

# Carrie Stolar – Breadbasket Zone Candidate for At-Large Director



The Election Committee has deemed that Carrie Stolar is a member in good standing of U.S. Masters Swimming. 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 is running for reelection and is not required to provide a letter of nomination or letters of recommendation in accordance with the USMS 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:***

Kansas City (2015), Atlanta (2016), Dallas (2017), Jacksonville (2018), St. Louis (2019)

## Section Three: Questions

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

Like many of you, I am a swimmer, a coach, and a volunteer within USMS who is passionate about swimming. Because of a nagging elbow injury and subsequent surgery, coaching and volunteering have outshined the swimmer in me over the last two years. During that time, I have had the privilege of serving as the At-Large Director from the Breadbasket Zone, a role that I would like to continue. After climbing the learning curve as a new Board member, I feel that I have become a valued contributing member who has gained a better understanding of the pulse of the organization. Like many, I bring a strong foundation of business skills to the Board. However, my understanding of ALTS programming, based on my experiences as a certified instructor as well chair of the Minnesota and USMS ALTS Programming committees, gives me a unique perspective that allows me to represent ALTS issues to the BOD. In my varied roles of coach, At-Large Director, and ALTS instructor, I believe that my strengths of leadership, flexibility, attention to detail, communication, listening skills, and teamwork/relationship building will allow me to continue to effectively serve the Masters Swimming community as I give back to the sport that I love.

***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. How can USMS support its members during the COVID-19 shutdown and assist its members, clubs, and workout groups once facilities are allowed to reopen? Reemerging from this shutdown is going to be unique for every program. Frequent and regular communication between and among the USMS Committees, the Board of Directors, the National Office, and LMSCs will be necessary to help get coaches and programs back in business. Connecting and sharing will be critical – from local to national and everything in between. During this stay-at-home period, we have become very skilled at connecting remotely. This will be a critical skill as we begin to resume our activities and face new challenges of bringing clubs and workout groups back to life. Keeping the information flow moving and being willing and able to talk and listen to members/coaches/programs will be important and necessary lifelines.
2. How can USMS sustain and grow its membership? USMS needs to offer benefits and programming to enhance the experience of its existing membership to retain them. By continuing to gather and analyze membership data, USMS will be able to better understand and offer more specific/greater value to members. USMS also needs to continue to attract younger members through opportunities such as College Club Swimming, a program that has tremendous growth potential. Other pipelines need to be more thoroughly explored as potential membership opportunities like ALTS programming graduates. Providing online written workouts for these beginning swimmers might be one incentive for them to join USMS. Fitness members cannot be overlooked as they make up a large and important part of our membership. Including relevant content in Swimmer magazine and online workout options might be incentives for them to join or renew.

***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:***

SSLF (2020-, Jay Definis, chair)

ALTS Programming Committee (2020-, Carrie Stolar, chair)

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

Swimming:

Breadbasket Zone, At-Large Director, USMS (2018 – present)

MN LMSC: Secretary (3/2016 – 12/2018), ALTS Program Founder and Current Chair (2016 – present); Coordinator for swim angels for local triathlons (2015 – present)

Steering Committee, 2017 Long Course Summer Nationals; Coach (USMS Level 1 and 2 and USA Swimming certified) at Minnetonka Masters; Attendee, 2016 USMS National Coaches Clinic; Open water and pool competitive swimmer; Volunteer, 2018 NCAA Men's Division 1 Swimming Championships and 2020 Mountain West Swimming Championships, held at the University of Minnesota

Other Volunteer Experience:

Captain (Volunteer supervisor), 2018 Super Bowl VII in Minneapolis; Point Guard (Volunteer supervisor), 2019 NCAA Basketball Final Four, Minneapolis; Team Manager, Excelsior Legion Baseball, Summers (2012-2016, 2018-2019); Treasurer, Minnetonka Volleyball Booster Club (2018-2020)

Professional:

Marketing (Consumer packaged goods, small business and non-profit), Project Management, Event Planning

***Please list any other information you would like included.***

Recipient of the Dorothy Donnelly Service Award, 2016

BA, Vanderbilt University

MBA, Kellogg Graduate School of Management, Northwestern University

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

When something has been taken away from us, we realize just how important it is to us. This year has underscored that for all of us. While I haven't been able to be in the water, I have focused my energy on continuing to give back to the sport that I love by volunteering and trying to help our organization serve its members as best as possible. I believe my skills and my experience with ALTS bring an important perspective to the USMS Board. I look forward to getting to know even more amazing swimmers, coaches, and volunteers and am excited by the opportunity to continue to serve USMS and its members as the Breadbasket Zone At-Large Director.

## Jeff Strahota – Colonies Zone Candidate for At-Large Director



The Election Committee has deemed that Jeff Strahota is a member in good standing of U.S. Masters Swimming. 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 in accordance with the USMS 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 all HOD meetings since 2008. This year will be my 13th Annual Meeting:

2008 (Atlanta), 2009 (Chicago), 2010 (Dallas), 2011 (Jacksonville), 2012 (Greensboro), 2013 (Anaheim), 2014 (Jacksonville), 2015 (Kansas City), 2016 (Atlanta), 2017 (Dallas), 2018 (Jacksonville), 2019 (St. Louis).

### **Section Three: Questions**

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

Much of what we do (during normal times) at the board level doesn't necessarily impact our day-to-day, but looks towards the future. Being on the board don't require an ability to see into the future (thankfully; I sure don't have this capability), but it is important to have an imaginative mind to think "what if?", or "if we started today with nothing, what does this look like?"

The discussions we have require good listening skills to hear many sides, proper experience to understand potential impacts along the way, critical thinking, and a willingness to ask questions to understand as possible before committing to an action.

***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 number one issue I see is that our membership is getting older and we do not have a large volume of replacement members behind them. I think the College Club Swimming initiative is on track to help build that **partnership** and **brand awareness** we are looking for in our strategic plan – I'd want to continue to guide and develop this so that we have a continued pipeline to future members – but I see this as part of the long game.

Secondly, to address the previous paragraph, we need to bring more bang for our buck for membership value. In some ways, this speaks to our need for **innovations**. Like the strategy pillar with the same name, this begins with innovation of our event offerings, as I would look to find more ways to bring more swimmers to participate in more events. This also is about ensuring the way we do business, both internally and externally, is continually evolving to meet all the needs of our wide demographic. I'd like to see our organization move with more speed, operate more simply and with more transparency. This will benefit all of our membership – making things easy for everyone will continue to draw in members and volunteers whilst keep existing members happy.

I think we've implemented several things to move in the right direction the last two years. There is still work to be done, and though there are a lot of unknowns as of this packet submission, I look forward to continue to support the organization as we get to where we want to go.

***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:***

Marketing (2009, Chair Chris McGiffin)

LMSC Development (2010-2015, Chairs Doug Adamavich and Paige Buehler)

Colonies Zone Chair (2011-2015)

Championship (2010-present, Chair Jim Clemmons)

Volunteers Task Force (2018-2020, Chair Laura Winslow)

Governance (Vice Chair) (2018-present, Chair Dr. Jim Miller)

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

Have been active with the Potomac Valley LMSC for much of the last decade+, including two stints as Chair, and am presently the secretary.

Professionally, I work as a Product Manager for a marketing company, where I provide client support for my products, conduct product updates annually, and develop short/long term product pricing and strategy for these products.

***Please list any other information you would like included.***

N/A

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

I've been swimming with Terrapin Masters since I started college in 1998, and a USMS member since 1999. After finishing school, I began donating my time back to my team, then our LMSC, and since the 2008 convention, to our national organization. I look forward to continuing to serve this organization I love, and I look forward to the opportunity to represent you and bring USMS forward.

## Jack Groselle – Dixie Zone Candidate for At-Large Director



The Election Committee has deemed that Jack Groselle is a member in good standing of U.S. Masters Swimming. 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 *Lisa Watson* and received letters of recommendation from *Bob Jennings* and *Ed Saltzman* in accordance with the USMS 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:***

2007 Anaheim, Calif., 2008 Alanta, Ga., 2009 Chicago, Ill., 2010 Dallas, Tx., 2011 Jacksonville, Fl., 2012 Greensboro, N.C., 2013 Anaheim, Calif., 2014 Jacksonville, Fl., 2015 Kanas City, 2016 Alanta, Ga., 2017 Dallas, Tx., 2018 Jacksonville, Fl., 2019 St. Louis, Mo.

### 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, Finance Committee, and Recognition and Awards Committee. I was ask by many USMS members to run for the 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 any other 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

Recognition and Awards 2020

***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 a 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.

**April 17, 2020**

**To: USMS Elections Committee**

**I am writing to nominate Jack Groselle for the Dixie Zone At Large Director position.**

A handwritten signature in cursive script that reads "Lisa Watson".

**Lisa Watson  
Vice Chair-Georgia LMSC  
US Masters Swimming**



**From: Bob Jennings, Florida LMSC Vice Chair**

**To: USMS Election Committee**

**Date: March 20, 2020**

**Subject: Recommendation Letter for Jack Groselle for the position of Dixie Zone At-Large Director**

**It is my honor to recommend Jack Groselle as a candidate for the position of Dixie Zone At Large Director**

**Jack Groselle has had a passion for all aspects of Masters swimming since joining USMS in 1981. As an active swimmer, Jack's years of hard work and determination have paid off in record breaking performances and his 2015 induction into the International Masters Hall of Fame. His many years of swimming have made him keenly aware of the desires and needs of USMS members at all levels.**

**Jack has been an active contributor for the Florida LMSC for years and has represented the LMSC at convention since 2007. This has provided Jack with an understanding of local and national swimming issues along with how USMS works.**

**On the National level, Jack has served on the Championship Committee from 2008 to 2016. He served as liaison for USMS at the 2014 and 2015 Summer Nationals. This has provided Jack with a deep understanding of all aspects of running a swim meets and especially our national championships. In 2016-17, he served on the Finance Committee. This has provided Jack with an understanding of the financial workings of USMS. Currently Jack servers on the Recognition and Awards Committee as Liaison for the International Swimming Hall of Fame. In addition, Jack has volunteered at the 1989 YMCA Nationals and 2002 USMS Long Course Nationals.**

**For 22 years, Jack coached the Hiram College men's and women's swim team. He was voted four times Ohio Athletic Conference Coach of the Year (91, 94, 95, & 06). This coaching experience has provided Jack with an understanding of the importance of coaching and the College Club Program.**

**Outside of swimming, Jack has been a successful business owner for 40 years and has provided multiple years in public service as a Hiram Township Trustee.**

**Jack's background on the Championship, Finance and Recognition and Awards, Committees, 12-year convention attendee, college swim coach, ISHOF member, and successful businessman qualify him as an outstanding candidate for the Dixie Zone At-Large Director position.**

**I am extremely please to endorse Jack Groselle for the Dixie Zone At -Large Director position and give my permission for the Elections Committee to publish this letter of support in the election packet.**

**Sincerely,**

**Bob Jennings  
Florida LMSC Vice Chair and former Chair  
USMS Coaches Committee member and former Chair**

From: Edward Saltzman, Dixie Zone Chair

To: The Elections Committee

Date: March 10, 2020

Subject: Recommendation Letter for Jack Groselle for the position of Dixie Zone At-Large Director

It is my honor to recommend Jack Groselle to the House of Delegates as a candidate for the position of At-Large Director for the Dixie Zone.

Jack Groselle is the epitome of what Masters Swimming represents - in and out of the pool. He contributes on both the competitive and the governance side of the sport. He has been coming to convention since 2007, which gives him a deep understanding of the workings of United States Masters Swimming, and its governance processes.

Jack brings a wealth of knowledge and skills with him from his 40 years as a successful business owner and his years in public service, as a Hiram Township Trustee. These experiences have given him a unique ability to look at issues and analyze them from all sides and work with others, to arrive at solutions that would best serve everyone.

Jack's years as a Masters Swimmer (since 1981) have given him a depth of understanding of the needs and desires of our membership base; from novice beginner, all the way up to world record holder and International Masters Swimming Hall of Fame Inductee (2015).

His 22 years as a College Swim Coach of the Hiram College Men's and Women's swim team and four years as the Ohio Athletic Conference Coach of the Year (1991, 1994, 1995, 2006); and his numerous years coaching and mentoring Masters Swimmers uniquely positions him to understand the ever important part coaches play in growing our organization and what tools they need to do their job. It also makes him an asset for our young College Club program.

Jack's passion for swimming, at all levels, has made him a highly motivated contributor and volunteer; serving USMS in numerous positions in which he has made major contributions of time and effort. He was a volunteer for both the 1989 YMCA Nationals and the 2002 USMS LC Nationals; both held at Cleveland State.

Jack served USMS as an active member of the Championship Committee from 2008-2016; where he distinguished himself as the meet liaison for both the 2014 Summer Nationals at the University of Maryland and the 2015 Summer Nationals in Geneva, Ohio. Meet liaison is an extremely time consuming and strenuous undertaking; requiring leadership skills, team effort and a deep knowledge and understanding of what makes an event a memorable experience for the participants and the volunteers. Jack worked closely with both organizing teams to deliver highly successful events.

Jack has also served on the USMS Finance committee for two years (2016-2017) giving him a broad understanding of the financial aspects of our organization. Just one more aspect of Jack that will make him a strong contributor and valuable asset for the USMS Board of Directors.

Jack currently serves on the Recognition and Awards Committee as the ISHOF Liaison.

Jack is a team player and is not afraid to ask questions and explore alternative solutions to arrive at the best decisions to achieve the maximum balanced benefit for our organization and our membership. He is and will continue to be a valuable contributor to USMS and an asset to the Board, as they position USMS for the future.

I am pleased to endorse his candidacy for the Dixie Zone At-Large Director position and give my permission for the Elections Committee to publish this letter of support in the election packet.

Sincerely



Edward Saltzman  
Dixie Zone Chair  
Georgia LMSC

## Britta O'Leary – Dixie Zone Candidate for At-Large Director



The Election Committee has deemed that Britta O'Leary is a member in good standing of U.S. Masters Swimming. 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 *Ed Saltzman* and received letters of recommendation from *Nadine Day* and *Rob Copeland* in accordance with the USMS 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:***

2019 St Louis, MO September 11 (welcoming reception)-14, 2019

### Section Three: Questions

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

I have always been interested in sports governance. It is why I pursued multiple Sports Administration degrees and why I have spent my professional life working in sports. But my inspiration for pursuing this USMS position is because of my dad's lifelong involvement in a similar organization, the German Basketball Federation. Through him, I experienced how important governance work is and how impactful it can be. Watching my dad change the sport of basketball, create new opportunities for athletes, change rules and legislation in order to create more equality and opportunities, has opened up my eyes throughout the years to the incredible importance of this work.

Pursuing my own professional career in athletics after college, I started working for an international sports consultancy, advising cities and countries through the bidding process for Olympic Games, Universiade, World Expo and FIFA World Championships. While this work was amazing, I found my passion in advising International Sports Federations and Organizations as an independent consultant. This work opened up my eyes how important the bigger picture is and the importance for change and adaptability.

In 2018, when the current Georgia LMSC chair was moved out of state by his company, and I was approached to take over as interim chair, I jumped at the opportunity to finally start my own journey in sports governance. Being chair for the Georgia LMSC has given me the opportunity to implement and test many things that I learned from my professional experience. My first task was to write a 5-year strategic plan for the Georgia LMSC.

It is my professional experience, especially as an independent consultant to International Sports Governing Bodies, combined with my passion for swimming and especially masters swimming, why I believe I am a good candidate for this position. While my internal USMS experience is short, I have excelled in my regional leadership role, bringing new perspective and energy to the table. I would like to continue that journey on the national level.

***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?***

*Relevance of Offerings/Services:* While USMS has adjusted its offerings, especially in the fitness area, I believe it is incredibly important to stay relevant and timely with our offerings. We need to make sure that especially fitness swimmers are more encouraged to become USMS members. I keep hearing from many swimmers that the only reason to join USMS are swim meets. We need to take a thorough look into the offerings and make sure that we give all our stakeholders reasons to stay actively involved in this growing organization.

*Brand Awareness and Understanding:* it is part of the USMS strategic plan and things are getting implemented, but I see the need to have this implemented both from top down and from the bottom up. To facilitate this bottoms-up approach, LMSC boards need to have resources to make sure their membership is educated and being communicated to about the USMS brand, offerings, and services.

During my work as chair for the Georgia LMSC, it has been one of my main goals to create more transparency with what the LMSC does and how it all starts at the top with USMS. As a member of the board, I would make it a priority to ensure that governance is broken down on a level that is easy to understand for all stakeholders. Only through education, transparent communication and involvement can we make sure that the value conception of USMS is protected and being grown within our stakeholders.

***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:***

N/A

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

Professional Sports Experience:

IMG Tennis: planned and implemented sponsor and spectator experiences at the Sony Ericsson Open

Learfield Sports: Experiential Event Planning and Implementation on the collegiate level

Helios Sports: Independent Consultant to International Sports Governing Bodies and Bid Cities for Olympic Games and World Expo

Marcus Jewish Community Center of Atlanta: Marketing for new member acquisitions, sports and preschool registrations

Scholarbook GmbH: recruiter for international student-athletes, working with colleges and high- schools in the US, especially for aquatic sports

Volunteer Sports Experience:

Georgia LMSC Chair: 5-year strategic plan establishment and implementation

***Please list any other information you would like included.***

In addition to my professional experience where I have to jump between the big picture perspective and small details in a short timeframe, growing up in Germany and experiencing swimming in a different country, provides me with a very unique perspective.

I have a lifetime of competitive swimming experience, internationally, at the Division 1 collegiate level and the USMS level. I trained and lived at the German Olympic Training Center for 5 years and competed for Germany in 3 FINA World Cup finals. For college, I competed for the University of Miami (FL), where I was a 2-time MVP and 3x Academic All-ACC selection. I was also the recipient of the Weaver-James-Corrigan Postgraduate Scholarship Award. Since competing in USMS, I have set 2 National Records and won 21 National Titles, along with 3 World Championship medals.

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

Since I was young, sports governance and federation work was something I have been passionate about. My passion for the sport of swimming, combined with the opportunities that USMS provides make me excited to become a part of and contribute to this ever-changing organization. Masters Swimming is so much more than swimming. It is the friendships you make, travelling across the Globe, connecting with old and new people, and sharing a common passion.



**U.S. MASTERS  
SWIMMING**

From: Edward Saltzman  
Date: April 19, 2020  
Subject Line: Nomination

To: The Elections Committee

I am writing to nominate Britta O'Leary for the position of USMS At-Large Director from the Dixie Zone.  
The USMS Election Committee has my permission to reproduce and distribute this letter.

Sincerely,  
Edward Saltzman  
Dixie Zone Chair





## Letter of Recommendation

**From: Rob Copeland**

**Date: April 17, 2020**

**To: USMS Election Committee**

It is my pleasure to recommend Britta O'Leary as a candidate for the office of at-large director from the Dixie Zone.

I've had the opportunity to observe and work with Britta for the past few years as a member of our Georgia LMSC board and as our LMSC chair since 2018. Britta has extensive aquatics experience, including coaching, competing, management, and governance. She brings this experience and her energy to improving the programs and services our LMSC provides to our members and I look forward to Britta bringing this energy to our USMS Board of Directors.

In the LMSC, Britta has developed and is implementing a strategic plan to provide the solutions to enhance the member experience, as well as engaging members as volunteers through a number of new volunteer initiatives. Britta is always willing to listen to the concerns, observations and recommendations of our members and volunteers and to act on these for the betterment of our LMSC members.

I believe Britta will be an exceptional member of our USMS Board of Directors and has the potential for even greater contributions in the future.

Sincerely,  
*Robert Copeland*

Rob Copeland  
USMS Member from the Georgia LMSC



**U.S. MASTERS  
SWIMMING**

**Letter of Recommendation:**

From: Nadine Day, USMS Psst President

Date: 4/26/2020

Subject Line: Letter of Recommendation for Britta O'Leary for Candidate of Dixie Zone At Larger BOD

To: The Elections Committee

I am writing this letter of recommend for Britta O'Leary for the Dixie Zone At Large Board of Director. Britta has be involved in swimming since an age grouper in Germany. She came to the US for collegiate swimming and stayed. After college, Britta coached swimming at the collegiate and Masters level.

In 2018, Georgia LMSC was looking for leadership and Britta was willing to step up as Chair. Britta and the Georgia LMSC had developed and implemented their first ever Strategic Plan. Her leadership has moved a LMSC to the 21st century and integrating new ideas and direction.

Britta will bring to the board a new perspective. Her value to add to the board would be from a person, who will bring outside ideas to revitalize our organization's growth. Britta's viewpoint will serve not only the current membership but potential new members. She is willing to take risk that will challenge our organization to become successful. Britta is also not afraid to speak up to the leadership and to ensure all perspectives are being heard.

Britta's experience with understanding partnership and facilitations with various groups of people will help with the partnership with the national office and the LMSCs. Britta's work with sports marketing will help USMS Board with promoting more value to our members and help regrow our membership.

I strongly support Britta as a candidate for the Dixie Zone At Large Zone position. I believe that she will be a great asset to the board and the direction that we need.

Respectfully,

Nadine Day

USMS Past President, current non voting USMS BOD

USMS Member



## Jay DeFinis – Great Lakes Zone Candidate for At-Large Director



The Election Committee has deemed that Jay DeFinis is a member in good standing of U.S. Masters Swimming. 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 *Nadine Day* and received letters of recommendation from *Nancy Ridout* and *Carrie Stolar* in accordance with the USMS 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:***

Jacksonville 2014, Kansas City 2015, Atlanta 2016, Dallas 2017, Jacksonville 2018, St Louis 2019.

### Section Three: Questions

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

I represent the novice swimmer who has steadily improved and enjoyed the benefits of regular swimming. Beginning as a fitness swimmer, I joined USMS in 1985 to become fit and train for Triathlons. In 1991, I competed in Ironman Canada, and swam a 9 mile Lake Erie open water swim. After a long absence of swimming, I rejoined OHIO Masters in 2009. Through OHIO Masters swim meets, socials, and open water swims in Lake Erie, I learned about volunteer opportunities for USMS. I decided to serve at the LMSC level as both Lake Erie Secretary and Chair. We have grown our board with representation across all levels of swimmers in our local communities. In 2014, I had the opportunity to attend USMS convention and see how the national USMS organization works. My first committee assignment was on the Investment Committee. This experience helped me understand the financial and operational side of USMS. From my professional years of board involvement and my passion for helping others learn to swim, I was asked to serve on the Swimming Saves Lives Foundation Board. Over the past four years, I have been working with the ALTS and SSLF initiatives and fundraising. The incredible stories and dedication of our members and instructors have motivated me to do more.

My professional life as a financial advisor, my swimming experiences, and volunteer efforts will help bring perspective to help grow our organization. I have developed the ability to manage and develop relationships and foster growth with those on my committees. Flexibly, communication, listening, and critical thinking are skills I can add to the USMS at Large Director Board 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?***

Issue 1. Addressing the cost and challenges of integrating technology and Marketing the USMS brand. Integrating technology can be challenging and costly with time and financial resources. With most service organizations that have many loyal and supportive members, the emotional out pouring in change can be hard to integrate with the “non-emotional” hard wiring of technological advancements. This is where board leadership plays a key role in the growth and development of the organization. Continuing to develop and deliver a clearly defined communication process with the USMS National Office and its Board is essential. The two must continue to evaluate and create transparency through accountability in delivering the information we share with membership. Communicated constantly, progress and relevant information will help foster a forum that attracts and helps prioritize the multitude of ideas that are valuable in promoting organizational growth (in general people are attracted to a consistent message and tend to disengage with inconstant message.)

Issue 2. Tracking the development and studying needs of all the member swimmers, from the new/fitness swimmer, our coaches, the generational swimmers, college club swimmers and our competitive swimmers will be essential for the organization to continue to be valuable and relevant in today’s ever changing environment.

Issue 3. Expansion of ALTS, fitness programs, and integrating the Swimming Saves Lives brand. We have a great national cause that will continue to make USMS more relevant by continuing to add educational workshops, financial support and community involvement across the country which is critical to organizational growth and its membership.

Issue 4. Post pandemic challenges. Critical and creative thinking are vital for the future growth and success of the organization. My prior organizational experiences and board involvement can help provide a new and fresh perspective in this area.

***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:***

Current USMS positions: Swimming Saves Lives Foundation, Chair 2017-Present. Served under USMS Presidents Patty Miller and Peter Guadagni.

Ad-Hoc Adult Learn to Swim Programming Committee Ex-Officio 2020 (present) Carrie Stolar, Chair

Previous USMS positions: Investment Committee, 2016-2019, Phil Dodson, Chair, Stan Benson, Chair  
Swimming Saves Lives, member 2016-2017 Brandon Franklin, Chair

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

***Professionally:***

Financial and Wealth Management Advisor for Northwestern Mutual for 30 years. B.S. in Petroleum and Natural Gas Engineering from Penn State University. Served on several Industry and Nonprofit Boards.

***USMS Experiences:***

Current Lake Erie Chair 2017-present

Lake Erie Secretary 2013-2017

USMS Adult Learn Instructor Certification, 2018

OHIO Masters Club member, 2009-present

***Please list any other information you would like included.***

Lake Erie Relay Swim across Lake Erie, SSLF fundraiser raised \$9,200 for SSLF Grants, 2016

Penn State University, College of Earth and Mineral Sciences Alumni Association Board Chair, 1996-1999

Penn State University Alumni Council member, National Service Week Chair, 1997

Penn State University Alumni Association, Volunteer of the Year, 1999

Northwestern Mutual Association of Agents, Field Advisory Board, 2009 – 2012

Cornerstone of Hope (Ohio regional grief center) Development chair and executive committee member responsible for fundraising with a 2.6 million annual budget, 2010-present

Gay Games Cleveland 2012-2014, Cleveland Community Development Chair, Lead a fundraising campaign that Raised \$4.2 million in sponsorships and community grants.

Awarded Federation of Gay Games Host City Volunteer of the Games 2014.

Million Dollar Round Table member, (International Association of Financial Professionals) Divisional Vice President 2017 .Currently elected class A trustee for the MDRT Foundation Board (manage and oversee \$36 million Foundation that awards \$2 Million in grants all across the globe), 1997-present

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

Serving the Great Lakes Zone's membership and USMS, I would bring leadership, integrity and perspective while representing our swimmers. We all come to swimming through different paths. My swimming journey started as a beginner swimmer, progressing to a fitness swimmer, open water distance swimmer, competitive pool swimmer, and USMS volunteer both on the local and national level. Whether we are celebrating our successes, supporting our peers, helping others to learn to swim, improving one's ability to swim, or offering moral and financial support when we struggle in our swimming communities, the miracle of swimming together unites us all and helps us care (and do things we never thought we could!).



**U.S. MASTERS  
SWIMMING**

From: Nadine Day, Past President

Date: 4/25/2020

Subject Line: Nomination for Jay M DeFinis for the Great Lakes At Large Board of Directors

To: The Elections Committee

I, Nadine Day, who is a member from the Great Lake Zone, nominate Jay M DeFinis for Great Lakes Zone At Large Director position.

Respectfully,

Nadine Day, USMS Past President

Indiana LMSC

Great Lakes Zone Member

Letter of Recommendation for Jay DeFinis, candidate for At-Large Director from the Great Lakes Zone

From: Nancy Ridout, past-president U.S. Masters Swimming, SSL Board of Trustees member

April 27, 2020

To the Elections Committee,

Jay DeFinis has an abundance of qualities that would qualify him to be an outstanding member of the U.S. Masters Swimming Board of Directors.

Within our organization he has contributed his leadership locally as the Lake Erie LMSC Secretary and Chair, and nationally as a member of the Investment Committee and as a Trustee for the Swimming Saves Lives Foundation, as chair since 2017. He has attended the National HOD Meetings every year since 2014. He is someone who joined for fitness and through his experience with our program – people, mission, goals, and opportunities – has felt motivated to give back through his many talents and expertise.

His experience as a member or the leader of many different Boards of Directors is what I believe will make a significant contribution to our Board of Directors. He knows how to work with and within a Board as his experience shows. He knows how to encourage the Board members to focus, weigh pros and cons, and arrive at conclusions. He understands the various backgrounds that comprise a group and is experienced in managing the process that will result in a successful Board. Below are examples of his experience in working with Boards.

- 1- Penn State University College of Earth and Mineral Sciences Alumni Assoc., chair 1996-1999
- 2- Penn State University Alumni Council - National Service Week chair 1997, Volunteer of the Year 1999
- 3- Northwestern Mutual Field Advisory Board 2009 to 2012
- 4- Cornerstone of Hope (Ohio regional grief center 2010- to present, current development chair and executive committee member responsible for fund raising with 2.6 million annual budget.)
- 5- Million Dollar Round Table member 1997-present, divisional vice president 2017; currently elected class A trustee for the MDRT Foundation Board that manages and oversees 36-million-dollar foundation that awards 2 million in grants around the globe
- 6- Cleveland Community Development chair raising 4.2 million dollars in sponsorships and community grants for Gay Games Cleveland 2012-2014.

I have worked with Jay on the SSL Foundation and he is making a difference in our understanding our goals and the paths that will help achieve them. All of our current Board members are knowledgeable and passionate about U.S. Masters Swimming and keeping our program vibrant and successful. Jay combines this enthusiasm with additional significant involvement with various not-for-profit Boards and how to achieve effective communication and teamwork. It is for these reasons I enthusiastically recommend Jay DeFinis for the At-Large Director from the Great Lakes Zone.

Nancy Ridout, past-president U.S. Masters Swimming, SSL Board of Trustees member



**U.S. MASTERS  
SWIMMING**

Date: April 27, 2020

Subject Line: Recommendation of Jay DeFinis, for At-Large Director, Great Lakes Zone

To: The Elections Committee

I am writing to you today to enthusiastically recommend Jay DeFinis for the position of At-Large Director from the Great Lakes Zone. Jay has successfully served as the Lake Erie Masters secretary and Chair. He has also volunteered on the national level for USMS, initially serving on the investment committee then chairing the Swimming Saves Lives Foundation and becoming an ex officio of the ALTS Programming Committee.

Jay began with USMS as a fitness swimmer, progressing to participating in triathlons, most notably an Ironman, open water swims and competitive pool swims. From there he got his ALTS instructor certification to help others begin their swim stories. He has truly experienced the full progression of swimming. With this background, he is able to understand the motivations of the fitness swimmer, the open water swimmer, and the competitive pool swimmer as they relate to USMS membership.

In his professional life, Jay's experience in finance will be particularly useful as USMS helps clubs get back on their feet once they are allowed to reopen. He has proven experience in fundraising and collaborating on Boards for other organizations. In working with Jay on the SSLF and ALTS Programming Committee, I have firsthand experience of his strong communication and listening skills, not to mention his flexibility, critical thinking skills and ability to develop relationships with others. These skills will help him become a strong member/contributor on/to the USMS Board of Directors.

Jay's experience and skills coupled with his passion for swimming and his dedication to our organization make him an ideal candidate for this position.

I am pleased to endorse his candidacy for At-Large Director from the Great Lakes Zone, and give my permission for this letter to be advertised to USMS delegates

Sincerely,

Carrie Stolar

At-Large Director, Breadbasket Zone

Chair, ALTS Programming Committee

Ex-officio, Swimming Saves Lives Foundation

## Mel Goldstein – Great Lakes Zone Candidate for At-Large Director



The Election Committee has deemed that Mel Goldstein is a member in good standing of U.S. Masters Swimming. 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 *Jerrilynn Bayless* and received letters of recommendation from *Chris McPherson* and *Douglas Sayles* in accordance with the USMS 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:***

1981,1982, 1983,1984,1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998,1999,2000,2001,2002,2003,2004, 2005,2006,2007,2008,2009,2010,2011,2012,2013,2014, 2015,2016, 2017, 2018, 2019 ..... (39 HOD Meetings)

### Section Three: Questions

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

The COVID-19 virus has changed our lives and has affected US Masters Swimming. Clubs and Programs need experienced people to help them re-launch and re-build their programs. I think this is a time my experience as past president and working as a US Masters Swimming Coach and Club Coordinator for 11 years, and organizational skills will be needed most. As a board member, I would like to help set the path for their recovery.

As the Great Lakes at Large representative, I want to be involved with all of the LMSC's in our Zone by attending their annual meetings. I would like to help them reestablish a Zone Championship that has been nonexistent for some time. As a Meet Director for 7 USMS National Championships and 1 FINA World Championships I think my experience will help them bring back a Zone Championship and provide an added benefit to the members of the Great Lakes Zone.

While some do not endorse change, I endorse change when it is positive. I believe change brings new energy and new ideas.

***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 Covid-19 pandemic has tested our resolve.

There are three major issues facing USMS, the downward trend in membership, providing more benefits for our members, and providing assistance to clubs and programs beyond monetary needs trying to relaunch after Covid 19.

The key to increasing membership is through our coaches and their education because they are the life blood of our organization. They develop programs, recruit new members and motivate swimmers to register and renew.

I think there is a direct correlation between the decline in membership and the US Masters Swimming educational offerings we offered over the past few years, which needs to change. While COVID-19 has changed the way, we will operate in the future, but there is still a need for face to face classes where coaches can network. Our Coaches Certification Program and Club Development Program was the only program in US Masters Swimming which actually reached out to the membership and came to their area.

Many programs have part-time coaches or part time leaders, there will be a need for help to re-launch these clubs and programs. While LMSC and USMS relief funds are helpful, to restart master's programs there needs to be resources available for someone who has the ability to talk to school superintendents, university athletic directors, or aquatic directors. If we start diverting resources towards educating our coaches and helping leaders at the local level, we can reverse the downward membership trend.

Amazon's business success and secret sauce is tied to their obsessive-compulsive focus on their customer, while their competitors ruminate over other competitors. USMS needs to have this same philosophy. We are invested heavily in technology. Good communication is important to our members; and provides valuable information to them. However, we need to provide more benefits for our members beyond the website.

The frontline Coaches and definitive leaders need education. If you think a greater investment of resources into technology is the path to take, then we will surely fail. If we start devoting resources towards educating our coaches and helping definitive leaders at the local level, there will be an increase in membership and will reverse the downward trend of membership.

As a past president and a USMS independent contractor I know who our member is, and what their needs are. I will work constructively with other Board of Directors to accomplish the best path for our 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:***

Championship Committee Member 1984-1985- Tom Boak, Chariman

Championship Committee Chairman 1986-1989 -Mel Goldstein

USMS Executive Committee Secretary 1990-1993- Dan Gruender, President

USMS Executive Committee President 1994-1997- Mel Goldstein, President

USMS Executive Committee Past President 1998-2001- Nancy Ridout President

USMS Championship Committee Member 2002-2006- Barry Fastbender, Chairman

ISHOF Nominating Committee Member 2002-2006- Ginger Pierson, Chairman

USMS Championship Committee Member 2006-2010-Mark Moore, Chairman

USMS Endowment Fund Board of Governors 2006-2010- Doug Church, Chairman

USMS Swimming Saves Lives Committee 2012-2015- Nadine Day, President

USMS National Sponsor Liaison 2006-2010- Rob Copeland, President

USMS Union Americana de Natacion Liaison 2008-2023 (Chairman)



USMS FINA Liaison 2015-2021 (Vice Chairman)

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

I am a past president of USMS, and after my term in office I have worked the better part of my life to make our organization the premier adult aquatic program throughout the US. For the past 11 year's I have been an Independent Contractor for US Masters Swimming, instructing Level 1-11-111 Coaches Certifications, Clinic for Coaches, and making multiple site visits throughout the country helping programs with their various problems, with pools, local governments and schools. At this time there are many programs and clubs who are struggling because of COVID 19, I think my experience will be invaluable to them.

***Please list any other information you would like included.***

USMS Ransom Arthur Award Recipient 1997

USMS Coach of the Year 2001

International Swimming Hall of Fame Inductee 2012

USMS National Championship Meet Award 1995 and 2018

Published Book "Swimming Past 50"

YMCA Masters Best Practices Curriculum

USMS / ASCA Certified Coach- Level V

USMS Club of the Year 2006 and 2014

USAS Treasurer 1997-2012

USAS Comptroller 2012- Present

UANA Financial Manager 2008- Present

Swam collegiately at Indiana University ("Doc" Councilman's first Team)

US Army Veteran

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

I think the Delegate at Large representing a Zone has certain responsibilities to the LMSC's in that Zone. I established a master's program with over 300+ members, and use pools in High Schools, Universities, and Private Clubs. I have been a Meet Director for 7 US Masters National Championships and 1 FINA World Championships. I will use this experience and organizational skills for the Great Lake Zone and to US Masters Swimming Board of Directors.

"While some are against change, I endorse it. Change brings new energy and new ideas, but must be directed in the right direction"

"Some ask; "Why after many years of service, do you want to continue serve"? ... "Because I Still Care!"

Jerrilynn Bayless

[Redacted]

July 30, 2020

Letter of Nomination

The Elections Committee,

I nominate Mel Goldstein for the position of At-Large Director for the Great Lakes Zone.

Thank you,

Jerrilynn Bayless  
Greater Indiana LMSC Chair

Submitted by Chris McPherson

August 15, 2020

Letter of Recommendation for Mel Goldstein as Delegate at Large, Great Lake Zone

To the USMS Elections Committee:

I would like to enthusiastically endorse Mel Goldstein's nomination to become the USMS Delegate at Large for the Great Lakes Zone.

It is obvious to all who read Mel Goldstein's USMS volunteering resume (which includes past-roles such as USMS President, USMS Secretary, Championship Committee Chair, FINA liaison, ISHOF Nominating Committee member, USMS Endowment Fund Member, USMS National Sponsor Liaison, etc.) that Mel is absolutely qualified to take on the role as Delegate at Large for the Great Lakes Zone. However, the positions written on the page, although quite impressive, do not address what I believe is Mel's greatest asset: *his incredible passion for U.S. Masters Swimming and the desire for it grow and succeed*. Mel has devoted over 40 years of his life to volunteering for USMS, creating and coaching highly successful masters' programs in Indiana, and also to helping lay the groundwork and providing encouragement to a long list of coaches and facilities growing their own masters' programs. In this restrictive time of COVID, many teams have been inactive and will need help moving forward; Mel has the ideal skills to assist the coaches and facilities with the restarting of their programs. He has already committed to attend board meetings for each LMSC within the Great Lakes Zone to be of help in this way.

In fact, Mel Goldstein's skill set concerning club development and coaching certification is so valued that he was hired and worked for the past 11 years as a contracted employee by USMS in regard to club development and coaches' education. A key fact to note is that after every coaches' education class he teaches, Mel follows up with the coaches from the class to offer help and answer questions, and even makes the effort to drop in on nearby USMS programs and spend time on deck with the coaches whenever he visits different locales. Mel feels strongly about the importance of *connectivity* within the USMS community, and the strong bond that subsequently exists between him and so many others in the world of USMS is evidence of that. I can also tell you from personal experience, that Mel's efforts were what propelled me to get involved in volunteering with USMS. Mel has been incredibly influential to me in my coaching career by keeping in touch with me and frequently offering sage advice regarding my masters' programs. Mel even encouraged me at one point to make an uncomfortable move to create a new USMS team when he recognized the move would benefit me (and USMS) greatly. I am extremely grateful for Mel's insight and his willingness to go above and beyond for me and other masters' coaches and their teams.

I have known Mel for almost 10 years, have worked with him in a number of different capacities, and can unequivocally state that he has been the most influential person to me in my USMS journey; he is a true asset to USMS. How many active USMS members can say that they have attended every single HOD meeting at the USMS Convention since 1981? I am guessing that the answer is "not many." If anyone has an understanding of the inner workings of USMS and how to best make it successful, it is Mel. There is no doubt that Mel will continue making impactful contributions to USMS serving as Delegate at Large for the Great Lakes Region.

Sincerely,  
Chris McPherson

Head Coach, Ensworth Aquatics Masters  
Asst. Coach, Ensworth HS Swimming  
USMS Level 4 Certified Coach  
Vice Chair, USMS Coaches' Committee  
Chair, Coaches' Mentoring Program, USMS Coaches' Committee  
Certified Instructor, Adult Learn to Swim





**U.S. MASTERS  
SWIMMING**

## Letter of Recommendation

**From:** Douglas Sayles

**To:** USMS Elections Committee

**Date:** August 27, 2020

**Subject:** Recommendation for Mel Goldstein for USMS At-Large Director Candidate, Great Lakes Zone

I am honored to recommend Mel Goldstein as a candidate for the position of USMS At-Large Director for the Great Lakes Zone.

A past USMS president and Ransom Arthur Award recipient, Mel has spent four decades growing and supporting Masters Swimming in various governance and administrative positions at every level – local, regional, national, international. Very few current USMS members possess such diverse experience, institutional memory, personal connections, and unwavering dedication. Simply put, he is an icon in the Masters Swimming community.

Mel's energy level belies his age, just as his presence belies his physical stature. A salesman by demeanor and profession, his personality is a force of nature -- magnetic, caring, sometimes mischievous, sometimes stern, but always unquestionably committed to the best interests of USMS and its members. I believe that each day he asks himself what he can do to make USMS a better organization, and then he goes out and does the work. Whether it be as a coach, club administrator, meet director, instructor, aquatic consultant, or in a governance role, he is constantly communicating and forging interpersonal and institutional relationships on behalf of USMS.

I met Mel at the 2012 USMS convention, where he was teaching the very first Level 3 Coach Certification course, which was a wonderful experience. As USMS's educational programs evolved over the next several years, in my capacity as an LMSC officer I made a point of promoting and facilitating these offerings whenever Mel and Bill Brenner (another invaluable USMS ambassador) came to New England. These classes were always informative, entertaining and well-received, and in my opinion provided member value that bolstered USMS's image at the grassroots level.

These visits enabled Mel and I to get acquainted -- I was intrigued to learn that he was coached and mentored by Doc Councilman! -- and to discuss and debate Masters Swimming issues and initiatives. Over the past eight years I have come to know him as someone who embodies USMS's mission, who wears his emotions on his sleeve because he cares so deeply about our community, who has an unparalleled wealth of Masters Swimming experiences that inform his perspective and opinions, and who is always willing to help. But what has surprised me the most about Mel is that, despite his longevity, he is not tied to the past, but rather a proponent of strategic, data-driven, humanistic change.

Mel's background and accomplishments speak for themselves and, in my view, equip him with the knowledge and perspective to ask tough questions that should be asked and answered as the board maps out the future of USMS. In this respect, a voting board seat would give him that much more of a voice. With that in mind, and given the challenges we currently face, I encourage every delegate to closely consider Mel's nomination packet and unique qualifications.

Sincerely,

Douglas Sayles

SwimRI (NEM-SWMMR) Coach  
New England LMSC Membership Coordinator & Past Board Chair  
Colonies Zone Vice Chair  
USMS Legislation & Membership Committees

# C.J. Rushman – Great Lakes Zone Candidate for At-Large Director



The Election Committee has deemed that C.J. Rushman is a member in good standing of U.S. Masters Swimming. 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 *Lisa Brown* and received a letter of recommendation from *Skip Thompson* in accordance with the USMS 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:***

- 1998 – Cincinnati, Ohio
- 2001 – Louisville, Kentucky
- 2002 – Dallas, Texas
- 2004 – Orlando, Florida
- 2005 – Greensboro, North Carolina
- 2006 – Dearborn, Michigan
- 2007 – Anaheim, California
- 2009 – Chicago, Illinois
- 2010 – Dallas, Texas
- 2011 – Jacksonville, Florida
- 2012 – Greensboro, North Carolina
- 2013 - Anaheim, California
- 2014 – Jacksonville, Florida
- 2015 – Kansas City, Missouri
- 2016 – Atlanta, Georgia
- 2017 – Dallas, Texas
- 2018 – Jacksonville, Florida
- 2019 – St. Louis, Missouri

### Section Three: Questions

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

I believe that the leadership experiences I have gained in the corporate world combined with the experience of serving USMS at both the local and national level will make a good combination for providing leadership to the organization. My background in compliance and project management within managing organizations, both large and small, through periods of change will be of great value in the role of at-large director for the Great Lakes Zone. If elected, I would like to focus on communication as a means to improve USMS and promote intelligent growth—increasing our membership. We need to focus the organization on truly marketing our brand and getting the message out that USMS has something to offer everyone.

***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?***

Probably the most crucial issue is that our membership has not increased in some time and even day-to-day operations have become a challenge. To do more than simply maintain the status quo, we must change the way we operate, and grow our brand and business. At the same time, we must not alienate our core membership—growth for growth's sake will wind up disappointing both current and future members. Increasing our membership must be an outgrowth of us getting the message out that USMS has something to offer. In other words, true marketing communication is absolutely fundamental. And communication means being willing to listen too. We need to tell the world about ourselves, not the people already involved in our organization. We also need to listen to what the active adult population is asking for, and if necessary and feasible, be willing to adapt to meet those needs. And we need to continue to provide services to our noncompetitive members while maintaining our commitment to those who do compete, which was the foundation this organization was built on.

***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:***

- Volunteer Task Force: 2018–2019. Chaired by Laura Winslow.
- USMS LMSC Leadership Summit Task Force: 2018–2019. Co-led with Lisa Brown.
- USMS LMSC Development Committee: 2016–2019. Chaired by Michael Moore.
- USMS Great Lakes Zone Chair from 2015–2019.
- USMS At-Large Director (filled vacancy): 2013–2014.
- USMS Secretary: 2009–2013. Served under Presidents Jeff Moxie and Nadine Day.
- Information Technology (IT) Liaison to the Board of Directors: with Chris McGiffin and Jim Matysek. Oversaw the production of the development of the in-house registration system for USMS.
- Ex-Officio to Coaches Committee: 2012–2015. Chaired by Scott Bay.
- Championship Committee: 2002–2009. Chaired by Mark Moore. Served as co-meet liaison with Carolyn Boak to USMS Short Course Nationals at University of Texas, Austin, Texas, 2008.
- Publications Committee (descendent of the Rule Book Committee): 2002–2009. Chaired by Meg Smath and Susan Ehringer

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

- Swim Kentucky Masters club president: 2009–present
- Kentucky LMSC Chair: 2017–present
- Kentucky LMSC Secretary: 2011–2017



- Ohio LMSC Chair: 2001–2007
- Ohio LMSC Secretary: 1999–2007
- Ohio LMSC Vice Chair: 2009–2011
- Ohio LMSC Fitness and Safety Officer: 2007–2009
- Founder and president of Anderson Barracuda Masters (Cincinnati, Ohio): 1996–present
- Meet director for both the winter AB St. Patrick's Day and summer Splash and Dash meets.
- USA/YMCA certified swimming official, serving as referee and stroke and turn judge. Also worked numerous Masters and high school meets in Cincinnati.
- Officiated the 2019 College Club Championship meet at Ohio State University.
- American Swimming Coaches Association life member.
- U.S. Masters Swimming Certified Coach Level 3 (achieved Oct. 2013)
- Adult-Learn-to-Swim certified instructor (achieved Feb. 16, 2020)
- USA Triathlon Certified Level 1 Coach (achieved Oct. 2016)

***Please list any other information you would like included.***

- 2019 Ted Haartz U.S. Masters Swimming Staff Appreciation Award recipient
- 2018 Kerry O'Brien Coaches Award recipient
- 2014 Dorothy Donnelly Service Award recipient
- 2013 Presidential Citation recipient from President Nadine Day for outstanding and dedicated service as the USMS secretary from 2009–2013
- Swam collegiately at the University of Cincinnati (1989–1994) under Head Coach Monty Hopkins.
- Developed and editor of AB Masters Facebook page and team newsletter, as well OHIO LMSC newsletter, *The Starting Block*.
- YMCA age-group coach, Anderson Barracudas/ M.E. Lyons YMCA, Cincinnati, Ohio.
- U.S. military veteran, eight years of active duty and reserve duty combined.
- Hamilton County Special Olympics meet announcer for 15 years, Cincinnati, Ohio.

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

Swimming has been a major part of my life for over 35 years. I have continually served my team, LMSCs (Kentucky and Ohio), and USMS consecutively for 24 years.

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# Zionsville Community Schools

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## ZIONSVILLE AQUATIC MASTERS

**Lisa L. Brown**

Aquatics & Communications Director  
ZAM Head Coach and Founder



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To The Elections Committee,

There are times when writing recommendations becomes pure pleasure and this is one of those moments. It is with greatest pleasure that I nominate and recommend C.J. Rushman, who is truly a gifted, seriously committed and talented coach, for the At – Large Director position for the Great Lakes Zone for 2020.

I have had the pleasure of working with Mr. Rushman these past few years as a part of the LMSC Development Committee while I was Vice Chair. He has been very professional, welcoming and has had the swimmers always in the forefront of any decision. C.J. is a highly motivated, intelligent, engaging coach who strives for success, which is obvious by the level of success he has made with his team and as Zone Chair of the Great Lakes Zone.

C.J.'s abilities truly serve as a model for his fellow leaders, and his peers often seek him out for his ideas and views. He possesses a charisma and leadership quality that swimmers, coaches and instructors administrators alike are drawn to: Mr. Rushman is a quality person. C.J. is an outstanding person in character, ability and attitude.

Therefore, I can recommend C.J. Rushman without any reservations for the At – Large Director position for the Great Lakes Zone for 2020. I can think of no more deserving person. I am pleased to endorse his candidacy give my permission for this letter to be published to our USMS delegates in the Convention packet. If there are any further questions please feel free to contact me at the phone number below.

Thank you,

*Lisa L. Brown*

Aquatics Director  
Zionsville Community Schools



**Letter of Reference:** For CJ Rushman to the position of At Large Board of Director Great Lakes Zone for USMS

**To:** USMS Elections Committee

**Date:** 4/25/20

It is my honor and privilege to recommend CJ Rushman for the position of At Large Board of Director Great Lakes Zone. He joined USMS in 1996 and founded and coached the Anderson YMCA Barracuda Masters Club and swam in his first USMS National Championship at the University of Michigan in Ann Arbor. I met CJ in 1998 at the convention in Cincinnati and noticed that he was volunteering and helping the Ohio LMSC with the many operational tasks that a host LMSC has to complete to have a successful convention.

After the convention he started to get involved in the Ohio LMSC, first as Secretary in 1999, then as Chairman from 2001 to 2009. In 2002, he was appointed to the Championship Committee and served on that committee until 2009. His experience as a Meet Director for two local meets that is Club hosts each year gives him experience. In 2009, he was elected USMS Secretary and became a member of the BOD and Executive Committee. Besides his duties as Secretary, he was appointed as one of liaisons that oversaw the production of the development of the In-house registration system for USMS. He was an Ex-Officio member of the Coaches Committee from 2013 to 2014 and became an Associate member of that committee in 2015.

When his term ended in 2013, he was elected by the BOD to finish out a one year term that was vacated during the 2013 election. Also that year he joined the Kentucky LMSC and became Chair and was also elected as President of Swim Kentucky Masters (SKY) Regional Club. In 2015, he was elected as Great Lakes Zone Chair and just recently completed his second two year term. As Zone Chair, he became a member of the LMSC Development Committee and he volunteered to be a member of the Volunteer Task Force (VTF). The VTF was recently awarded the Staff Appreciation National Award for their work from 2017 to 2019. Other awards he has received during his 20 year involvement are the Dorothy Donnelly Service Award in 2014 and the Kerry O'Brien Coaching Award in 2018.

With all these responsibilities, he still found time to get certified as a USMS Level 3 coach, USA Level 1 Triathlon Coach, and a USMS Adult Learn to Swim Instructor. His experience in the last 20 years is extensive at the Club, LMSC, and National levels of USMS and this experience will help him meet the challenges USMS faces in the future. He works well with others and listens to all points of view before making a decision.

With his love of Masters, his proven track record, and his great attitude, there is no doubt CJ will make a top-rate Board of Director member for US Masters Swimming and I cannot recommend him strongly enough.

I am pleased to endorse his candidacy give my permission for this letter to be published to our USMS delegates in the Convention packet.

Sincerely,

Skip Thompson

## Paige Buehler – Northwest Zone Candidate for At-Large Director



The Election Committee has deemed that Paige Buehler is a member in good standing of U.S. Masters Swimming. 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 *Jim Clemmons* and received letters of recommendation from *Daniel Cox* and *Hugh Moore* in accordance with the USMS 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:***

All meetings of the HOD from 2007 through 2018

2019 – St. Louis, MO - HOD meetings #1, #2, #3

### 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 like working with smart and highly capable people and those people tend to be board of directors junkies from the local to the national level! I have been considering running for an At-large Director position for about five years while waiting for the right time in my personal life. While I support Maddie Sibilias's candidacy for the Northwest At-large Director, I feel strongly that the Northwest Zone delegates need a choice when it is their time to discuss and endorse candidates for the position, so I am running as a floor nominee to provide that choice.

Two items pop out as the primary reasons I would be a good candidate for a director. First, is the leadership I demonstrated during the formative years of the LMSC Development Committee as chair to create its three-prong approach of supporting LMSCs through operational Standards, Mentoring LMSC leaders and Education opportunities at convention and beyond. That structure remains in place 9 years later. Second is my participation on the Governance Committee where I have been able to consider and contribute to questions about the framework of our organization and to benefit from the mentoring I've received from some of USMS's brightest minds.

***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 COVID-19 pandemic is the current issue for all of us. It has caused a lot of stresses: membership slump, reduced income for our organization and for many of our coaches, closed facilities, even more-restricted lane space. There are going to be opportunities as we pivot to a new normal: positioning swimming as a safer alternative to other indoor fitness activities.

But the major issue in USMS is the one that underlies our decreasing membership, our lack of volunteers in leadership positions and the waning enthusiasm to host swim meets: our continued reliance on the competition model. There is a reason why “meets” are called “meets;” it is an event designed to bring people together to see each other, share an experience and make a connection. For USMS’s first 50 years, competition has been the driving force behind the need for our membership to “meet” and make those interpersonal connections. In our next 50 years we need to create a new “meet” to grow alongside our local and national championship competitions, one that brings our membership together in a cooperative, rather than competitive event. The ways in which I would help the organization along that path as a member of your board of directors include supporting a skilled and empowered national office willing to take risks to try new ideas, providing direction to staff and local leadership, and ensuring a feedback mechanism focused on customer/member experience and value.

***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:***

LMSC Development, member 2009-2011; Doug Adamavich, chair

LMSC Development, chair 2011-2015

LMSC Development, vice chair 2015-2016; Michael Moore, chair

Governance, member 2016-present; Dr. Jim Miller, chair

LMSC Development, 2020 – as Northwest Zone chair, 2019-present; Lisa Brown, chair

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

I have served on the board of directors for other non-profit organizations including:

Palouse-Clearwater Environmental Institute (Treasurer, December 2007-December 2009) overseeing a \$3.1M annual budget,

New Mexico State Soccer Association (President, 1999-2000) and serving as a delegate from U.S. Amateur (now Adult) Soccer Association at the U.S. Soccer annual general meeting in 2000,

And local school-related booster organizations in leadership roles (2006-2020), which, though small, provided endless opportunities for learning and practicing good governance skills.

***Please list any other information you would like included.***

I have lived in north central Idaho since 2002 in a “small LMSC” with one major metropolitan area (Spokane, WA) boasting a population of 575,000. The next largest metro area is 250,000. I served as registrar, secretary and chair of the Inland Northwest LMSC and continue to participate on its Board of Managers. I understand the challenges of clubs and LMSCs operating in sparsely populated and geographically spread-out areas and hope to bring that perspective to the board if I am elected.

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

I am running for an At-large Director this year not because I am disgruntled or have an agenda to push, but because I believe in choice. The delegates from the Northwest Zone would like the choice of a director on the board who hails from their region and understands how actions, decisions and programs from the board and the national office will affect local operations in our clubs and LMSCs. Now is an uncomfortable time for all of us and I didn't envision stepping up as a candidate to the board of directors during a pandemic. But I did envision stepping up at some point to use my knowledge of sports organization, local club administration and governance to serve on the board. I fully support Maddie Sabilia's candidacy as an At-large Director as she brings different perspectives and skills to the position, and between the two of us, YOU, esteemed delegate now have a choice.



**U.S. MASTERS  
SWIMMING**

Date: 9 August 2020

Subject: Nomination for at-Large Director, Northwest Zone

To: Erin Sullivan, Chair  
The Elections Committee

It is my honor to nominate Paige Buehler for the position of Northwest Zone at-Large Director.

Respectively submitted,

Jim Clemmons  
Chair, Snake River LMSC  
Chair, Championship Committee

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



**U.S. MASTERS  
SWIMMING**

U.S. Masters Swimming  
Board of Directors - At Large Director Great Lakes

August 23, 2020

Erin Sullivan  
Chair Of the Election Committee

Dear Election Committee,

It's an honor to write a letter of recommendation for Paige Buehler for the office of Northwest At-Large Director. I have worked closely with Paige on the LMSC Development Committee for many years. Paige took the reins of this committee when its responsibility substantially increased. Through her leadership as Chair, the Development Committee developed many Education Programs and Webinars that aided volunteers in making US Masters stronger. She set the tone when working on the first LMSC Summit and her guidance was instrumental to their success. In addition to chairing and serving on the LMSC Development Committee, Paige has held other national level volunteer jobs including Northwest Zone Chair and she is currently on the Governance Committee.

USMS is going through its most challenging time since its founding. With the closing of many pools throughout the country due to Covid-19, the next Board of Directors will need to have experience and proven leadership to get through these difficult times.

Paige Buehler is the right candidate to do this. She has proven leadership through her stewardship of the LMSC Development Committee and her involvement on the Governance Committee. She has extensive knowledge of U.S. Masters through her work as the Registrar, Secretary and Chair of Inland Northwest LMSC, as well as experience serving on other non-for-profit boards.

Paige Buehler's knowledge, experience, and proven leadership skills make her the right person to lead USMS into a bright future.

Sincerely,

Daniel Cox  
At Large Director Great Lakes



**U.S. MASTERS  
SWIMMING**

From: Hugh Moore, Member of Northwest Zone

Date: August 12, 2020

Subject Line: Recommendation for Paige Buehler for At-large Director, Northwest Zone

To: The Elections Committee

It is my privilege to recommend Paige Buehler for the position of at-large Director from the Northwest Zone.

I have had the opportunity to observe Paige as she has assumed leadership positions within USMS. I met Paige in 2007 when she attended her first USMS convention. As I recall she was not shy in voicing her opinions in our Northwest Zone meetings. By 2011 I viewed her as a rising star within USMS leadership as she became chair of the LMSC Development Committee. While chair of the committee she made significant changes in the committee structure by embracing the concept of sub-committees. The subcommittees of Standards, Mentoring, and Education are still used by the committee nine years later. In 2014 I joined the committee and was impressed with her leadership. For the past two years I have also witnessed her contributions to the Governance Committee as we are both members. She has taken on the role of unofficial secretary, not only taking minutes, but sending meeting announcements and often aiding in keeping the committee on track.

Through unfortunate timing and circumstances the Northwest Zone finds itself in the unusual situation of having a candidate for At-Large Director who will be moving from the zone shortly after the election. The USMS Rule Book states in 506.1.1B that our Board of Directors includes "An at-large director from each zone, nominated by that zone and elected by the House of Delegates." Each zone has unique circumstances and concerns that are best understood by an at-large Director from that zone. Paige has stepped forward as a candidate who provides a choice so that the Northwest Zone can continue to have a Director who understands the issues within our zone.

I strongly support Paige and believe that she will be an exceptional member of the Board of Directors.

Sincerely,

Hugh Moore, past member of USMS Executive Committee and Board of Directors





navigating the uncertainty of my career and life ahead of me, as have the people I've met across the country through USMS. And I hope to continue serving our organization in a way that provides lasting value for current and future members to take part in the sport we all love.

Why do I believe I am a strong candidate? There is one underlying thing I've learned about my approach and perspective through serving on the Board these past two years: I am not afraid to question the status quo, put forth new ideas, or ask "why" or "why not." During elections and as I started my term on the Board, I think at first I was intimidated by the breadth and tenure of experience surrounding me and was more hesitant to speak up, but I quickly learned to really take ownership of my "newness." It's helped me, and hopefully helped our organization, challenge beliefs and assumptions, consider new perspectives, and think outside the box. I've gained confidence in asking questions and sharing my own thoughts and ideas as a member of a demographic that previously has not had much of a hand in shaping our strategy from the top down, and I hope to continue to be an advocate for future generations of masters swimmers. Even two years into serving on the Board, I still believe I bring a valuable, fresh perspective that our organization needs in order to continue to grow, develop, and thrive in the years to come, and I'd love the opportunity to be an integral part of formulating our path in these next two years and beyond.

***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?***

One area for growth I see lies in streamlining our local and national strategies surrounding membership and volunteers, both from the top down and bottom up. It's no secret that our local volunteers make up the heart of our organization as they interact directly with members on a daily basis. That said, there are opportunities for USMS to provide more support to our local level volunteers and members through education, programming, and events in order to ensure our members can have a consistent experience regardless of where they swim. Having now lived in two LMSCs and practiced with multiple different clubs/workout groups just in the past year, I feel I now have a better understanding of just how different the member experience can be based on the information and tools their clubs or coaches have and use. Whether it be in relation to communication from clubs or LMSCs to members, resources given to coaches to help them tailor workouts to meet their swimmers' needs, supporting officials in obtaining and maintaining certification, dissemination of information directly to members, or providing new benefits, the first step in ensuring our volunteers are more than prepared to carry out their roles will be educating them about the opportunities and resources they can take advantage of and the avenues to go about doing so.

The second important area of growth I see is in succession planning. We are lucky to have such an incredible group of volunteers and members that have supported our organization for many years. We will no doubt continue to need that volunteer support, but we must also find the best way to maintain and house that institutional knowledge for future generations of USMS volunteers. Simultaneously, we need to invest in getting new faces and new voices involved in the conversation to shape the future and determine the course of where we're headed. There are perspectives we haven't heard, ideas we haven't considered, and demographics we haven't included, and I think there is more we can do at all levels to encourage passionate members to get more involved.

The last, and perhaps biggest, area for improvement is in our internal resistance to change, and while I've personally seen amazing strides made in the last two years, there is still room to grow. We are fifty years strong, yes, but I believe there is always more that we can be doing to position ourselves well in the ever-evolving fitness industry to attract new members and keep current members coming back year after year. For me, a big part of positioning ourselves well comes down to the Unified Fee concept that many LMSCs have already adopted, and I'm excited to see how this will give us flexibility to better serve each of our members' unique needs in joining USMS. But the Unified Fee is not the end of potential change. It's how we utilize our volunteers both nationally and locally, how we take advantage of technology, how we engage our members and encourage involvement, and how innovative we can be with our offerings. I hope to challenge the status quo, ask questions, learn as much as I can, share ideas aloud, resist complacency, give fair consideration to new opportunities, be open-minded, and draw from perspectives and experiences of others in our organization in order to enact and encourage changes, big or small, that will benefit our organization and its 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:***

Futures Task Force (2019-present) under Dan Cox

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

College Club Swimming - founding Advisory Board (2017-2018), 2017 & 2018 National Championship Meet Director, 2019 National Championship Liaison (2018-2019)

Georgia LMSC - At-Large Director (2018-2019) and Social Media Coordinator (2018-2019)

Pacific Northwest LMSC - At-Large Director (Jan. 2020- present)

***Please list any other information you would like included.***

For the sake of being fully transparent, although I am running for the position of At-Large Director from the Northwest Zone, I'm not entirely certain how long I'll be living in the Northwest Zone. Having moved from Dixie to Northwest for my first job out of college, I have already made a geographic move in the middle of a term, and want to put it out there that I foresee it being a possibility again. I do not want to be perceived as the candidate that "hops, skips, and jumps" around the country. Rather, I do want members of the HOD to take into consideration that I am in a very different stage of life than most, if not all, other candidates in that I am still exploring career options and have yet to settle down somewhere. Furthermore, our rule book does not require At-Large Directors to reside in the zone corresponding to their position, and we represent more than just our zone on the BOD. Geographic moves do not affect my love for this sport, and I would love the opportunity to serve on the Board again because I believe that my younger viewpoint, experience with College Club Swimming, and innovative, forward-thinking mindset still allow me to provide a unique and fresh perspective to US Masters Swimming. I recognize that some voting members may not be comfortable with the potential of another mid-term geographic move, but I want to leave it up to the HOD to decide whether it believes my perspective to be valuable enough to the organization to accept that risk.

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

Two years ago when I submitted this nomination packet for what would be my first term on our Board, I had absolutely no idea how much more passionate about our organization and members the experience would lead me to become. My love for swimming and desire to serve this community have not changed. Rather, they've only been strengthened. There is one underlying thing I've learned about my approach and perspective through serving on the Board these past two years: I am not afraid to question the status quo, put forth new ideas, or ask "why" or "why not." Even two years into serving on the Board, I believe I bring a valuable, fresh perspective that our organization needs in order to continue to grow, develop, and thrive in the years to come. I'd love the opportunity to be an integral part of formulating our path in these next two years and beyond, and I hope to continue to be an advocate for future generations of masters swimmers.



**U.S. MASTERS  
SWIMMING**

From: Neal Freeland

Date: August 30, 2020

Subject Line: Nomination for Maddie Sibiliala to the USMS Board of Directors

To: The Elections Committee

It is my pleasure to nominate Maddie Sibiliala to the position of At-Large Director from the Northwest Zone on the USMS Board of Directors.

Closing,

Neal Freeland

USMS Member – Pacific Northwest, GLAD (Green Lake Aqua Ducks)

## John King – Oceana Zone Candidate for At-Large Director



The Election Committee has deemed that John King is a member in good standing of U.S. Masters Swimming. 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 *Phyllis Quinn* and received a letter of recommendation from *Nancy Ridout* in accordance with the USMS 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:***

- 2011 – Jacksonville, September 14-17
- 2012 – Greensboro, September 12-16
- 2013 – Anaheim, September 11-13
- 2014 – Jacksonville, September 17-21
- 2015 – Kansas City, September 30 – October 4
- 2016 – Atlanta, September 21-25
- 2017 – Dallas, September 13-17
- 2018 – Jacksonville, September 26-30
- 2019 – St. Louis, September 11-15

### Section Three: Questions

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

Being an active USMS swimmer since 1998 as a swimmer, official, and Board Member at the Club and LMSC level, I would bring a broad perspective of insight and experience to this leadership position. Most

recently serving as Chairman of Pacific Masters allowed me to focus on the needs and best interests of the entire LMSC from both the member and organization perspective.

My experience serving on the board of the Walnut Creek Masters, including several years as Chairman, provided a good transition to board positions on Pacific Masters Swimming, most recently as Chairman of the nearly 12,000 committee 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?***

I see **membership growth** as a key initiative for us in the coming years, with a focus on capturing and retaining members at a younger age. Our efforts in reaching out to college club swimmers provides a needed bridge, this bridge needs to continue as a priority for us. Additionally, our efforts for a unified fee needs to continue in its development as it provides a vehicle for the marketing and outreach of our programs.

**Communication** to our members and prospective members needs to be a continuing priority for our organization. We have had a positive focus on our web and on-line presence development and this effort needs to continue and change as needed to reach out to our younger demographic while still maintaining an ease of use to keep our older demographic electronically engaged.

Development and support of our **clubs and coaches** is a key element of our future success. They are the heart of our members interaction with USMS. As chair of Pacific Masters, I worked with our LMSC Vice President of Clubs and Coaches through an outreach effort to all clubs and coaches to support and respond to their needs.

***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:***

Officials Committee;

- 2011, 2012, 2013, 2014, 2015 – Ed Saltzman, Chair
- 2019, 2020 – Teri White, Chair

Rules Committee;

- 2014, 2015 – Kathy Casey, Chair

Legislation Committee;

- 2020 Richard Garza, Chair

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

As meet referee for several Pacific LMSC Championship meets I have forged alliances with the USA Pacific LSC to provide officials to masters meets in exchange for our participation in officiating Pacific LSC meets. This relationship continues today.

Serving as Chairman of Pacific Masters Swimming (LMSC) from 2016 to 2019 I had the privilege to lead the Board of Directors through their new organization structure providing several unique areas of responsibility in line with our business needs.

At the club level, I have served as President of the Board of Directors of the Walnut Creek Masters and presently continue to serve as a board member for the club.

***Please list any other information you would like included.***

Dorothy Donnelly Service Award recipient 2011.

Pacific Masters (LMSC) Distinguished Service Award 2011

Pacific Masters (LMSC) Nancy Ridout Distinguished Service Award 2019

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

As a long-time member of USMS I share the passion you have for swimming and love of our sport. I believe in giving back to the sport that has been so good to me, my involvement has grown over the years as an official, meet director, and board member at the club and LMSC level. Helping to develop the alliance between our local USA LSC and our LMSC to share in needed officials at our meets has been rewarding. It would be an honor to serve as an At-Large Director on the USMS Board of Directors.



**U.S. MASTERS  
SWIMMING**

From: Phyllis Quinn, Chairperson, Pacific Masters Swimming

May 22, 2020

Subject Line: Nomination and Recommendation for Oceana Zone At-Large Director

To: The Elections Committee

I would like to nominate and endorse John King for the position of At-Large Director, Oceana Zone. John is a current USMS member and has attended the USMS annual meeting for several years. He will be one of the delegates for Pacific Masters at the 2020 USMS convention.

I have known John for several years. John has served as Pacific Masters President/Chair for the past four years. He is also very involved as an official for many of the pool events within Pacific Masters. On the National level, he currently serves on the USMS Legislation committee.

John has become my mentor as I take over as Chair for Pacific Masters. I know John to be thoughtful and very level headed when dealing with difficult issues. He listens and then provides a articulate solution that takes into account the many opinions that he hears. I believe his experience and personally will be an access to the USMS Board of Directors.

Closing,

Phyllis Quinn, Chair Pacific Masters Swimming

Current member of USMS

Resides in the USMS Oceana Zone

To: The USMS Elections Committee: Chair, Erin Sullivan

From: Nancy Ridout, Past-President US Masters Swimming, member Pacific LMSC

Date: May 26, 2020

Letter of Endorsement for John King, candidate for At-Large Director from the Oceana Zone

First, I am honored to have been asked to endorse John King for the At-Large Director candidate from the Oceana Zone. I have worked with and beside John for many years and am well aware of his value to the Masters swimming community.

John has vision. He is able to foresee and plan for what will be needed to attain success in our endeavors to expand and enrich our programs. He has the experience of administrating a large LMSC during which time its membership grew and programs flourished; he supervised all aspects of running a successful program for its diverse membership.

John is a certified official and is very active in the Officials community, refereeing both Masters and USA Swimming events and NCAA meets. He created a partnership with the Pacific LSC to share officiating resources for both Masters and Pacific USA meets that remains strong and productive.

John is an active member of his club and has served as president and a member of the board for many years.

John is a people person. He is a good communicator and people like to work with him. He has a good sense of what roles others can contribute to the whole and doesn't hesitate to let them know they're needed. He runs a prosperous business, managed a thriving LMSC, helped guide one of our most successful clubs, Walnut Creek Masters, and gives back by volunteering as an official which fulfills an incredible need for the swimming community. He is so valuable to Pacific Masters that his LMSC nominated him for the Dorothy Donnelly Service Award which he received in 2011.

USMS could not choose a better At-Large Director than John King. Our Board of Directors will be enriched by his addition and participation.

Sincerely,

Nancy Ridout

Member Pacific Masters Swimming, Past-president U.S. Masters Swimming



# Diana Triana – South Central Zone Candidate for At-Large Director



The Election Committee has deemed that Diana Triana is a member in good standing of U.S. Masters Swimming. 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 *Ed Coates* and received letters of recommendation from *Ed Coates* and *Sarah Welch* in accordance with the USMS Election Operating Guidelines.

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

## Section Two: Candidate Qualifications

<i>I am a member in good standing of USMS in this election year:</i>	<input checked="" type="checkbox"/> Yes ___ No
<i>I am planning to attend the HOD Meeting for this election year:</i>	<input checked="" type="checkbox"/> Yes ___ No
<i>I am planning to attend all HOD Meetings during my tenure in office:</i>	<input checked="" type="checkbox"/> Yes ___ No
<i>I have attended 1 or more HOD Meeting in the past five years?</i>	<input checked="" type="checkbox"/> Yes ___ No

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

2018 – September 26-30 Jacksonville FL

2019 – September 11-15 – St. Louis MO

## Section Three: Questions

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

I am interested and I think I would be a good candidate because I would work hard to keep USMS in the 21<sup>st</sup> century. Also, because I love the sport and I'm passionate about Masters Swimming.

***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 and recovering from this COVID-19 pandemic financially and health wise.

The economic effects of this pandemic are expected to be severe, but it will bounce back. It will most likely be a long and slow process giving us time to be creative and innovative on how to stay afloat.

This year 2020 is an unusual year, we would have to keep up with science and with changes and be prepared to evolve and make adjustments as we see fit.

***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:***

2018 Membership Committee under Susan Ehringer

2018 Diversity and Inclusion Task Force under Sarah Welch

2019 Diversity and Inclusion Committee under Sarah Welch

2020 Diversity and Inclusion Committee under Sarah Welch

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

Certified coach Level 1 & 2.

Selected Head Coach at the Pan American Masters 2015 Medellin - Colombia

Wrote Diversity and Inclusion Curriculum for Coaches Certification Program

Served on the board of local professional organizations

***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 attain its strategic goals, recover from the current pandemic crisis and work with the board on tactics on how to boost membership!

April 29, 2020

USMS Election Committee

To Whom This May Concern:

I hereby nominate Diana Triana (South Texas LMSC Chair) for the position of the At-Large Board member from the South Central Zone.

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

Respectfully submitted by,

A handwritten signature in blue ink, appearing to read "Ed Coates".

Ed Coates

From: Ed Coates  
Longhorn Aquatics (TXLA)  
South Texas LMSC Chair

April 29 ,2020

Subject: Recommendation for Diana Triana

To: The Election Committee

I would like to recommend Diana Triana for the At-Large Board member position from the South Central Zone. Diana has been an active volunteer in the South Texas LMSC for many years, serving on our Board of Directors. She has also volunteered for positions at the national level, including as a member of the Diversity and Inclusion task force for two years. She then served as the vice-chair of the Diversity and Inclusion Committee after it was formed by the House of Delegates. As part of the committee she led a workshop at the 2019 convention entitled, "The Ways We Differ – How to Include Others." Additionally, she drafted materials on Diversity and Inclusion for the current coaches training curriculum. After the 2019 convention, Diana was elected by the Board of Directors to fill the vacant at-large board member position for the South Central Zone. Diana also coaches with her team, Red Giant Masters, and is a fitness swimmer, competitive cyclist and triathlete. Diana has also served on the board of directors for several professional organizations in which she is a member. She has been an active volunteer in many of these professional and civic organizations. Diana would be an excellent member of the USMS Board, bringing a broad array of experiences and skills. I forward my unqualified recommendation for this position on her behalf.

Please feel free to contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ed Coates".

Ed Coates

April 29, 2020

Dear Election Committee and USMS Annual Meeting Membership,

I am writing to recommend Diana Triana as an At Large Delegate for the USMS Board of Directors. I have known Diana for several years and benefitted from her contributions to USMS which make her an outstanding candidate for the Board of Directors.

Diana served on the Diversity Task Force as a member and contributor. When the HOD approved the creation of the Diversity and Inclusion Committee, Diana was appointed as its first Vice-Chair and worked closely with me in the organization and management of the Committee during its first year. At the conclusion of that year, in 2019, Diana applied for and was selected by the USMS President to fill an unexpired term on the BOD where she serves today. Since her first participation with the Diversity Task Force, Diana has attended all HOD meetings.

Diana spearheaded several projects in her role with the Committee. She led the creation of a diversity and inclusion curriculum and presented it to the National Office' Club and Coach Development team who folded it into the current Level 1-2 course offerings. She developed not only the curriculum but also exercises to enhance the learning and development for participants. As a USMS coach herself, Diana could frame the presentations in a way to reach the coaches who would be benefitting from it.

Diana was also instrumental on a number of Committee projects and deliverables including beginning a compendium of 'best practices' for Diversity and Inclusion. These are write ups of 'on the ground' ideas and practices that the Committee is writing up to elevate and share them among the membership, coaches and LMSC's. She played a key role on the D&I panel for our 2019 workshop at Convention.

Diana is always up for new challenges. She does not hesitate to ask questions when she doesn't know something and is excited about learning new things. She shares her experience with others, and I've watched her mentor future USMS leaders and encourage them.

Diana's background as a coach, a multi-sport athlete, a small business owner, and a court interpreter uniquely equip her to serve USMS in this leadership capacity. I am pleased to endorse her candidacy as At Large Director, South Central Zone for the USMS Board of Directors. I authorize the sharing of this letter with the USMS House of Delegates. I encourage you to get to know her and to offer her your support.



Sincerely,

Sarah Welch, Chair, Diversity and Inclusion Committee

## Kris Wingenroth – South Central Zone Candidate for At-Large Director



The Election Committee has deemed that Kris Wingenroth is a member in good standing of U.S. Masters Swimming. 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 and recommended by *Tom and Carolyn Boak* and received a letter of recommendation from *Nicole Christensen* in accordance with the USMS 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 USMS National HOD Meeting since at least 1984. (36 years)

### Section Three: Questions

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

I am a recently retired swim coach and psychology teacher. I now have more time to devote to USMS. I am interested in this position because I want to continue my service to USMS and I believe that I have the knowledge and skills to become an effective Board member.

I have been involved in Masters Swimming as a competitor since 1978 and as a volunteer at the local level since the early 1980s. Over the years I have served as Secretary, Sanction Chair, Vice-Chair and Chairman in the Gulf LMSC. I am currently the Chairman. At the national level, I have served on the Finance Committee, Rules Committee and Legislation Committee. I was also the South Central Zone Chairman for many years (starting in the late 1980s). I believe I would be a good candidate for the South Central Director's position because of my long-time service to USMS and my varied experiences and roles in the swimming world. My experiences at so many USMS Conventions and in so many roles in the USMS local and national organization have given me a good overview and understanding of the organization, its structure and how it functions. This provides me with the ability to quickly become an active and productive member of the BOD.

I also bring a wide perspective of swimming experiences that help me understand the many sides of issues. I have been a career swimming coach, coaching all levels from USA age group, high school, NCAA college (Rice University) and Masters at my local YMCA. I am a USMS Level 3 certified coach. I have been a certified Official and have officiated high school, college and masters meets. Additionally, I have been the meet director for college and masters meets at the local level, hosted several South Central Zone Championships and been the meet director for the National Senior Games when it was held at the University of Houston. I have also held 91 top ten rankings and 3 All America rankings. Since I have experience in swimming as an athlete, coach, official and meet director, I have an understanding of masters swimming from multiple perspectives.

I would bring to the Board a historical memory of the development of USMS and a background with multiple perspectives. My psychology training has helped me become skilled at listening in an unbiased manner to all sides of an argument without becoming emotionally involved. I am analytical and good at thinking "ahead" about ramifications of policies and I am flexible, not afraid of change. I am comfortable in speaking up to be sure my side of an issue is presented but I also listen with an open mind to all sides of arguments. I am excited about the future direction of USMS and will consider it an honor to be able to participate at the Board level.

***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?***

It seems to me the major issue facing USMS is how to move forward to reach out to new members and to continue to serve our current members in the wide variety of programs we offer. We have the challenge of providing more programs to a wider variety of swimmers (learn-to-swim swimmers, fitness swimmers, open water swimmers, competitors from beginners to Olympians) and meeting the needs of members from rural areas to big cities and swimmers of widely differing economic status. USMS must try to find the best path that meets the needs of this diverse group. Additionally, USMS must also find a way to attract and engage hundreds of volunteers. This is quite a challenge. On top of this, we have the unforeseen and unknown challenges of the COVID-19 virus and the shutdown of USMS programs for so long. In April, as I write this, it is too early to know what long term effects COVID-19 will have on our members, program and organization, but I will be ready to think creatively about how to find solutions.

USMS has a vision for its future but making it a reality is going to be a tremendous challenge. We are going to have to find many different methods for keeping our swimmers engaged with USMS and to meet our diverse needs. As the South Central Zone representative, I look forward to being able to help USMS meet these goals. I would strive to understand all these differences and help the organization continue to meet these diverse needs. Good communication between our members, volunteers, officers, and staff is going to be vital. Creativity, flexibility and compromise will also be needed. I will do my best to listen, analyze and be creative in finding solutions so that USMS can grow and continue to be effective in providing swimming programs for all adults.

***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:***

South Central Zone Committee Chairman 1989 - 1993, 1996 - 1998

Marketing Committee 1986 – 1987, Mary Lee Watson, Chairman

Zone Committee 1989 – 1999, Edie Gruender, Pat Maley, Betsy Durant, Hugh Moore, Chairmen

Finance Committee 1985 – 1987, 1989 – 1993 Lucy Johnson, Chairman  
2002 – 2007, Tom Boak and Jeff Moxie, Chairmen

Rules Committee 1997 – 2015, Tom Boak, Leo Letendre and Kathy Casey, Chairmen

I served as the Secretary of the Rules Committee in 1997, 2003 – 2015

Legislation Committee 2016 – 2019, Meg Smath and Richard Garza, Chairmen

\*information from 1994 – 1996 is missing

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

I have been active in the Gulf LMSC since its inception. I wrote the original by-laws with Tom Boak when USMS broke off from the AAU. I have served on the Gulf LMSC Board of Directors in one position or another nearly continuously. I am currently the Gulf LMSC Chairman.

I have been the Meet Director for several South Central Short Course Zone Meets (2001, 2004) and the National Senior Games held at the University of Houston in 2011.

I have attended every USMS National HOD Meeting since at least 1983. (37 years)

I have been the Meet Director for several South Central Short Course Zone Meets and the National Senior Games.

I have been a certified official and officiated high school, college and Masters meets.

I am an ASCA Level 4 and USMS Level 3 certified coach.

I was given a Dorothy Donnelly Award in 2003.

I was given a Gulf LMSC Volunteer Appreciation Award in 2017.

I attended the 2019 Leadership Summit.

***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***

I hope to be able to help continue the core vision of USMS through service on the Board of Directors. I believe my length of involvement in USMS administration (over 35 years), my experience on the Finance, Rules and Legislation Committees, and my wide experience as a competitor, coach, official and meet director give me the ability to view issues from a broad perspective than many members do not have. I am open minded, creative and analytical. I am comfortable both fighting for what I believe but in also compromising with others. I know that I can be a valuable addition to the USMS Board of Directors.



Letter of Nomination

From: Tom and Carolyn Boak

Date: April 19, 2020

Re: Letter of Nomination and Recommendation for Kris Wingenroth  
Position of At-Large Director, South Central Zone

We would like to nominate Kris Wingenroth for the position of At-Large Director, South Central Zone.

Kris Wingenroth has been serving Gulf Masters Swimming and USMS for over thirty years. She has been a serious contributor on the National level as a member of both the Rules and then Legislation Committees, as well as attending the 2019 Leadership Summit. She is strong and never afraid to stand up and raise issues that go against the majority: for example, during the 2019 year, the Legislation Committee passed on a proposal with only Kris questioning it (this proposal was to allow swimmers to change clubs more easily). At Convention, this proposal was soundly defeated by the House of Delegates.

Presently, she is Chair of the Gulf LMSC, she always has a written agenda, reminds members of commitments, and encourages new people to come and participate. One always knows she will ask for everyone's opinion and genuinely listen. She has a respectful mode of leading that does not intimidate.

Because of her background as a coach, she has excellent insight into one of the important pillars of the USMS program - coached workouts. She has been Meet Director for several South Central Zone Meets and the Senior Games. She is both a certified coach and a certified official for High School, College and Masters Meets. She has won several important Zone and National Awards because of her many volunteer contributions.

Kris' history as a High School teacher and coach explains how she can always maintain her composure during heated discussions. It is important to note she has had the experience of writing the LMSC By Laws. She also had willingly taken over an interim Masters coaching position to help maintain the existence of that program. That willingness explains how important she is to Gulf Masters Swimming and will be to the USMS Board of Directors.

Yours truly,

Thomas D. Boak Jr.

USAS Treasurer, USMS Board of Directors

USMS Past President, USMS Past Treasurer, Past Chair of the Finance Committee

Delegate to Gulf LMSC and USMS National Convention

Carolyn Boak

Member of Rules Committee, Recognition and Awards Committee

Delegate to Gulf LMSC and USMS National Convention



**U.S. MASTERS  
SWIMMING**

Recommendation Letter for Kris Wingenroth

From: Nicole Christensen, South Central Zone Chair

Date: April 22, 2020

To: The Elections Committee

I am writing to recommend Kris Wingenroth for the Board of Directors, At-Large position.

Kris is a dynamic and responsive leader and would make an exceptional addition to the USMS board. Kris's passion for swimming, and love of Masters swimming, is well known. She looks at problems and projects with a creative eye, intuitively knowing who to include to build consensus to meet the stated goals.

With current events casting uncertainty into people's lives and activities, it is more important than ever to have someone with experience who does not allow changing focus and perspectives to deter them from the short- and long-term goals of USMS.

Kris never acts unilaterally. Her approach is inclusive, seeking to bring in the best proposals from the group, for the benefit of the membership. Always open to new ideas, she will consider both tried and true methods as well as fresh approaches to see if there can be a synergy that makes the end result more advantageous for USMS.

Her depth of knowledge, that comes from her long history with USMS, as well as her strong analytical and organizations skills, have been of great value to not just myself but many others at the local, regional and national levels. Her experience with college, USA Swimming and USMS, as well as being a swimmer herself throughout her life, enables her to look at any situation with a holistic point of view. I wholeheartedly endorse Kris for the USMS BOD.

Yours truly,

Nicole Christensen

South Central Zone Chair

## Jill Gellatly – Southwest Zone Candidate for At-Large Director



The Election Committee has deemed that Jill Gellatly is a member in good standing of U.S. Masters Swimming. 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 *Kenny Brisbin* and received letters of recommendation from *Tom Boak* and *Nadine Day* in accordance with the USMS 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:***

All conventions from 2006-2019 except 2017

### Section Three: Questions

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

In October 2019, I was selected to fill a vacated position on the BOD as the At-Large SW Zone Director. However, leaving after just one short year seems like “quitting”, a word that is not part of my daily vocabulary.

My passion for the sport of swimming and desire to making USMS the best it can be is second to none. Volunteering takes time and effort to be impactful. I believe I am just getting started on making my footprint in the current environment.

My diverse involvement in various committees at both the local and national level over the last fourteen years has exposed me to many facets of USMS and allowed me to gain valuable insights. These experiences, including past BOD experience, combined with my passion for swimming make me strong candidate for the 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?***

Given the timing of this application, I would be remiss if I did not mention the global pandemic. It is more important than ever that we safeguard the well-being of our members, volunteers, and employees during these unprecedented times. While safety and well-being of our membership is paramount, it is equally important to plan for both the short and long-term future of USMS. While the impact and duration of the global pandemic is uncertain, with proper planning, we can become a stronger, more united organization. It is in the time of adversity that good organizations become great ones.

My twenty-five years of various financial accounting roles and three years of athletic administration provide me with the skillset to lead these tasks at the BOD level. If elected, I would continue to use my financial background to protect the financial interests of the organization to ensure long-term viability. Most important, my experience leading the 2016 Strategic Task force demonstrates my knowledge of the organizations current mission, values, and goals. While there is one year left in the five-year plan, it is important the next strategic plan puts us in a position to grow membership and continue to protect the brand we have created.

Membership will always be a top priority. Equally important to membership is the development of our on-deck coaches and our ability to deliver consistent programming at the local levels. This will be accomplished by further strengthening our coaches training programs and continued outreach to local leaders. We will continue to be challenged by limited pool space and it will be our responsibility as a BOD and organization to build partnerships and use creativity to provide more water access, events and programming for our members. Last, staying current with technology and social media are at the forefront of almost all businesses and we are no different. Building these platforms will become increasingly important to the future success of USMS. As a BOD member, I will ensure that our financial resources and efforts are directed towards advancing all these directives

***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- At-Large Director, SW Zone (2019-2020)

Board of Directors – At -Large Director, South Central (2012-2016)

Strategic Plan Task Force- Chair 2016; Member 2011- Chair Patty Miller

Leadership Summit Task Force Chair- 2015; Vice Chair 2017 (Paige Buehler Chair 2017)

Membership Services/Products Task Force Chair- 2012

South Central Zone Chair- 2007-2011

Audit Committee (2010-Current); Chair 2010-2014; Vice Chair 2015; Elyce Dilworth (Chair 2016-2020)

Finance Committee- (2019- Current)- Chair Jeanne Ensign

Finance Committee-(2010-2012)- Chair Homer Lane

Championship Committee (2008-2009)- Chair Mark Moore

Long Distance Committee (2007)- Chair Marcia Cleveland

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

Gulf LMSC, Chairman 2011-2015

Gulf LMSC, Secretary- 2006-2010

University of Houston Athletics- 1997-2000, Assistant Ticket Manager/ Men's Basketball Administration

***Please list any other information you would like included.***

CPA license (Registered in Texas since 1991)

Masters in Sports Management (M Ed, University of Georgia)

Bachelor Business, Accounting (BBA, Texas A&M University)

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

As detailed above, I have served in a variety of volunteer and leadership positions at both the LMSC and National level during my 14 years of service within the USMS community.

I am strongly committed to further my appointment on the USMS Board of Directors in order to continue promoting the organization's missions, values and strategic goals.

My love for the sport of swimming combined with my experience are the perfect combination to lead USMS into the new decade.

**Nomination Letter for**  
**Jill Gellatly - At Large SW Zone**

From: Kenny Brisbin, USMS Coaches Chair and SPMS Vice Chair/Sanction Chair

Date: 4-10-20

To: The Elections Committee

I am submitting this letter for nomination for Jill Gellatly for At Large SW Zone.

Respectfully submitted,

Kenny Brisbin  
Long Beach Grunions Coach  
USMS Chair Coaches Committee  
SPMS Vice Chair & Meet Operations

Thomas D. Boak Jr.

April 7, 2020

To: Chair of the USMS Election Committee

Re: Recommendation for Jill Gellatly

Position of At-Large Director, Southwest Zone

Sometimes when you're asked to write a letter of recommendation, you're not sure that you're the right person to submit one. However, in this case there is no doubt. Jill Gellatly grew up just down the street from my house. I have known her and her family since she was seven years old. I watched her compete as a young girl, through high school and as a Masters athlete. A number of years ago, recognizing that she had a lot to contribute to our organization, I encouraged her to get involved. The rest is history.

In the area of Finance, she has few equals - a Bachelor's Degree in Business, Accounting; a Master's Degree in Sports Management, and a licensed CPA plus years of work experience. IN USMS, she has spent years serving on both the Audit Committee and the Finance Committee. But her experience is not limited to the area of Finance. She has served on Long Distance and Championship Committees; she has served on the Membership Services, Leadership Summit and Strategic Plan Task Forces; was the South Central Zone Chair from 2007-2011; and was a member of the Board of Directors from 2012-2016 representing the South Central Zone and is currently on the Board representing the Southwest Zone. Jill has also been active at the local level, serving as Gulf LMSC Secretary and Chair.

Jill loves the challenge of long-distance swims and has had the luxury of being able to travel to events both inside and outside the United States. She has been a great ambassador for our sport, both as a great swimmer but also as a great person.

Just in case my message isn't totally clear, I cannot think of anyone more qualified to serve as a member of the USMS Board of Directors. I highly recommend her for this position.

Yours truly,

Thomas D. Boak Jr.

USAS Treasurer, USMS Board of Directors

USMS Past President, USMS Past Treasurer, Past Chair of the Finance Committee



**U.S. MASTERS  
SWIMMING**

## **Letter of Recommendation:**

From: Nadine Day, USMS Past President

Date: 04/26/2020

Subject Line: Letter of Recommendation for Jill Gellatly for Candidate for South West At Large Director

To: The Elections Committee

It is my honor to write this letter of recommendation for Jill Gellatly to the USMS House of Delegates as an At Large Board of Director Candidate for the South West Zone. Jill was appointed to a vacant position last year. She has been vital to the Board of Director this year. She has been very vocal and active to ensure the correct financial and strategic decisions are being made.

Last year, the House of Delegates entrusted the Board of Directors with the Annual Budget of USMS. It is vital that we have people like Jill with financial backgrounds on the board. Jill is a CPA and is a member of the USMS Finance and Audit committees. Professionally, Jill makes corporate decisions daily that impact people's lives. She actively understands the perspectives of others. She is not running for this position as a resume or a title. She is dedicating her valuable time to make decisions for the members of this organization. While Jill is considered a competitive member, she also has friends, whom are fitness members and learn to swim members. These relationships allow her to make strategic decisions for all members.

Jill understands all levels of the organization. She has served as the chair and secretary of the Gulf LMSC and been involved nationally since 2006. At the National level, she has served on the USMS Long Distance (which was previously combined committee with Open Water), Championships, Finance and Audit committees. These committees all make major financial decisions for our organization. Most importantly, one way Jill stands out from any candidate is her previous leadership on the Strategic Task Force and Membership Task Force.

Jill's ability to lead and make strategic decisions combined with her financial background is vital for the success of our organization.

Swimcerely,

Nadine Day, Past President of USMS  
Current nonvoting member of the USMS BOD