a professional and volunteer I have built and lead teams that accomplished their goals by working together with a shared vision. My ability to combine a relentless pursuit of progress with an open mind and a respect for my colleagues has enabled me to guide teams to success.

My role as an official, meet director, and sanction chair and involvement in the Championship, Finance, Legislation, Registration, and Rules Committees have exposed me to the most detailed aspects of our organization from an operational and business perspective. While this detailed knowledge informs my thinking, as a leader I try to focus on the broad initiatives that will move USMS forward.

My years in business trained me to be prepared, rely on sound business practices and effectively assess the skills of potential contributors. These skills should help me conduct meetings that are organized and focused, appoint volunteers to roles in which they can successfully contribute and set expectations that are understood by our volunteers and professional staff.

My optimistic attitude and unshakeable belief that our programs should be fun for participants and volunteers are some of my more important qualifications. Your president should believe there are solutions to our most difficult challenges. As president one of my most important barometers of success would be the smiles I see at our events and meetings.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

Local Programs. Certainly, the membership declines over the last few years rank as one of the more important issues facing USMS. To address this challenge, we must recognize that very few people join USMS solely to become members of our national organization. Most of us join a local program and learn USMS membership is required to attend practices or participate in events. Therefore, a primary mission of USMS nationally must be to help local clubs and work out groups grow and thrive. The professional staff and board already understand the importance of supporting local programs; as president I will strengthen this focus.

Listening. Our staff has improved the communications from the national organization to members; we have a quality magazine and email communications on items of interest to regular members, volunteers and coaches. The IT modernization project will help us produce more targeted content while addressing privacy concerns. However, we may not have placed enough emphasis on listening to our stakeholders. Providing effective local support and member services that deliver value can only happen if we understand our audience. As president, I will challenge the board and staff to spend more time listening to our constituencies, explore systematic methods to better understand and track member interests, and encourage volunteers to listen and be open to ideas that may be different from their own.

Coaches. Since the establishment of our national office we have worked to find what outgoing President Patty Miller called the balance between activities best conducted by the professional staff versus those that should be performed by volunteers. These efforts have improved role clarity and should continue but the focus on volunteers and staff may have led us to neglect the

importance of coaches to our organization. On deck coaches and the clubs they guide are USMS to most of our members. USMS has a coaches committee but its charter does not reflect the importance of coaches to the organization. As president, I will work with the board to expand the role of coaches in charting the development of USMS.

Added Value. The number of nonmember adults who swim for fitness undoubtedly exceeds our membership. In some cases, they swim on their own; in others, they swim on non-affiliated clubs; and some swim on USMS clubs that do not rely on our insurance and do not require membership. We need to enhance our value to entice these potential members to join. There is a task force exploring strategies to grow our open water events, an important source of member value. As president, I will support the task force's ideas and consider the establishment of a parallel group oriented toward growing our competitive pool events. Outside of swimming, there is a multi-billion-dollar fitness industry that has attracted millions of customers with a wide variety of products and services. We should learn from the innovations created by fitness companies and other adult sports organizations to develop products, expand services, and consider partnerships that will enhance member value. As president, I will challenge our professional staff, leaders, coaches, and volunteers to think beyond our traditional boundaries.

Fun. Finally, while we need to take our mission seriously, our involvement in USMS should bring us joy. Sometimes we forget that the staff and our fellow volunteers care for the organization as much as we do. As president, I will remind everyone that our participation should be fun and if we are not smiling, something is wrong.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Legislation Committee, 2011 – 2013, Sean Fitzgerald Chair

Finance Committee, 2014 – present, Jeanne Ensign Chair

Executive Committee, 2017 – present, Patty Miller Chair

USMS Board of Directors, 2017 – present, Patty Miller Chair

As Vice President of Administration I have been an ex officio member of the Championship (Jeff Roddin & Jim Clemmons Chairs), Legislation (Richard Garza Chair), Registration (Susan Ehringer Chair), and Rules (Charles Cockrell Chair) Committees since my election in 2017.

Please list any other experience that relates to your qualifications for the position.

Team Captain/President, Walnut Creek Masters, 2007 – 2010

Chair, Pacific Masters Swimming, 2012 – 2015

Certified Official (USA Swimming 2007 – present, USMS 2017 – present)

Meet Director, Pacific Masters Short Course Yards Championships, 2007-2010, 2016, 2017

Co-founder, Walnut Creek Aquatics Fund/Foundation

Chair, Finance subcommittee on Sanction Fees, 2015

Member, planning committee for first LMSC Leadership Summit, 2015

Member, Finance subcommittee on Use of Reserves, 2016

Chair, Finance subcommittee on Budget and Fees, 2017

Pacific Masters Meet Operations and Sanction Coordinator, 2017 - present

President, Walnut Creek Downtown Business Association, 2 years

Board member, Playhouse West (local theater group), 3 years

30 years management experience at leadership levels

Please list any other information you would like included.

Creator of Coach Appreciation Week, first at local club, Walnut Creek Masters, and later extended to the Pacific Masters LMSC.

My proudest accomplishments relate to volunteer recognition; I have written the nomination letters for 10 Donnelly Award winners, 1 Fitness Award Winner, 1 Open Water Service Award Winner and 2 Krauser Award Winner and contributed to the nominations of 2 USMS Coach of the Year Winners and 1 Ransom Arthur Award Winner.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

As your president I will strive to reflect your passion for swimming and channel our joint efforts to fulfill the USMS vision. Together with the CEO, my fellow officers and board members I hope guide the organization in its pursuit of its goals and objectives while being responsive to member needs.



UNIVERSITY OF
SAN FRANCISCO

CHANGE THE WORLD FROM HERE

Department of Recreational Sport

March 15, 2019

Dear Elections Committee,

I, Clare Kubiak, nominate Peter Guadagni for President of USMS.

Respectfully,

A handwritten signature in blue ink that reads "Clare Kubiak". The signature is fluid and cursive, with a long horizontal stroke at the end.

Clare Kubiak

Member, Futures Task Force 2015- present
Member, Volunteers Task Force 2017- present
Member, Sports Medicine Committee 2015-2017
Vice Chair, Sports Medicine Committee 2017- present

Ralph Davis

Erin Sullivan
Chair of the Election Committee
Elections@usmastersswimming.org

Dear Erin,

I am writing to recommend Peter M Guadagni for the position of President of United States Masters Swimming. Peter is uniquely qualified for this position because of his varied 30 year career experience in senior level management positions and his over 30 years as an active USMS member.

Peter has served USMS at the local and national level. At the local level, Peter has served the Pacific LMSC as official, meet director, club president, sanction chair, and 4 years as of the Chair of the LSMC. The Pacific LMSC has over 19% of the total USMS membership which is great training ground for the Presidency of USMS.

At the national level he has been member of the Legislation Committee and Finance Committee. As the Vice-President of Administration he has served an ex officio member of the Championship, Legislation, Registration, and Rules Committees. Peter's time on the Board of USMS has exposed him to all facets of the national office and the challenges of our organization

I have served with Peter on various committees for the last 5 ½ years. Peter is a consummate professional in handling himself on the Board and showed me that he is ready for the next step to serve as the USMS president. I don't know anyone more qualified to serve as the President of USMS.

Peter's recent retirement will provide him time to dedicate himself to lead our USMS organization.

I am very pleased to recommend Peter for the Presidency of USMS

Ralph Davis, USMS Treasurer

Recommendation Letter for Peter Guadagni

From: Kerry O'Brien, USMS Coach of the Year 1987

Date: March 20, 2019

To: The Elections Committee

As Peter Guadagni's coach of 33 years, I am submitting this letter of recommendation for President of USMS.

Peter has followed the path you would want your top prospect to follow. Ever observant and engaged, there is that unique ability to be in the moment and at the same time have your radar pinging for what lies ahead in a bigger picture.

Peter has been a member of the Walnut Creek Masters (WCM) for the last 33 years. When new to this great team, he understood the importance of learning its culture and the expectations that have come to be associated with WCM. Over the years his growing interest in the club was paralleled by his willingness to contribute to the sustainability and improvement of the WCM team. There are very few aspects of this team's success where he has not left his fingerprints. Team Captain, President, Webmaster, and newsletter editor are ways that Peter found to establish leadership within WCM. When it became time to separate the team from the City of Walnut Creek, he was instrumental in drafting new by-laws to help its transition. Hosting Championship meets for the largest LMSC in the country has always been in the DNA of WCM. These meets often have over 600 swimmers and last several days. As a six time Meet Director, countless occasions as Head Referee and Meet Official, Peter unselfishly gave his time, sacrificing his own competitive goals, for the benefit of the LMSC.

All this afforded Peter an opportunity to see the importance of clubs and their LMSC to work together to provide the best experience for all, which he used as the next step into a new role as Pac Masters LMSC Chair. Peter brought new energy and life to Pac Masters with fresh ideas and innovation. New programs and services, and a redistribution of positions produced a more shared vision and larger workforce moving forward. Reorganizing the administration of Pac Masters by replacing the traditional offices with a plan consisting of elected officers and the committees for which they are responsible. Examples are new positions of Vice Presidents for Pool Meets, Open Water, Clubs and Coaches, and Communications and Technology, along with the traditional Chair, Secretary, and Treasurer.

Additionally, Peter has given back by totally restructuring the Pac Masters Annual Meeting from the small required annual business meeting with few in attendance to an annual celebration that also includes a workout, a tech talk, a catered lunch, and an inspirational keynote speaker (Rowdy Gaines, Janet Evans, Matt Biondi, Anthony Ervin, Dana Vollmer) all free of charge to our membership. Attendance at our annual meeting has gone from at most 30 to over 300.

Since 2011 Peter has become an integral fixture at Convention and on the National Committee level, serving with the Legislation and Finance Committees, chairing two sub-committees and a member of a third.

Peter is about leadership, empowerment, creativity, and fulfillment. He can be counted on to use all available resources to complete a task and to offer creative alternatives to the status quo. Couple his vision, talents, expertise, and great experience with the pace at which he has journeyed through USMS, and the end result is a seasoned candidate with a full understanding of the genesis our great organization, a very knowledgeable grasp of where we stand today, and the passion and ability to lead us beyond the scope of where most candidates might venture.

I go back to Peter not only using his 33 years in USMS to become fully immersed in every aspect of Masters Swimming, but to gain considerable experience in serving those aspects at every level that has brought him to this point at this time.

Again, I strongly recommend Peter Guadagni for President of USMS.

Chris Colburn - Candidate for Vice President of Administration



The Election Committee has deemed that Chris Colburn is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated and recommended by *Peter Guadagni* and received a letter of recommendation from *Jim Clemmons* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

Dearborn, MI (September 13-17, 2006)
Anaheim, CA (September 26-30, 2007)
Atlanta, GA (September 24-28, 2008)
Chicago, IL (September 16-20, 2009)
Dallas, TX (September 15-19, 2010)
Jacksonville, FL (September 14-18, 2011)
Greensboro, NC (September 12-16, 2012)
Anaheim, CA (September 11-15, 2013)
Jacksonville, FL (September 17-21, 2014)
Kansas City, MO (September 30 – October 4, 2015)
Atlanta, GA (September 21-25, 2016)

Dallas, TX (September 13-17, 2017)
Jacksonville, FL (September 26-30, 2018)

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in the office of Vice President of Administration because I firmly believe in giving back to the sport that has had such a positive impact on my life. Besides the obvious health and wellness benefits of swimming, Masters Swimming has afforded me lasting friendships and an extended family of like-minded individuals who are passionate about participating in and giving back to the sport we love. I have been and would continue to be honored to serve among their ranks.

During two terms as Secretary and one term as Vice President of Local Operations, I have learned a great deal about not only the present workings of our organization, but the work of both the National Office and all of the volunteer infrastructure to bring about positive change. I believe I would make a good candidate because I maintain a deep interest in the both the strategic plan and the operational workings of U.S. Masters Swimming, and in doing my part to help us to support our current membership and programs while leading us into the future.

I believe I will be a good candidate because I am passionate about our products and services, as well as our abilities to provide unique perspectives to contribute to and deliver those products and services to the membership. I have formed good working relationships with many members of both the volunteer and staff leadership that can facilitate collaboration between the local and national levels to strengthen and evolve the Administration division for the benefit of our members.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

In recent years, we have worked to grow the membership through a two-pronged approach that focuses on attracting new members and retaining those who have already joined us. Over the last two years, our retention numbers have been at record levels, while we have not been as successful in attracting new members. This has resulted in a two-year slide in membership that we must continue to work to reverse. I believe that we must strike a more consistent balance between what we do to attract new members and what we do to retain existing ones. Further, we need to find better ways to do that simultaneously, not only through the National Office, but throughout the organization. Over time, I believe this balance of initiatives will help USMS to stabilize its current membership numbers and to grow more consistently over time.

As USMS grows, we must evolve along with our changing membership. As a strategic leadership body, the Board, in conjunction with the National Office, needs to continue to pay attention to data related to membership numbers, trends in event and program attendance, and other key indicators to ensure that we can both listen to our membership and allocate resources (both human and financial) toward those areas that will best serve our membership.

An important step in that evolution comes with it the evolution of the volunteer infrastructure. The Volunteers Task Force has done some important work in the past two years to understand the needs of our membership and our volunteers, and to make recommendations that can help us to effect positive change for the organization. As our membership evolves at both the local and national levels, some of our infrastructure must begin to change to support that shift in

focus. As Vice President of Administration, I want to continue to work to better define what that shift can and should look like at the LMSC and National levels so we continue to attract and engage ALL our volunteers to promote and support USMS at every level of the organization.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Board of Directors and Executive Committee:

- Secretary, September 2013 – September 2017 (Nadine Day, President 2013-15; Patty Miller, President 2015 - present)
- Vice President of Local Operations, September 2017 – present (Patty Miller, President)

Coaches Committee:

- 2000 (Scott Rabalais, Chair)
- 2007 – May 2008 (Vice Chair; Mo Chambers, Chair)
- June 2008 – 2010 (Chair; Chuck Burr, Scott Bay, Kerry O'Brien, Vice Chairs)
- 2011 (Craig Keller, Chair)

Registration Committee:

- 2014 (Leo Letendre, Chair)

Legislation Committee

- 2016 (Meg Smath, Chair)

Rules Committee

- 2017 (Charles Cockrell, Chair)

History and Archives Committee

- 2017 – Present (EC Liaison: Barbara Dunbar, Chair)

LMSC Development Committee

- 2017 – Present (EC Liaison : Michael Moore, Chair)

Records and Tabulation Committee

- 2017 – Present (EC Liaison : Jeanne Seidler, Chair 2017-8 ; MJ Caswell, Chair 2019 – present)

Recognition and Awards Committee

- 2017 – Present (EC Liaison : Ray Novitske, Chair 2017-8 ; Megan Lassen, Chair 2019 – present)

Governance Committee

- 2019 – Present (Jim Miller, Chair)

Please list any other experience that relates to your qualifications for the position.

- Head Coach, Delaware Swim Team Old Dawgs, 1996-1999
- Pilot Coordinator, Colonies Zone Regional On-Deck Coaching Program, 1999
- USMS On-Deck Coaching Coordinator, 2000, 2007-2010

- Illinois LMSC Vice Chair, 2005-2009
- Illinois LMSC Webmaster/IT Director, 2005-2011
- Head Coach, Academy Bullets Masters, 2006-present
- USMS Club Development Task Force, 2008-2009
- Illinois LMSC Chair, 2009-2011
- Illinois LMSC/ILMSA Coach of the Year, 2009
- USMS Kerry O'Brien Coaching Award, 2009
- USMS Dorothy Donnelly Service Award, 2009
- Allegheny Mountain LMSC Vice-Chair, 2011
- USMS Discussion Forums Task Force, 2014
- USMS Discussion Forums Moderator, 2014-present
- USMS Futures Task Force, 2016-2017
- USMS Convention Rules Task Force, 2016-2017
- USMS LMSC Leadership Summit Task Force, 2018-2019

Please list any other information you would like included.

When I'm not hanging out with my kids, coaching, swimming, or working with technology, my hobbies include cars and driving (especially Mustangs and Thunderbirds); watching sci-fi (*Dr. Who* and *Star Trek: Discovery* are current favorites); checking out new and different eateries; and NEVER wearing a red shirt on an away mission.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

In addition to coaching Masters swimmers for many years, I have volunteered at the local, regional, and national levels in three different LMSCs since 1998. Most recently, I am finishing a term as Vice President of Local Operations. I have given back to Masters Swimming wherever possible in coaching, leadership, and communications-related roles, and hope to continue to do so as the next Vice President of Administration. I have a deep interest in the strategic and operational workings of U.S. Masters Swimming at both the local and the National levels. Further, I am interested in helping USMS evolve as an organization that can support and promote positive change for the membership. My experiences with technology, linguistics, and coaching have given me the organizational, communications, collaborative, and strategic thinking skills to succeed in this position. If I am elected, I will continue to work with all levels of our staff and volunteer infrastructure to bring about a better future for our sport and our members.

From: Peter M. Guadagni, Vice President of Administration
Date: March 25, 2019
Subject: Nomination of and Recommendation for Chris Coburn

It is with great pleasure that I nominate Chris Coburn for Vice President of Administration and recommend him for that position.

Already a member of the USMS leadership team, Chris has the experience and knowledge to continue his service in a new role. As the previous Secretary and current Vice President of Local Operations he has been a member of the Board and Executive Committee for over 5 years. He is well versed in the challenges and opportunities facing USMS and the organization's current programs and strategies for the future. He brings an upbeat attitude to meetings and a level of energy that is infectious. Chris is particularly well qualified to be VP of Administration having been a member of three of the committees the position oversees (Legislation, Registration, and Rules) and his participation in multiple national championship meets gives him an appreciation for the work of the position's fourth committee (Championship).

Although Chris has recently served in national roles, he knows the ultimate success of USMS is dependent on robust local programs and the volunteers who support them. As a past LMSC leader and contributor and current Vice President of Local Operations, he has first-hand knowledge of the role LMSCs and clubs play in delivering member value. This perspective is important as a board member and particularly so for the Vice President of Administration since the actions of the Legislation, Registration, and Rules Committees can have their biggest impact at the local level.

One of Chris's most important qualifications is his background as an on-deck coach. The coach-swimmer relationship is a core component of the USMS experience. Like most of our coaches, he knows which programs support his efforts and resonate with his swimmers. The Championship, Legislation, Registration and Rules Committees can have a significant impact on our members and as Vice President of Administration, Chris can insure the coaches' viewpoint is included in committee deliberations.

Chris is passionate about the USMS mission and I enthusiastically recommend him to be our next Vice President of Administration.

Respectfully submitted,
Peter Guadagni

From: Jim Clemmons, Championship Committee Chair
Date: April 13, 2019
Subject: Letter of Recommendation, Christopher (Chris) Colburn
To: The Elections Committee

This letter of recommendation is on behalf of Chris Colburn for the position of Vice President of Administration.

Chris has demonstrated a passion for supporting not only masters swimming but swimming in general, having coached age group, high school, and masters teams. In addition to coaching, Chris has served to further swimming both at the local level, as well as at the national level. He has attended the national convention every year since 2006. He has filled numerous roles within teams he has started or coached, participated in LMSC structures as well as having served on the BOD continuously since 2013 to the present as Secretary and now VP of Local Operations. Through the years, Chris has been a member of a number of Committees including coaches, rules, legislation and registration.

I had the pleasure of first working with Chris while on the Board of Directors as the at-Large Director, Oceana Zone, while he was Secretary in 2013 and 2014. Chris immediately demonstrated to me that he is the consummate professional. He has the ability to accurately capture minutes of BOD discussions and conference calls even with conversations occurring quickly on multiple topics. Whether a meeting was held in person or over the phone, Chris was still able to participate in the discussions offering valued input while capturing the essence of the discussions for the minutes. He would publish the first draft of the minutes quickly, within a day or two of the meeting.

Chris is personable, friendly and a key resource to provide information and guidance to people new and "old" within the organization. He has strong communication skills, is able to have respectful dialog and has developed good relationships with people across the country. Chris has proven that he has a good sense of how decisions at the national level affect all facets of the organization. He has strong analytical and organizational skills that will be valuable in his role as VP Admin.

Respectively submitted,

Jim Clemmons
Chair, Championship Committee
Chair, Snake River LMSC

Permission is granted by the author for the elections committee to publish this letter for election purposes.

Skip Thompson - Candidate for Vice President of Administration



The Election Committee has deemed that Skip Thompson is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Dan Cox* and received letters of recommendation from *Nadine Day* and *Jeff Roddin* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: X Yes No

I am planning to attend the HOD Meeting for this election year: X Yes No

I am planning to attend all HOD Meetings during my tenure in office: X Yes No

I have attended 1 or more HOD Meeting in the past five years? X Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

Attended all from 1988 to Present.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I have been a USMS member for 38 years and have served as an Officer at the Club and LMSC level for 37 years. I have been a National delegate and active committee member for 32 years. I served as a member of the USMS Board of Directors for 8 years, from 1992 through 1999. I have held every elected position in the Michigan LMSC except Registrar. During my tenure with USMS I have been a Swimmer, Coach, Event Host, Meet Director, Official, and

Championship Liaison; all of which gives me experience to address the issues and opportunities that best serve our membership.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

A major issue is the transition from a volunteer lead organization to one in which the Chief Executive Officer and the National Office staff perform operational duties and manage the day to day affairs of USMS. How do we most appropriately balance the workload between staff and the volunteer base? How rapidly should we transfer duties from the volunteers to staff? And, in the future years, does USMS envision itself someday as having the majority of volunteer positions become staff positions? How do the LMSCs and Committees fit into this structure? The Volunteer Task force is currently working on solutions to this challenge of Volunteer engagement. In the future a balance of volunteer and staff functions must be determined for the overall health of the organization. USMS is dealing with this now and this is one of the main issues to be resolved in the next 5 years.

The growth and survival of Open Water Swimming is, and continues to be, a major issue. In the last 9 years the increase in open water events insurance have created Open Water surcharges for USMS, LMSCs, and host Clubs. This has definitely impacted the vigor and growth of Open Water Swimming (that has been a tradition in USMS). The Open Water Task force and the Open Water and Long Distance Committees are working hard to take USMS Open Water to the next level but we as an organization need to solve this problem because it is not going away.

Another major issue that impacts the future success of USMS (and even the LMSC) is the development of programs for the large part of our membership that does not participate in competition. The E-Postal Fitness Series is a great start. As an organization, we have a commitment to provide programs in fitness for these members.

Membership retention and growth are two areas that are critical to the future health of USMS. We need to attract new members as well as retaining those who have joined in the past and we must develop a consistent balance of interests to both groups for their continued membership in USMS. The provision of consistent programs for both groups will ensure that we can deliver a valued product, the worth of which can best be reflected by our members' continuing support and membership.

USMS should become more involved and have successful interaction with other bodies such as the YMCA, NSG, FINA, USA-S, USAT, Health Clubs, Fitness Centers, and Park Departments. Our involvement with these organizations could carry USMS to the next level in membership and allow our many resources to be utilized by a much larger constituency.

In addition to developing programs that will increase our membership, we have to continue to expand our marketing concepts to broaden our financial base so that we do not rely strictly on registration, club, and program fees to run our organization. Support of corporate sponsors who have sought to assist us as loyal partners needs to be continued and explored in the future.

We need to ensure effective communication between all levels of the organization from the National Office to LMSCs and the LMSCs to the members. The development of effective lines of communication with LMSCs and their respective members is imperative. The LMSC Development Committee's peer to peer conference call meetings is a tremendous start for the LMSCs in the different operation functions as well as the three LMSC Summits that have taken place in the last 5 years. The BOD, National Office, and the LMSCs must be partners in achieving the goals of the 5 year strategic plan for that to be a success.

Another major issue I see is the lack of enough younger and newer volunteer talent to contribute at both the local and national level. The Futures Task force is a great start for

strategic direction to recruit newer and younger members for volunteer positions in the future. This is very important because these individuals will be the leaders of USMS in future. If we do not achieve this, it will become increasingly difficult to acquire adequate leadership for future success of USMS.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Championship Committee – 1989 to 1993 Bill Barthold. Zone Committee – 1992 to 1995 Betsy Durrant, 1996 – 1997 Stephanie Walsh Beilman, 1998 – 1999 Hugh Moore. Planning Committee – 1994 to 1995 Stephanie Walsh Beilman, 1996 – 2000 Nancy Miller, 2001 Betsy Durant. Ad Hoc Professional Management Committee 1998 – 1999 Hugh Moore, Coaches Committee 2000 – 2001, Scott Rabalais, 2002 – 2003, Michael Collins, 2004 – 2006 Bob Bruce, 2007 Mo Chambers. Rules Committee 2008 – 2011 Kathy Casey. Legislation Committee 2012 – 2013 Sean Fitzgerald, 2014 – 2015 Meg Smath. History and Archives Committee 2013 – 2015 Megan Wilson. USMS BOD Executive Committee as VP of Community Services responsible for Coaches, Diversity & Inclusion, Fitness Education, and Sports Medicine Science Committees 2015 – 2019 Patty Miller.

Please list any other experience that relates to your qualifications for the position.

LMSC Responsibilities

1987 - 1991 - Treasurer of the Michigan LMSC
1989 - 1991 - Vice Chairman of the Michigan LMSC
1991 - 1993 - Chairman of the Michigan LMSC
1993 - 1995 - Fitness Chairman of the Michigan LMSC
1993 - 1997 - Records & Top Ten Chairman of the Michigan LMSC
1999 - 2001 - Secretary of the Michigan LMSC
2001 - 2003 - Vice Chairman of the Michigan LMSC
2003 - 2005 – Chairman of the Michigan LMSC
2005 - 2013 - Sanctions Chairman of the Michigan LMSC
2009 - 2013 - Officials Chairman of the Michigan LMSC
2010 - 2019 - Records & Top Ten Chairman of the Michigan LMSC
1984 - 2019 – Coach – Team Representative of the Michigan Masters Club
2013 - 2015 - Vice Chairman of the Michigan LMSC
2015 - 2017 - Chairman of the Michigan LMSC

Meet Administration

Meet Director – Michigan Masters State Championship Meet – 1985, 1989, 1992, 1996, 1997, 1999, 2002, 2004, 2005, 2006, 2008, 2013, 2015, 2016, and 2018

Meet Director - Great Lakes Zone Championship Meet - 1988 LCM, 1990 SCM, and 1997 SCY.

Meet Director - Local SCY South Oakland Seals Swim Team Meet - 1984 - 2019

Meet Director – Local LCM Meet – 1984 – Present

National Championships Meet Administration

Records/Top Ten National Liaison - 1996 USMS Long Course Nationals – University of Michigan

USMS Championship Committee - Served as a Meet Evaluator/Liaison for the following USMS National Championships - 1990 SC Nationals USC Los Angeles, 1991 LC Nationals Elizabethtown KY, 1992 LC Nationals Federal Way, WA and 1993 LC Nationals, University of Minnesota, Minneapolis, MN.

USMS Rules Committee – Served as a Rules Evaluator/Liaison for the following USMS National Championships - 2008 SC Nationals, University of Texas, Austin, 2009 LC Nationals, IUPUI Indianapolis, 2010 SC Nationals, Georgia Tech University, Atlanta, 2011 SC Nationals, Mesa, Arizona and 2011 LC Nationals, Auburn University.

Coaching – Team Accomplishments

Coach/Team Representative of the South Oakland Seals from 1984 until 2008. Responsible for administrating workouts 12 months a year. The team has been Michigan Masters State Champions 15 times (82, 85, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 00, 02) more than any other team in Michigan Masters history.

Coach/Team Representative of the Plymouth YMCA from 1988 until 2009. Overall Team Combined National YMCA Champions (1993). Men's National YMCA Championships (1993) and Women's National YMCA Champions (1994).

Coach/Team Representative of the Michigan Masters Club from 1984 until the Present. 1996 USMS Long Course National Champions in Women, Men, and Combined Categories. 2002 USMS Long Course Nationals - Highest Scoring Visiting Club in Women, Men, and Combined Categories. 2004 USMS Short Course Nationals – Women's National Champions. 2009 USMS Long Course Nationals – Regional Club National Champions. 2013 USMS Short Course Nationals – Regional Club National Champions. 2014 Canadian National Championships - Highest scoring Club in the meet. 2015 USMS Long Course Nationals – Regional Club National Champions. 2018 Regional Club 2nd place finish with the highest attendance of 185 swimmers in the highest attended National Championship meet in USMS history

Committee Projects Assignments and Accomplishments

Championships Committee – USMS Time Standards for National Championship Meets.

Planning and Zone Committee - USMS Election Survey for National Officers.

Great Lakes Zone – Implemented a Zone Championship Meet for all 3 courses.

History and Archives Committee – Contributed as a key member in the early stages of the project.

Coaches Committee - Chair of the USMS Coach of the Year subcommittee from 2001 – 2008.

National Board Review – 2011 Served on the Grievance Panel.

Achieved Level 4 USMS Certification – April 2015.

Selected to serve as a Coach for the 2015 USMS High Performance Camp in Greensboro, North Carolina.

USMS and Michigan Masters Achievement Awards

- 1987 - Received the YMCA Service Award from the Greater Detroit Metropolitan YMCA.
- 1991 - Received the Chetrick Award for Outstanding Service to the Michigan LMSC.
- 1995 - Received the Lawrence Award for Outstanding Swimming Performances in the Michigan LMSC.
- 1999 - Received the USMS Dorothy Donnelly Service Award for Outstanding Service to USMS.
- 2000 - Received the USMS National Coach of the Year Award from the USMS Coaches Committee.
- 2010 - Received the USMS Kerry O'Brien Coaching Award from the USMS Coaches Committee.
- 2011 - Received the Michigan Masters Lifetime Achievement Award from the Michigan LMSC.
- 2011 - Received the USMS Club of the Year as part of the Michigan Masters Club as Coaches Rep.
- 2013 - Received the Michigan Masters Coach of the Year Award at the LMSC Awards Banquet.
- 2014 - Received the USMS June Krauser Communications Award from USMS Awards Committee.
- 2018 - Received the Kalamazoo ZOOM Coaching Award for the 2018 USMS Spring Nationals

Please list any other information you would like included.

Longest tenured LMSC Volunteer at both the Local and National level in the Michigan LMSC. I have been a Meet Director of the Michigan LMSC State Championships on 15 different occasions. This meet has the largest participation per registered swimmer in the LMSC than any meet in USMS. I, along with Sally Guthrie, initiated one of the most comprehensive LMSC Awards Banquets in USMS. The primary Award given at the banquet is the Continuous Loyalty Membership Award where LMSC members are honored for their continuous loyalty by renewing their LMSC membership for continuous years. Awards are given for 5 to 30 years of membership and swimmers are eligible for awards at 5, 10, 15, 20, 25, and 30 years. I organized two stroke clinics with the 2013 NCAA Championship University of Michigan Men's team that featured Mike Bottom and his Olympic-caliber coaches. With 72 swimmers, it was the largest sanctioned clinic that the Michigan LMSC has ever held.

As Vice President of Administration, I will work with the Championship, Legislation, and Rules Committees and I have served 4 years on each committee during my 31 year involvement as a USMS committee member.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

I am excited to have the opportunity to run for the position of Vice President of Administration. My membership in USMS for 38 years and my involvement as a volunteer at the USMS and LMSC level for over 34 years qualifies me to help lead USMS in the future. USMS faces a lot of challenges in the future and I believe I can be an asset to helping USMS address those challenges. USMS has shown great initiative in creating new programs, but will need to continue to create and expand programs to offer new opportunities for adult swimming. USMS has shown great progress to achieve the goal to become the best adult aquatic fitness organization in the world. USMS is a great organization and has greatly added to my quality of life. I want to give back to this organization that has given me so much. I have worked with many outstanding volunteers and USMS Staff in the past and want continue to help build USMS to be the best primary fitness organization in the country. I look forward to helping to promote USMS's mission and values in the future.

April 25, 2019

Erin Sullivan
Chair of Election Committee
elections@usms.org

Dear Election Committee:

It's my honor to nominate Frank "Skip" Thompson for the officer position of Vice President of Operations of USMS. You may publish this nomination letter.

Sincerely

A handwritten signature in black ink that reads "Dan D. Cox". The signature is written in a cursive style with a large initial "D" and a stylized "Cox".

Daniel Cox
At-Large Director Great Lakes

Letter of Recommendation for Frank "Skip" Thompson for Vice President of Administration

From: Nadine Day

Date: April 20, 2019

To: The Elections Committee

I am honored to write this letter of recommendation for Frank "Skip" Thompson for USMS Vice President of Administration. The VP of Administration has oversight of Rules, Legislation and Championships committees. Skip has served on all these committees. I feel that it is important to have knowledge of these committees. These committees are highly functioning committees. In addition, these committees are impactful in the direction of USMS. However, we are all aware USMS is changing and we are facing different challenges. I am confident that Skip can handle the changes and also be a champion for the membership. Skip is very transparent in expressing his feelings and thoughts. He communicates and keeps people in the loop about issues that arises.

Skip has been on the Executive Committee for the past four (4) years. He has shown that he stays updated with the current situations of USMS. As VP of Community Service, Skip was an advocate for the committees he had. He communicated what he knew and if he did not he would ask questions. Skip has been the consciousness of the organization. He is diligent in reading meeting minutes and reviewing the status of the organization.

Skip has the membership as a priority. He is inquisitive and tries to get clarification on issues. As a current officer, he has shown that he is not afraid to speak up. He also supports what he believes what is best for the organization. Skip's passion and dedication has been proven over the years nationally and locally. Even when he is in the minority on issues; he will make sure that his voice is heard. He has the voice of the membership. I consider Skip as being of sounding board and is very resourceful. He has helped with providing resources for members.

I support of Frank "Skip" Thompson as the next USMS Vice President of Administration. Thank you for the opportunity to address the elections committee and recommend Skip for this position. I know that he will be a great ambassador and advocate as VP of Administration

Respectfully,
Nadine Day, Immediate Past President



**U.S. MASTERS
SWIMMING**

From: Jeff Roddin
Date: April 30, 2019
Subject Line: Letter of Recommendation

To: The Elections Committee

I am writing a Letter of Recommendation for Frank "Skip" Thompson for the Vice President of Administration position. I have known Skip for over 20 years and have always known Skip to be passionate about all things swimming. Skip has institutional knowledge of USMS from a grass roots perspective at the club and LMSC level in Michigan all the way to the national organization by serving on countless USMS committees and serving on the USMS Executive Committee and the Board of Directors. Skip knows exactly what this position entails and is prepared for its workload. I know Skip will hit the ground running to make an immediate positive impact on our organization if he is elected to this position.

Sincerely,

--

Jeff Roddin | Registrar | Potomac Valley LMSC | U.S. Masters Swimming

Chris Campbell - Candidate for Vice President of Community Services



The Election Committee has deemed that Chris Campbell is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *John King* and received letters of recommendation from *Scott Bay* and *Chris Colburn* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

2008 Atlanta, 2009 Chicago, 2010 Dallas, 2011 Jacksonville, 2012 Greensboro, 2013 Anaheim, 2014 Jacksonville, 2015 Kansas City, 2016 Atlanta, 2017 Dallas, 2018 Jacksonville

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

Currently, I serve on the USMS Board of Directors as the At-Large Director for the Oceana Zone. I also serve on the USMS Coaches Committee, where I have been a seated member since 2009. I have served as the Coaches Liaison to the Recognition and Awards Committee from 2015 through 2018. I believe that my Board position, long-standing membership on the Coaches Committee, and my expertise as a USMS Level 4 Coach and Certified USMS Official provide me great insight into the needs and desires of the USMS membership at the local, LMSC and National levels. The position of VP-Community Services would better and more

impactfully allow me to bring my strengths to bear in the service of USMS and its membership.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

1. In a word, Growth. While expanding our membership is a noble goal, uncontrolled expansion, expansion without purpose does not serve our interests as a National organization- it would dilute the services we offer to our membership. To me, it's not just about growing our membership, it's about growing our volunteer base as well. How do we get our membership, both new and old, to engage with our community? As a start, it is worthwhile to note that the first contact than any member has with USMS is the coach on deck. This organization cannot have an effective and sustainable growth strategy without far more extensive engagement and buy in from the member coaches. My experience, contacts and relationships in the USMS community will help to make that happen.

2. I firmly believe that the power and authority to determine and direct USMS policies and governance rests with the membership and is manifested through the LMSCs and the Board of Directors. While Staff may perform trade studies and analyses, making recommendations based upon the findings, Staff does not set policy. Rather, Staff implements policy at the direction of the Board of Directors and the Executive Committee, both of which answer to the membership. I will actively seek to maintain that balance and that accountability to the membership through transparency of processes and decisions, as well as enhanced two-way communication and accessibility. So long as our members are stakeholders and feel empowered in the governing *and* decision-making processes, the growth and evolutionary potential of USMS is unlimited.

3. Another issue of concern is the overly-rapid implementation of new technologies and methodologies for conducting USMS business. While the march of technology is inexorable, USMS, despite having a professional staff, is still a volunteer-driven organization at its very core. The expertise and commitment of our membership is a force to be reckoned with. The volunteer spirit of our membership should be encouraged and nourished at all levels. It is by leveraging the existing expertise of our membership, along with the knowledge _and vision of our National Office staff, determining "best practices" from our LMSCs and membership prior to implementing new procedures, that we can grow effectively and efficiently as an organization. While there are many areas of work that can be handled more efficiently by paid staff, it is not in the best interests of USMS to ignore existing expertise, much of which is very high level and available to USMS free of cost.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Coaches 2009-present. Chairs: Chris Colburn 2009, Craig Keller 2010-2011, Scott Bay 2012-2016, Bob Jennings 2017-present

Recognition and Awards 2017-2018 Chair: Ray Novitske

Please list any other experience that relates to your qualifications for the position.

I have been a Masters Coach with Mountain View Masters since 1998, attaining USMS Level 4 Coaching Certification in 2015. I have served as MVM Head Coach from 2006-2009, as Co-Head Coach in 2012, and as Interim Head Coach in 2016. I was Pacific Masters Swimming Coaches Chair from 2006 through 2009. A USMS Member since 1988, I was the Pacific Masters Coach of the Year in 2010, recipient of a Kerry O'Brien Coaching Award in 2011,

recipient of a Dorothy Donnelly Service Award in 2012, and recipient of a Pacific Masters Appreciation Award in 2017. In 2017, I became certified as a USMS Stroke and Turn Judge and Starter. In 2018, I was elected to serve as the USMS At-Large Director for the Oceana Zone. In 2019, I became certified as a USMS Referee. I have participated in 31 USMS Nationals, FINA World Championships, and National Senior Games as a swimmer, coach and official as of 2018.

Please list any other information you would like included.

I have been employed as a Satellite Systems Engineer since 1985. I was one of the original 4 members of the Morrison Swim Club in 1973, and I was the first male from this Team to compete collegiately (Northwestern University Varsity Men's Swimming 1979-1981).

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

A long-time member of USMS as swimmer, coach and official, I believe in the passion, creativity and expertise of our USMS membership. I firmly believe that the power and authority to administer and govern USMS derives from its volunteer base, flowing up through the LMSCs and Committees to the USMS Board of Directors. Clear, open and respectful communication between all levels is crucial to the growth and evolution of USMS.



| *Serving Northern California and N.W. Nevada*

To: Elections@usmastersswimming.org

From: John King, Pacific Masters Swimming Chairman

Date: April 24, 2019

Subject: Nomination of Christopher Campbell for Vice President of Community Services

It is with great pleasure that I nominate Christopher Campbell for the position of Vice President of Community Services.

A handwritten signature in black ink, appearing to read "John King", is written over the printed name.

John King

Chairman, Pacific Masters



**U.S. MASTERS
SWIMMING**

From:

Scott Bay

Date:

3.31.19

Subject Line: Recommendation of Christopher Campbell as VP Community Services

To: The Elections Committee

Members of the Committee,

This letter serves as a letter of recommendation for Christopher Campbell of Pacific LMSC to serve as VP of Community Services. As a member in good standing and as a colleague who has worked with him in many volunteer service roles across more than a decade, I would like to draw attention to his qualifications for the position.

Coach Campbell has distinguished himself as a servant to the masters swimming community on many levels including that of Club Coach, LMSC officer, USMS Committee Member and most recently as a member of our Board of Directors. His technical knowledge and understanding of the operations of USMS are only surpassed by his ability to understand complex situations and build consensus among divergent opinions.

He has honed these skills throughout a decades long career in Masters Swimming as both an athlete and leader that included work on the USMS Masters Coach Certification Curriculum, hosting clinics and events and serving on numerous committees and task forces at the local, regional and national level.

It is my distinct honor to recommend Coach Campbell for the position of VP of Community Services.

Kindest Regards,

Scott Bay
ASCA Level 5 Certified Coach
USMS Coaches Committee Member
Florida LMSC Coaches Chair
2016 USMS Coach of the Year
Past USMS Coaches Chair
Past Florida LMSC Chair
Managing Partner RSJ Event Specialists
Co Meet Director Rowdy Gaines Masters Classic

Date: April 5, 2019

Subject: Recommendation for Christopher Campbell for Vice President of Community Services

To: The Elections Committee

I am writing today to recommend Chris Campbell for the office of Vice President of Community Services. I have known Chris for almost 20 years as a coaching colleague, national volunteer, and fellow member of the USMS Board of Directors. Chris' skills and experience in each of these roles has prepared him to make significant contributions as a member of the Executive Committee.

Chris' strengths as a coach and official are well-documented. As a USMS Level IV Coach, he has provided reasoned leadership and important expertise to his time on the Coaches Committee and as both a Head and Assistant Coach at Mountain View Masters. Always a visible and encouraging presence on deck, Chris' wisdom about the sport, its history, and its workings have provided a shining example of how our coaches are key to the success of both our clubs and the long-term strength of our membership.

Chris' work with the Coaches and Recognition and Awards Committees has furthered the coaching profession and the recognition of his colleagues for their important work. He has worked with the certification subcommittee for many years, and has been instrumental both in creating and strengthening the Coach Certification program we have today. His work as Coaches' liaison to Recognition and Awards has shown how he helps various interests in the organization to work together as a cohesive team.

What has impressed me most about Chris is how he has stepped up in his first year of work as the Board's At-Large Director from the Oceania Zone. He strives to make informed decisions, and is quick to ask a question if it will help him to further his and others' understanding of an issue. Chris always works with both the best intentions and the greater good of USMS in mind. It is that wisdom and ability to analyze and solve complex issues which makes Chris a superior candidate for an officer role.

In conclusion, Chris Campbell has demonstrated through his talents and insights that he will make an effective leader for the Community Services division of USMS. To that end, I look forward to the opportunity to endorse Chris Campbell as the next Vice President of Community Services.

Sincerely,

Chris Colburn, Vice President of Local Operations

Jack Groselle - Candidate for Vice President of Community Services



The Election Committee has deemed that Jack Groselle is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Jeff Roddin* and received letters of recommendation from *Tracy Grilli* and *Sandi Rousseau* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

2007 Anaheim, Calif., 2008 Alanta, Ga., 2009 Chicago, Ill., 2010 Dallas, Tx., 2011 Jacksonville, Fl., 2012 Greensboro, N.C., 2013 Anaheim Ca., 2014 Jacksonville, Fl., 2015 Kansas City, 2016 Alanta, Ga., 2017 Dallas, Tx., 2018 Jacksonville, Fl.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I have held many positions and been involved in many parts of the national organization. I have enjoyed working on the Championship Committee and the Finance Committee. I was ask by many USMS members to run for this position.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

Membership, Membership, Membership, Membership, and the next issue is way, way down on the list. The majority of the funds to operate USMS come from the members and they need to be our focus. We need to look at how we respond to members concerns and questions and work on getting more members.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Championship 2007-2016
Finance 2016-2017

Please list any other experience that relates to your qualifications for the position.

I have been a coach for over 30 years, coaching college, high school, and age group swimming. I have been a competitor at many of the USMS National Championship events and I have been a meet liaison for two USMS national championships. I understand what it takes to create a good experience for both the meet organizers and the athletes.

Please list any other information you would like included.

I am a proud member of the Masters International Swimming Hall of Fame. I worked very hard for many years to achieve this accomplishment. I hold and have held many national and world records both individually and on relays.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

The strength of USMS is in its members. We need to utilize the great leadership and knowledge that our present members have and strive to increase the total membership.

I am a seventh-generation farmer farming over 2000 acres of soybeans, corn, wheat, alfalfa hay, and grapes for wine. I am a sole proprietor and have run the successful business for over 40 years.

Swimming has been one of the most important parts of my life from age group, high school, to college, to being a USMS member for over 30 years. In addition, I have coached age group, high school and college swimming for over 30 years.



**U.S. MASTERS
SWIMMING**

From: Jeff Roddin
Date: May 13, 2019
Subject Line: Nomination

To: The Elections Committee

I am writing to nominate Jack Groselle for the Vice President of Community Services position.

Sincerely,

Jeff Roddin

--

Jeff Roddin | Registrar | Potomac Valley LMSC | U.S. Masters Swimming



**U.S. MASTERS
SWIMMING**

From: Tracy Grilli

Date: April 19, 2019

Subject Line: Letter of Recommendation – For Jack Groselle to the position of USMS Vice President of Community Services
To: The Elections Committee

It is my pleasure to recommend Jack Groselle to the House of Delegates as a candidate for the position of Vice President of Community Services. I have known Jack for many years starting in the late 1990's as "campers" at the USOC High Performance Camp in Colorado Springs. We crossed paths again in 2002 during my son's college search when he was seriously considering Hiram College and the Terriers swim team where Jack was the head coach. Since then our swimming social circles have merged while both living part time in Sarasota, swimming and socializing with Masters team mates.

Professionally, Jack is a seventh-generation farmer. For the past 40 years he has directed the daily operations of his 2000-acre grain farm. He recently retired as the head coach of the Hiram College Men's and Women's swim team which he led for 22 years (1988-1995, 1999-2014). He was named Ohio Athletic Conference Coach of the year 4 times (1991, 1994, 1995, 2006).

Many of us know that Jack is a GREAT swimmer and has been for a very long time. Jack became involved with Masters in 1981, attending his first meet in Canton, Ohio at the USMS Long Course Nationals. Since that first meet Jack has worked very hard, has broken several National and World Records and has become one of the best swimmers in the world. Through passion for swimming, hard work and dedication, he was rewarded in 2015 by being inducted into the International Masters Swimming Hall of Fame as an Honor Masters Swimmer.

Jack was a 25-year volunteer for the Hiram Fire Department. For many years, Jack has applied for and received a \$2,500 grant from America's Farmers Grow Communities (a program where farmers across the country partner with this organization to give back to rural nonprofit organizations). The Hiram Fire Department Association has been the recipient of these donations which they have used to purchase valuable equipment that will assist them in keeping themselves and the community safe. Jack also volunteers as Vice Chairman of the Hiram Township Trustees. As a Trustee he considers issues big and small while making the best decisions that are fair to all constituents of the township.

It is swimming that led Jack to USMS. It is his passion for Masters that motivated him to give back to the organization. Jack was a volunteer for both the 1989 YMCA Nationals and 2002 LC Nationals both held at Cleveland State. He attended his first convention in 2007 and has been a convention delegate from 2008 to present.

Jack was an active member of the USMS Championship Committee from 2008-2016 and served as the meet liaison for both the 2014 Summer Nationals at the University of Maryland and the 2015 Summer Nationals in Geneva, Ohio. Jack understands what it takes to create a good experience for both the meet organizers and athletes and why he was selected by the committee to assist in this position. He also served on the Finance committee for two years, 2016-2017.

Our members (individuals and coaches) are our strength, our "community". The position of Vice President of Community Services must be a person who understands "who" our members are. The VPCS is someone who works together with the committees that fall under this division (Coaches, Diversity and Inclusion, Fitness Education & Sports Medicine and Science) in offering education, resources, opportunities, lifetime benefits or whatever may be needed for a positive Masters experience for our members. Our members are our future!

Jack's passion for swimming, his energy, experience and sense of community make him an ideal candidate for this position. It is my pleasure to recommend Jack as the next Vice President of Community Services.

Tracy Grilli

Member, U.S. Masters Swimming



From: Sandi Rousseau

Date: April 28, 2019

Subject Line: Recommendation Letter for Jack Groselle for Vice-President of Community Services

To: The Elections Committee

It is my privilege to endorse Jack Groselle for the position of USMS Vice President of Community Affairs. Jack has been involved in Masters Swimming since 1981 and has been active at the national level since 2007. This Vice President position oversees the Coaches, Fitness Education, and Sports Medicine and Science Committees, and these are areas in which Jack has valuable experience. Consequently Jack will be capably able to offer guidance to these committee chairs and members and will have appreciation for the tasks that these committees are undertaking.

Jack has been a coach at the college and Masters levels. He is accomplished in his own swimming but has concern for the experience that everyone in Masters swimming is having. As a member of the Championship Committee he served as liaison to two national championship events and was tuned in to improving the experience for all athletes including the very competitive and the fitness swimmer.

Jack is a farming business owner, so he possesses first hand knowledge of how to run a business successfully. He has experience as a local township trustee which involved overseeing staff and implementing policies as well as balancing the needs and desires of all constituents in a fair and balanced manner.

Within USMS, Jack's eight years on the Championship Committee and two years on the Finance Committee provided him with valuable experience in assisting with shaping and implementing USMS policies. He has the ability to delve into discussions, question the possible implications of actions, and look for what is best for our organization. He is not afraid to question decisions and ask for explanations, and these are characteristics that are needed and will be beneficial to our Executive Committee and our Board of Directors. Jack is a team player and can build consensus with rational and productive discussions about topics.

Jack has been a valuable contributor to USMS and would be an asset in a position in which he can help guide the future of USMS. I hope that all delegates will realize the breadth of Jack's knowledge and understanding of USMS and appreciate his ability to help lead our organization.

I give permission for the Elections Committee to publish this letter of support in the election packet.

Sincerely,

Sandi Rousseau

Oregon LMSC

Ed Coates - Candidate for Vice President of Local Operations



The Election Committee has deemed that Ed Coates is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated by *Colin Smiley* and received letters of recommendation from *Whitney Hedgepeth* and *Steve Limberg* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

I have attended Annual USAS convention and USMS HOD in 2005, 2007, 2008, 2010, 2012, 2013, 2014, 2015, 2016, 2017, and 2018

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I have been active in both local LMSC as Chair and USMS national operations as the Chair of the Compensation and Benefits Committee. I also believe the 3 years I have served on the USMS Board as the at-large Board member from the South Central Zone has given me

exposure the VP of Local Operations duties and board operations. I believe all of these experiences make me well qualified to serve in this Vice-President role on the Board. My professional work experience with Boards also give me a good framework for participating in Board and performing the duties of the VP of Local Operations.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

The biggest issue for USMS is to determine what services to provide its diverse membership. We have competitive swimmers, fitness swimmers and triathletes. We also need to offer a standardize set of services to our members that is consistent throughout the country. Additionally, we need to make sure we effectively utilize our volunteers and give volunteers the necessary support and resources help USMS accomplish its strategic objectives.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

I have served on the Compensation and Benefits committee since 2011. Sarah Welch was the committee chair when I joined the Committee. I have served as the Compensation and Benefits Chair since 2013. I was appointed to the Governance Committee for 2018. I have served on the convention task force in 2018.

Please list any other experience that relates to your qualifications for the position.

I have served on our LMSC Board and as LMSC chair for many years, so I have the unique experience of understanding the needs of local operations like an LMSCs and Zones. I also have served as chair of other local non-profit Boards and how they interact with a national Board and staff. I served as chair of the Central Texas Compensation and Benefits Association, a local affiliate to WorldatWord and chair of the Wisconsin Alumni Association of Austin, an affiliate organization of the Wisconsin Alumni Association.

Please list any other information you would like included.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

My goal as a Board member is to help USMS achieve it strategic goals. I think my 3 years as an at-large board member, combined with my experience as an LMSC chair gives me unique exposure to the needs of LMSCs and volunteers. I will work the Board members to help improve delivery of services to our memberships and enhance the volunteer experience.



**U.S. MASTERS
SWIMMING**

**Letter of Nomination
Colin Smiley**

April 20, 2019

USMS Election Committee

To Whom This May Concern:

I hereby nominate Ed Coates (South Texas LMSC Chair) for the position of Vice-President of Local Operations on the USMS Board.

I do this as a member of the South Texas LMSC and the South Central Zone

Respectfully submitted by,

Colin Smiley



**U.S. MASTERS
SWIMMING**

From: Whitney Hedgepeth
Longhorn Aquatics(TXLA)
Head Masters Swim Coach

April 21, 2019

Subject: Recommendation for Ed Coates

To: The Election Committee

I would like to recommend Ed Coates for the Vice-President of Local Operations on the USMS Board of Directors. Ed continues to be such a huge asset to Longhorn Aquatics. He is our team leader and the person that keeps things running smoothly within our program. He is always the first to welcome new members and he gets our team events organized. He worked tirelessly to make sure the 2008 spring Masters Nationals and most recently the 2018 Spring Zone Meet held at the University of Texas were run well and people enjoyed it. He was the most instrumental individual in the overall success of these meets. Ed's leadership of the South Texas LMSC is outstanding. He is continuously keeping members informed of local meets, membership renewals and any masters upcoming events. Ed swims 4-5 days per week with the Longhorn Masters group and regularly attends Masters Nationals where he promotes the sport that he loves to others.

Sincerely,

Whitney Hedgepeth



**U.S. MASTERS
SWIMMING**



RED McCOMBS SCHOOL OF BUSINESS
THE UNIVERSITY OF TEXAS AT AUSTIN

Department of Accounting • CBA 4M.202 • Austin, Texas 78712-1172 •

From: Steve
Limberg

Date: April 21, 2019

Subject: Recommendation for Ed Coates

To: The Elections Committee

It is my pleasure to enthusiastically recommend Ed Coates for the Vice-President of Local Operations on the USMS Board of Directors. He is a leader in every sense of the word. He has been Chair of the South Texas LMSC for over a decade, for which I chaired the election committee. In these roles he has been an avid representative for the sport at the local, regional and national levels. He is passionate about the organization, swimming, and its participants. The best interests of masters swimming and everyone involved have always guided his well-reasoned voice. His efforts have been tireless and steady, and his ability to work with others is premier.

Beyond Ed's impressive contributions in his official role, he is the heart and sole of Longhorn Aquatics (TXLA). He is a strong voice in encouraging everyone whether young or old, elite or not, and competition or fitness oriented. Ed is a central force in acknowledging achievements, whether official awards, records, fitness goals, or simply casual kudos for a good meet or workout. His organizational skills are impressive and range from TXLA hosting the 2008 USMS nationals and the 2018 USMS zones in Austin, team year-end ceremonies for our beloved coach, group trips for swimming events, and non-swimming occasions, among others. He is a hub of information including, to name a few, competitions and activities, weekly workout schedules posted on his Facebook page, and TXLA social events for which he is often the instigator and which add so much to the team's cohesiveness and *esprit de corps*. TXLA would not be the strong organization it is without Ed and his contributions to USMS promise to be the same.

I cannot imagine a better candidate than Ed Coates for the Vice-President of Local Operations. I forward my unqualified recommendation on his behalf.

Please do not hesitate to contact me if I can be of any further assistance.

With sincere regards,

Associate Dean for Graduate Programs
PricewaterhouseCoopers Centennial Professor
McCombs School of Business
University of Texas at Austin, Austin, TX

Phil Dodson - Candidate for Vice President of Local Operations



The Election Committee has deemed that Phil Dodson is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated and recommended by *Ralph Davis* and received a letter of recommendation from *Tom Boak* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: X Yes No

I am planning to attend the HOD Meeting for this election year: X Yes No

I am planning to attend all HOD Meetings during my tenure in office: X Yes No

I have attended 1 or more HOD Meeting in the past five years? X Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

Dearborn - 2006, Greensboro - 2007, Anaheim - 2008, Chicago - 2009, Dallas - 2010, Jacksonville - 2011, Greensboro - 2012, Anaheim - 2013, Jacksonville - 2014, Kansas City - 2015, Atlanta - 2016, Dallas - 2017, Jacksonville - 2018

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in the VP of Local Operations position because of my passion for Masters swimming, my personal and professional enjoyment of advising small business owners and non-profit boards and belief I will make a positive impact on USMS.

Specifically VP of Local Operations; because I want to work with the Board and LMSC Development Committee in educating our local volunteers to be more effective LMSC leaders

and promoters of US Masters Swimming. We are on the cusp of an historic opportunity to reshape our local volunteer base. The Volunteer Task Force has been working for nearly two years on a bottom up and top down approach to rationalize and reorganize volunteer roles and reallocate resources between LMSCs and the National Office. The task force's recommendations have been reviewed by the Board with a majority recommended for further development. This includes socializing the concepts and educating the volunteer base on the proposals, both at the local and national levels to prepare the House of Delegates to adopt the changes to the national committees. This is a big challenge. I am qualified to participate in the path to success.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

USMS leadership strives for strong membership growth. It is important to remember the goal is not membership growth, rather increased value to the membership, then growth will follow. Initiatives, new and under development, to enhance membership value are ongoing but insufficient to counter the competition in our adult fitness market. That is the cause of our current declining membership. We have a strong economy with a growing emphasis on individual health and fitness. We should be growing too. Opportunities in adult fitness are much broader and easier than 27 years ago when I reengaged with Masters Swimming. We have competition from more health clubs, condo and apartment exercise centers and do it yourself health apps. All these address the Millennial's desire for more personal and family time better than Masters Swimming. We have to adapt and innovate. It will take strong leadership to keep the organization focused on a path of innovation and new marketing and not over focus on the same old volunteer activities and USMS programs.

USMS needs a vibrant and empowered volunteer base at the local level. The organization has an opportunity to reshape our local volunteer base by rationalizing and reorganizing volunteer roles and reallocating resources between LMSCs and the National Office. These recommendations will need to be socialized to the LMSC leaders including educating them as to the benefits of the proposals. It will take strong leadership to encourage the national volunteer base and leadership to look back to their roots for more emphasis on volunteers at the local level.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Finance Committee, 2007- current under Jeff Moxie, Ralph Davis, Homer Lane and Jeanne Ensign

Audit Committee, 2010 - current under Jill Gellatly and Elyce Dilworth

Investment Committee, 2013 - current under Ralph Davis, myself and Stan Benson

Please list any other experience that relates to your qualifications for the position.

I am a self-employed CPA, providing financial and management services to small business entrepreneurs since 1991. I bring an entrepreneurial spirit with a professional and unique business perspective to this Officer position. I am also currently engaged with 9 different non-profit organizations (4 involved in swimming), providing services ranging from accounting and tax return services to Board advisor, permanent part time CFO manager and volunteer Treasurer. I am professionally qualified with both, a strong financial management background and a general business operating experience to serve on our policy-making body.

USMS experience: 2 years USMS Treasurer (2014-2015), 3 years USMS Director from Great Lakes region (2011-2014), very active member of Finance Committee (2007- current) have chaired several sub committees, FOG revisions, presented LMSC accounting workshop 2007, team member of 2019 Chart of accounts revision, member of audit committee (2010-current), chaired task force to draft the Audit Committee Charter, chaired the investment committee 2015-2017, chaired the BOD Open Water Sanctions Task Force, one of five USMS volunteers who researched and developed the USMS Strategic Plan adopted by HOD in 2011.

LMSC experience: Treasurer or Finance Chair since 2005. Guided fiscal responsibility in the LMSC such that LMSC dues have decreased from \$14 to \$8. Implemented an investment policy for ILMSA excess reserve funds in 2010.

Please list any other information you would like included.

I am 66 years old, married 39 years with three children, 34, 32 and 30. The two oldest are LAX coaches and my youngest is a learning disabilities teacher. Besides my passion for swimming, as a 6 time cancer survivor I also enjoy living. I adopted the Swim Across America cancer awareness and fund raising efforts in Chicago as a personal mission to battle this disease. I have organized the largest fund raising team in Chicago. I support the SSL adult learn to swim mission, but my passion is to provide learn to swim programs for disadvantaged inner city youth. In the summer of 2011, I started a fund raising effort (over \$24K since inception) which continues today that teaches more than 200 Chicago inner city youth every summer.

I work with several small business owners. While I primarily provide tax and accounting services to them, they value me most as a business advisor. These entrepreneurs have a unique perspective on business and strategic thinking. I work with several small not for profits Boards, as a volunteer of paid financial consultant. I have learned a lot from my clients over the years. I bring my accounting discipline and entrepreneurial spirit to the Board of USMS. I also bring a wide range of business and not for profit experiences that will provide cross fertilization of ideas and practices to benefit USMS.

As a self-employed individual, I have the flexibility to commit the time required to involve myself. As an individual driven and motivated to excel, I can make a difference.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

I am interested in the VP of Local Operations position because of my passion for Masters swimming and my belief that I can make a difference. I have 43 years of business experience working with both small business entrepreneurs and non-profit organizations, an interesting and unique combination. There are major, but achievable challenges facing USMS. I bring the experience and discipline to serve as a Officer on our policymaking body to face these challenges.

Ralph Davis
USMS Treasurer

April 25, 2019

Erin Sullivan
Chair of the Election Committee
Elections@usms.org

Dear Erin,

I am writing to recommend and nominate Phil Dodson for VP of Local Operations officer position of United States Masters Swimming. Phil is uniquely qualified for this position because of his 40 years of professional finance and business management career experience and his over 25 years as an active USMS member.

Phil has served USMS at the local and national level. At the local level, Phil has served the Illinois LMSC as the Treasurer or Finance Chair since 2005. Under Phil's financial leadership the Illinois LMSC has become one of the premier LSMC's of USMS in financial stability.

At the national level he has been a long time member of the Finance, Investment, and Audit Committees. He has also served 3 years as the At- Large Director of the Great Lakes Zone. As the Treasurer of USMS, he has served an ex officio member of the Finance, Investment, Audit and Benefits Committees. Phil's 5 years on the Board of USMS has exposed him to all facets of the national office and the challenges of our organization.

I have served with Phil on various committees and as a Board member for 3 years. Phil is a consummate professional in handling himself and will add value to the USMS Board. I don't know anyone more qualified to serve as the VP of Local Operations.

I am very pleased to recommend Phil for the VP of Local Operations.

His honesty, loyalty, creativity, and ambition will serve our organization well.

Ralph Davis, USMS Treasurer

April 18, 2019

To: USMS Elections Committee

From: Tom Boak

Re: Phil Dodson Letter of Recommendation for Vice President of Local Operations

This letter is being written to support Phil Dodson for the position of Vice President, Local Operations of United States Masters Swimming. This is an easy letter for me to write.

Phil and I first met each other when he began serving on the Finance Committee. To say that we had a rocky beginning would be an understatement. He was very vocal and confrontational, and I did not deal well with his style. To his credit, he reached out and we talked about ways that we could work together. As time went on, he softened his approach and I quickly recognized his incredible wealth of experience and value to the Committee.

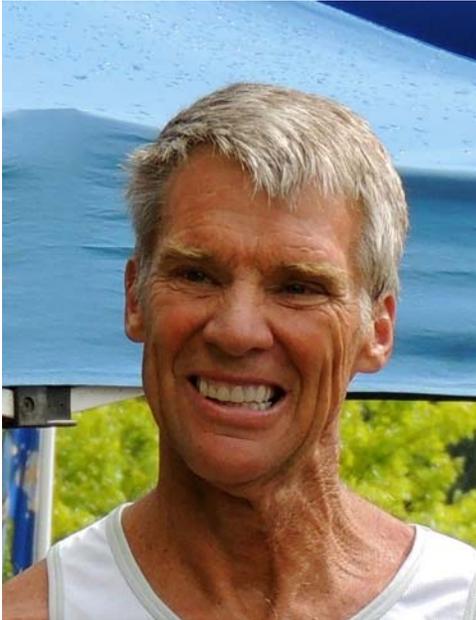
Phil and I have similar backgrounds in that we both have dealt with small businesses, from financial and entrepreneurial perspectives. This type of experience is invaluable when working with many different personalities and will serve Phil well in this position.

I am so glad that Phil has decided to run for office and strongly support his candidacy.



4/25/19

Donn Livoni - Candidate for Vice President of Programs



The Election Committee has deemed that Donn Livoni is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

| | |
|-------------------|-------------------|
| Anaheim 2007 | Anaheim 2013 |
| Atlanta 2008 | Jacksonville 2014 |
| Chicago 2009 | Kansas City 2015 |
| Dallas 2010 | Atlanta 2016 |
| Jacksonville 2011 | Dallas 2017 |
| Greensboro 2012 | Jacksonville 2018 |

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

My interest is in serving the membership by increasing the quality of programs and services in the three committees under the VP of Programs – Officials, Open Water and Long Distance.

Additionally, I am a member of the Open Water Task Force and there will be continuing work to be done on it. It is important to have a continuity of leadership within the task Force.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

The major issues facing USMS are membership growth and value. As noted above my contributions to the Open Water Task Force and the strategic actions taken from the task force will increase the overall value to our members.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

2008 Open Water/Long Distance -- Marcia Cleveland

2009 Open Water/Long Distance – Marcia Cleveland

2010 Long Distance – Heather Hagadorn

2011 Long Distance – Heather Hagadorn

2012 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2013 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2014 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2015 Long Distance – Donn Livoni & Open Water – Lynn Hazelwood

2016 Long Distance – Donn Livoni & Open Water – Bob Bruce

2017 Long Distance – Donn Livoni & Open Water – Bob Bruce

2018 Long Distance – Ali Hall, Open Water – Bob Bruce, & Officials – Teri White

2019 Long Distance – Ali Hall, Open Water – Bob Bruce, & Officials – Teri White

Please list any other experience that relates to your qualifications for the position.

Past President of Montana Masters Swim Club (now Big Sky Masters)

Past Chair of Montana LMSC

Current member of USMS Board of Directors

Current member of USA Triathlon (active participant)

Please list any other information you would like included.

First joined USMS in 1982 and have participated in numerous pool and open water events including national championships

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

My interest is in serving the membership by increasing the quality of programs and services in the three committees under the VP of Programs – Officials, Open Water and Long Distance. Additionally, I am a member of the Open Water Task Force and there will be continuing work to be done on it. It is important to have continuity of leadership.

Greg Danner - Candidate for Secretary



The Election Committee has deemed that Greg Danner is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

- 2010 – Dallas
- 2011 – Jacksonville
- 2012 – Greensboro
- 2013 – Anaheim
- 2014 – Jacksonville
- 2016 – Atlanta
- 2017 – Dallas
- 2018 – Jacksonville

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in being elected for a second term as Secretary so that I can continue contributing to the mission of the organization and providing a voice for the younger generation. I am a good candidate because in my first term I adhered to the standards expected of a Board member and I performed the responsibilities of the position in a timely manner. I would encourage any curious delegates to ask other Board members about my performance and hopefully they would approve.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

The market is saturated with fitness options for the public and we are very much in a competition with those organizations for members. Our four strategic pillars continue to be the driving force for continuous improvement: membership value, brand clarity, partnerships, and innovation. Each of these pillars will be useful tools for membership growth and overall organizational health.

We have a valuable volunteer base and motivated National Office, but our size leads to a challenge common with large organizations: pace of change. Emerging fitness activities and sports have the benefit of being small, which lends to their agility and adaptability in business. We must be supportive of measures that will help our organization transform and become more efficient. If elected, I plan to address our issues by supporting initiatives geared toward increased LMSC support and advancing our technological footprint to make data-driven decisions.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- Records and Tabulation 2011-2012 (Chris Stevenson - Chair)
- Records and Tabulation Vice Chair 2012-2014 (Chris Stevenson - Chair)
- Records and Tabulation Vice Chair 2014-2015 (Jeanne Seidler - Chair)

Please list any other experience that relates to your qualifications for the position.

- USMS Secretary (2017 – current)
- USMS IT Advisors Group (2017 – current)
- Niagara LMSC Chair (2011 – current)
- Niagara LMSC Webmaster/Social Media Coordinator (2010 – current)
- Niagara LMSC Top Ten Recorder (2011-2014)
- Niagara LMSC Records (2010-2012)
- Niagara LSC Athlete Rep (2010-2017)
- Niagara LSC Board of Review (2011-2014)
- USMS Certified Coach (Level I and II)
- Attended the 2017 LMSC Leadership Summit
- 15 years as IT professional (currently a Director of IT for a private food manufacturer)

Please list any other information you would like included.

My wife gave birth to our first child, Sebastian Paul, on January 16, 2019. Feel free to ask me about our adventures in parenting!

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

As the current USMS Secretary, I am excited to be a part of the Board of Directors and hope that I can continue in this role. I will do my best to help USMS adjust to meet the needs of aquatic fitness and competition throughout the country.

Teddy Decker - Candidate for Treasurer



The Election Committee has deemed that Teddy Decker is a member in good standing of USMS. The candidate has indicated she is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by *Elyce Dilworth* and received letters of recommendation from *Tom Boak* and *Nadine Day* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am planning to attend all HOD Meetings during my tenure in office: Yes No

I have attended 1 or more HOD Meeting in the past five years? Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

- 2013, Sept 11-15 Anaheim, CA
- 2014 Sept 17-21 Jacksonville, FL
- 2015 Sept 30-Oct 4 Kansas City, MO
- 2016 Sept 21-25 Atlanta, GA
- 2017 Sept 13-17 Dallas, TX
- 2018 Sept 26-30 Jacksonville, FL

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I started swimming competitively when I was 12 years old. Swimming has given me so much throughout my lifetime (including my husband!) and I am excited to be able to give something back to swimming and the swimming community. In addition to being a competitive swimmer, I

have also coached, and I am an active meet official for both USA and USMS swimming. I believe giving back to the community and volunteering is important in life and it gives me great joy to be able to combine this important duty with something I also enjoy a great deal.

I believe I would be a good candidate partly because of my passion for swimming, but also because I have an extensive background in business and in professional situations. I have been a CPA for 22 years and have had my own business for 10 years. During my tenure as a CPA I have been a business consultant for small businesses as well as auditing and consulting for many not-for-profit organizations. I believe this group of skills and experience will be a benefit to USMS as well as helping me to continue to grow and learn.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

I feel the current most important issue facing USMS is attracting new younger members and providing programming that will enhance the member's experience and make life-long members. I think that continuing to develop the college club initiative and get new college age swimmers involved in USMS is a key to the continuing success of USMS. Also, continuously taking the pulse of the current members is important to determine what attracted them to USMS in the first place and why they have continued their membership.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

- 2015 - Audit Committee Member; Elyce Dilworth, Chair
- 2016 - Audit Committee Member; Elyce Dilworth, Chair
- 2017 - Audit Committee Vice Chair; Elyce Dilworth, Chair
- 2017 - Planning Committee Member for the 2nd Leadership Conference
- 2018 - Audit Committee Vice Chair; Elyce Dilworth, Chair
- 2018 - Finance Committee Member; Jeanne Ensign, Chair.
- 2019 – Audit Committee Vice Chair, Elyce Dilworth, Chair.
- 2019 – Finance Committee Member, Jeanne Ensign, Chair.
- 2019 – Southwest Zone At Large Director

Please list any other experience that relates to your qualifications for the position.

In addition to being active at the national level for the past seven years, I have also been the Chair, Vice Chair, Treasurer, and Officials Chair for the New Mexico LMSC and have been working to increase membership and offer a good value to our local members by setting up stroke clinics, supporting swim meets and open water events, and also supporting other swimming related activities within New Mexico. It has been my goal to "get the word out" to our local membership about what USMS is all about at the national level and what the NM LMSC can do to help support our local swimmers and our local swimming community.

In running my own business for the last ten years, I have developed a good skill set to help me work with lots of different personalities and to be efficient and organized, as well as being highly self-motivated and efficient. I strive to do be the best I can be in both my personal and private life and to continually grow and learn from new and challenging experiences.

I have been a CPA for 22 years. My early experience in public accounting was almost entirely in auditing not-for-profit organizations. I currently have several not-for-profit clients and thoroughly enjoy supporting this sector of the business world.

Please list any other information you would like included.

When I was first asked to be a member of the New Mexico LMSC, I had been a member of USMS for about 5 years and I had no idea what USMS did at a national level or the amount of support and resources that were available. My LMSC had not been compliant with the minimum LMSC standards for quite a while and there was not much information disseminated by the LMSC. After I got involved at the LMSC board level, I made it part of my mission to make sure that all of our LMSC members were at least given the opportunity to learn what happens at the board level and what support is available to them.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

It would be my honor to be chosen as the USMS Treasurer. I believe my years of experience developing my public accounting practice and auditing and consulting for not-for-profit organizations gives me the skill set needed to be treasurer, and my enthusiasm and love of all things swimming makes me a great candidate to represent USMS at the national board level.



**U.S. MASTERS
SWIMMING**

From: Elyce Dilworth, Audit Committee Chair

Date: April 21, 2019

Subject Line: Nomination of Treasurer Candidate

To: The Elections Committee

I am the current Audit Committee Chair. I would like to nominate Teddy Decker for the position of Treasurer.

Sincerely,

Elyce Dilworth
Wisconsin LMSC
Audit Committee Chair

April 18, 2019

To: USMS Elections Committee

From: Tom Boak

Re: Teddy Decker Letter of Recommendation for USMS Treasurer

This letter is being written to support Teddy Decker for the position of Treasurer of United States Masters Swimming. To be qualified for this job, the applicant should have financial expertise. In addition, because the Treasurer is a member of the Board of Directors, the applicant should have experience working as a member of Boards of Directors and also have management experience. Teddy has all of these qualities.

Teddy holds a Bachelor of Arts degree in Business Administration with a major in Accounting. She has been a Certified Public Accountant in New Mexico since 1997, and has worked as an Accountant and Small Business Consultant since then.

She joined U.S. Masters Swimming in 2010. In her LMSC (New Mexico), she has served as Treasurer, then Chair, and now serves as the Vice Chair. At the National level, she was appointed to the Audit Committee in 2015, and has served as its Vice Chair since 2016. She was also appointed to the Finance Committee in 2017 and still serves in that capacity.

In addition to all of the above, Teddy is both a Certified Coach and a certified Official.

Teddy is dynamic, involved, and an accomplished member of the financial community and USMS. She would be an asset to the Board of Directors of the Corporation and would do a great job as Treasurer. I highly recommend her for this position.

Letter of Recommendation for Teddy Decker for USMS Treasurer

From: Nadine Day

Date: April 16, 2019

To: The Elections Committee

I am honored to write this letter of recommendation for Teddy Decker for USMS Treasurer. Teddy has the professional background of being a CPA and is qualified to be our Treasurer. I have known Teddy since her appointment as a member of the USMS Audit committee. She has proven that she is willing to do the work. She has the skill set that is required as Treasurer. With being elected last year as the Southwest At Large Director, she has gained an understanding of the function of the USMS Board of Directors. Teddy has an understanding that we are a membership organization and dedicated to ensure that our organizations best interests are a priority.

Respectfully,
Nadine Day, Immediate Past President

Homer Lane - Candidate for Treasurer



The Election Committee has deemed that Homer Lane is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during his tenure in office.

The candidate was nominated and recommended by *Ralph Davis* and received a letter of recommendation from *Tom Boak* in accordance with our Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: X Yes No

I am planning to attend the HOD Meeting for this election year: X Yes No

I am planning to attend all HOD Meetings during my tenure in office: X Yes No

I have attended 1 or more HOD Meeting in the past five years? X Yes No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

I have attended National HOD meetings in 2002,2003,2004,2006,2007,2008,2009,2011,2012,2013,2015,2016, and 2017.

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

I am interested in this position because I have had been involved interacting with individuals in this role at USMS for almost two decades and with my recent retirement, finally have the time to dedicate myself to this leadership position. I feel I am a good candidate for this position as I have extensive and diverse experience in executive management roles at two non-profits including; strategic planning, asset & liability management, risk management, management information systems, treasury functions, and in budgeting & forecasting. I also have served on three non-profit boards and was a former commercial and investment banker with over two decades of experience.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

Clearly one of the major issues is attracting new members while retaining existing members as we go through a transition to newer generations of members. I believe key to this is providing sufficient financial transparency to make it obvious to members the value proposition USMS provides. I think the College Club Program is clearly a source of potential new members that needs to be mined in an effective fashion. Other ideas already underway may also make sense but it will require a new level of evaluation considering other metrics of success beyond just the financial impact. This may require application of more intricate cost allocation practices to factor in indirect costs to each program USMS explores. My experience in dealing with indirect cost allocations on federal grants should help in this potential effort.

Another major issue is the effective governance of the Swimming Saves Lives initiative. This recent initiative could also help with our efforts to expand our membership if effectively administered, utilizing those purpose restricted funds USMS has accumulated over the past decade.

Finally, I believe USMS has evolved to a point where it is imperative that the Board and their committees need to step back from their hands-on management inclinations to more of an oversight role of the management that has been put in place at the National Office. Having seen this first hand on the board at two membership organizations, I feel confident that I can be helpful in encouraging this essential shift in the culture of the USMS.

I look forward to the opportunity to help in these efforts.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Finance Committee from 2003 thru 2019 serving under Tom Boak, Ralph Davis, and Jeanne Ensign. I also served as the chair for this committee from 2010 thru 2012.

Investment Committee from 2011 thru 2019 serving under Dave Burgio, Ralph Davis, and Phil Dodson.

Please list any other experience that relates to your qualifications for the position.

I have served as the Chief Financial Officer at two federally funded independent research institutes (the Marine Biological Laboratory and the Benaroya Research Institute), and recently retired as the executive Director of the later institution. Before that I had a career in commercial banking, with experience in treasury and financial operations. I have also served on the board of a membership organization (Association of Independent Research Institutes) for ten years serving as the vice president from 2011 thru 2015.

Please list any other information you would like included.

I have been involved as a member and competitor in USMS and its predecessor AAU Masters since 1975.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

As USMS moves towards its 50th anniversary, please rely on me to provide the oversight and leadership to position the organization for its next half century of success.

Ralph Davis

Erin Sullivan
Chair of the Election Committee
Elections@usmastersswimming.org

Dear Erin,

I am writing to recommend and nominate Homer Lane for the position of Treasurer of United States Masters Swimming. Homer is uniquely qualified for this position because of his varied experiences as a Senior Vice President Banker, and Chief Financial Officer spanning over 35 years. Since 2012, he served as Executive Director of an \$84 million asset nonprofit with the responsibility of managing all resources through strategic planning, budgeting, financial planning, investment selection, cash & risk management, and intellectual property control. Homer's experience on three non-profit boards complements the responsibilities of this position's requirements.

During his successful career Homer has been involved as a member and competitor in USMS and its predecessor AAU Masters since 1975. Homer has been the Treasurer (1998-2004) and President (2002-2006) of the New England Masters Swim Club. He has served on the Finance Committee from 2003 to the present and was Chair from 2010 to 2012. He has been a member of the Investment Committee since its formation in 2009 and assisted in drafting the USMS Investment Policy.

Homer will add value to the USMS Board and will bring a fresh perspective to the major challenges of the organization. I don't know anyone more qualified to serve as the USMS Treasurer.

Homer's recent retirement will provide him time to dedicate himself to this leadership position.

I am very pleased to recommend Homer for the USMS Treasurer.

Ralph Davis

USMS Treasurer

Thomas D. Boak Jr.

March 13, 2019

To: Erin Sullivan
Chair of the USMS Election Committee

Re: Recommendation for Homer Lane
Position of USMS Treasurer

I have known Homer Lane for almost twenty years. During that time, he has served continuously on the USMS Finance Committee (2003-2019). During his tenure on the Committee, he served as Chair from 2010 to 2012. He came to the Committee with a great deal of expertise, having served as CFO for two research institutes and has also had experience in commercial banking.

So, all of that is great. But the job of Treasurer requires much more than financial expertise. USMS already has a highly qualified CFO who is responsible for the day to day operation of the organization. Because the Treasurer is a member of the Executive Committee and also serves on the Board of Directors, it is important that he/she not get bogged down in these details, but rather is more focused on larger financial issues and policies. He listens, he focuses, he talks when he has something to contribute. He also has management expertise in the working world. My perspective about Homer is that he is ideally suited for this role.

USMS has been very fortunate to have highly qualified people in the role of Treasurer, going back to Doug Church. Homer is the right person to continue this tradition. I highly recommend him for this position.

Yours truly,

Thomas D. Boak Jr.

Treasurer, United States Aquatic Sports

Director, United States Masters Swimming

USMS Past President

USMS Past Treasurer

Past Chair of the Finance Committee