

From: U.S. Masters Swimming
To: All national- and local-level volunteers
Subject: STREAMLINES for Volunteers - January 2022
Date: Wednesday, January 12, 2022 5:25:33 PM

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STREAMLINES for Volunteers

January 2022

The time and effort volunteers have dedicated to U.S. Masters Swimming over the past 52 years have made the organization the success it is today. But as USMS has grown from a few dozen members to tens of thousands, what we've needed to do to support our members has changed.

As part of the board's plan to ensure that your invaluable contributions are making the biggest possible impact, USMS CEO Dawson Hughes and I met Monday with committee and zone chairs to outline strategic updates and discuss the Board of Directors's vision for the future. Topics included the desired delineation of roles between volunteers and National Office staff and the need for volunteers to focus their time and LMSC resources to support clubs, events, and the Masters community at the local level.

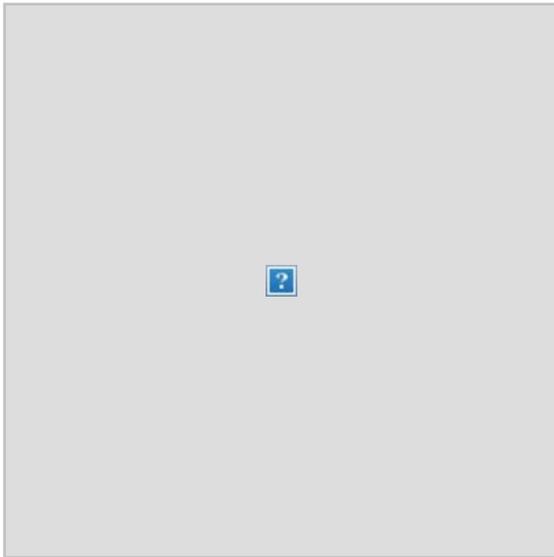
The board has discussed potential adjustments to the national committee structure as a result of the new strategies and would like to fully communicate our thoughts while also gathering additional input from volunteers to prepare recommended changes. Over the next six months, executive committee liaisons to national committees will meet with committees and LMSCs to discuss these topics. These conversations will be an opportunity for the board to discuss its vision, answer questions, and gather feedback.

We hope you'll take the opportunity to participate in one of these calls. If you have questions, please contact a member of the board of directors, including Dawson or me.

Sincerely,

Peter Guadagni
President, U.S. Masters Swimming

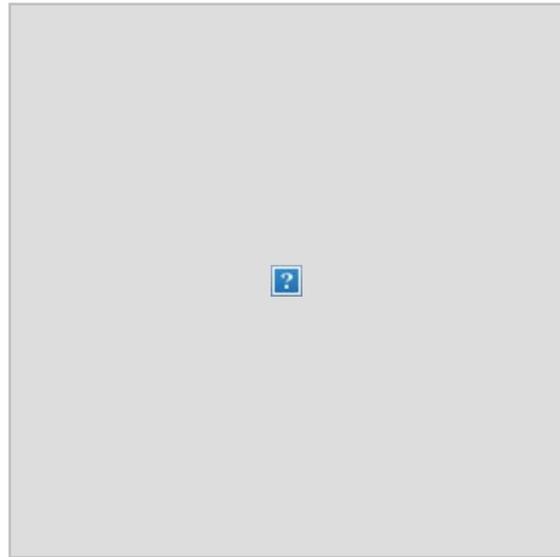
Educational Webinar Opportunities



Education

Each session will be hosted by subject-matter experts on a specific topic. The schedule and pace are driven by BOD and USMS priorities.

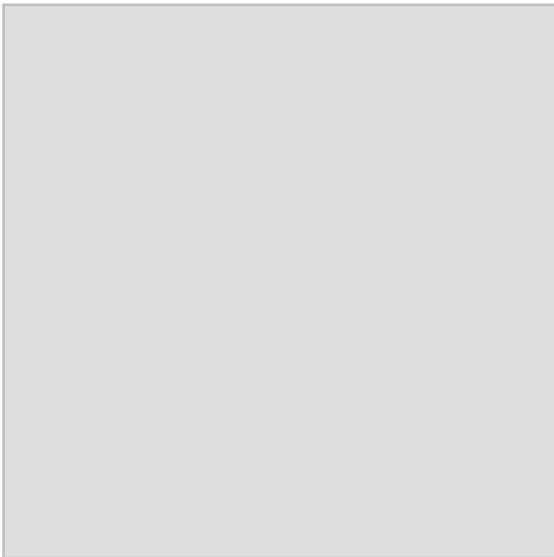
Feb. 8 - Volunteer Working Calendar



Community

These sessions are coordinated by relevant national committees, hosted by experts, and focused toward a specific group of volunteers.

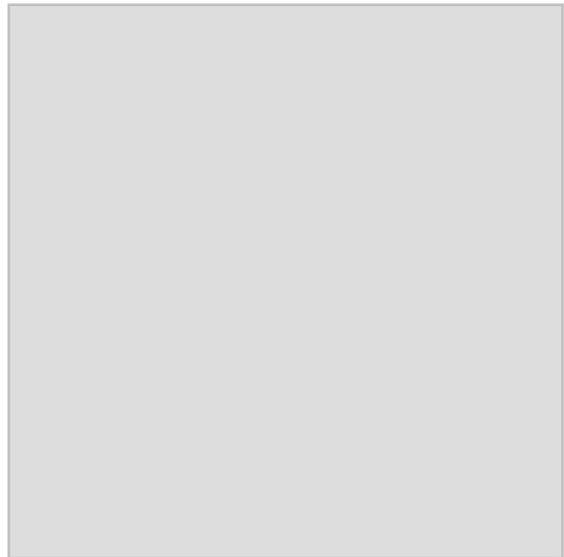
Jan. 20 - Coaches Community



Peer-to-Peer

Hosted by the LMSC Development Committee or another national committee for a specific LMSC role, these are focused on establishing and growing mentoring relationships.

Feb. 3 - Event Hosting



LMSC Update

Hosted by the LMSC Development Committee to review webinars, these webinars cover how to sign up for a national committee meeting and highlight info for LMSC volunteers.

Jan. 13 - Great Ideas from LMSCs

Volunteer Working Calendar



Important Deadlines

We've put together a working calendar for our national and local volunteers to help them stay up to date with important information and dates throughout the calendar year. The working calendar will include national initiatives, important registration information, deadline reminders, educational webinars, national events, observed holidays, etc.

Events such as Relay 2022 and the annual meeting will be listed on the volunteer calendar with their event dates. These events will continue to have their own robust digital calendars built separately containing their specific schedule of events and meeting times as more details are developed.



[View Calendar](#)

Get Ready for Relay 2022

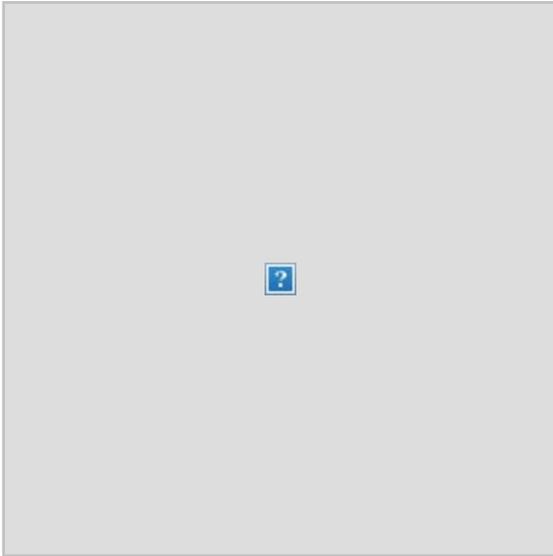


Important Details and Updates

Stay up to date on everything related to our in-person Relay 2022 in Denver March 4–6. Check out the tentative agenda, important details, communications, and updates to help with your LMSCs planning.



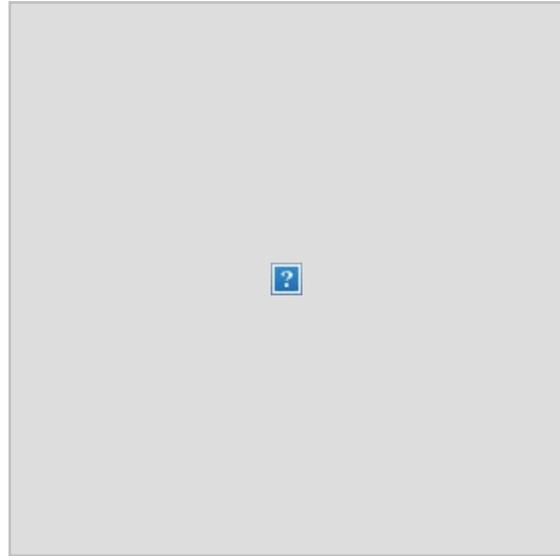
[Click Here](#)



[2022 USMS Rule Book](#)

The online version of the official USMS Code of Regulations and Rules of Competition is now available

[Click Here](#)



[Leadership Assignments](#)

Congratulations to the 2022 committee leaders and their members, zone chairs, and special appointments

[Click Here](#)

[Volunteer Spotlight: Phil Dodson](#)

As a longtime member of the Illinois LMSC (also called the Illinois Masters Swimming Association) board, Phil Dodson has helped put in place a number of successful programs that benefitted members: the funding of scholarships for coaches to attend coach certification clinics, club grants since 2016, and a meet social added on to his LMSC's annual competition.

Here's how Dodson, also a member of U.S. Masters Swimming's Finance

and Investment Committees, made those programs successful.

SWIMMER: How did you come up with the idea of the meet social?

Phil Dodson: The meet runs Friday through Sunday and averages around 550 participants. The committee came up with the idea to sponsor a Saturday social event for our participants. I had attended more than 10 YMCA Masters Championships, which include a big Saturday social event, so I knew how well these socials are appreciated by participants and strongly encouraged the idea. I was also the LMSC treasurer, so I knew we had the financial resources, and acquired board approval to pay for the social. It is an easy event to plan, and we stick to the following formula: Offer a combination of vegetarian and meat hors d'oeuvre platters with people responsible for their own drinks. We typically have more than 200 participants. ILMSA has done this state meet social every year since 2014, except when canceled due to COVID restrictions.

SWIMMER: How did you secure grant funding for coaches and clubs?

Dodson: As ILMSA treasurer, I recommended and got board approval to rebate clubs \$1 per member in 2015, 2016, and 2019. For 2021, it was \$4 per member plus more if hardships. I was a USMS board member 2010–2015 when coach clinics were developed in response to our 2011 revised strategic plan, which emphasized the importance of clubs and coaches. As such, I was a strong advocate for funding coaching clinics for our LMSC members. As treasurer, I recommended and got board approval to subsidize the clinic fees for our members beginning with the very first USMS clinic offered in Illinois. Our subsidy typically covers the majority of the cost, leaving a token fee for the member to “have some skin in the game” (e.g., for a \$150 fee, Illinois pays \$125). I also strongly encouraged and found funding to send several of our more engaged coaches to the National Coaches Conference in 2018.

When COVID hit in 2020 and shut down basically everything, again as treasurer I recommended and got board approval to rebate our clubs \$5 per member. When USMS offered a matching club grant program, we increased our rebate to \$6 per member, in line with the USMS matching grant offer and revised our qualifications to match the USMS requirements. ILMSA distributed over \$16,000 in club grants, of which ILMSA and USMS shared the costs 50-50.

SWIMMER: How can other LMSCs do similar things to encourage

participation and engagement?

Dodson: LMSCs need a strong financial base. As treasurer, my philosophy was to fund effective programs, not just any program. Lacking enough engaged volunteers to carry out many worthwhile programs, ILMSA found itself unable to effectively spend all our revenues. Focusing funds on coach clinics and social events proved to be effective and require minimal volunteer oversight. The same ease and effectiveness came with club rebates. In 2017, we started paying pool meets' sanction fees. In 2020, we started paying clubs' annual renewal fees. None of these requires many volunteers and strong volunteer oversight with the exception of having a great coaches chair. As ILMSA chair, my goals include engage more volunteers who can manage new programs and have more members' socials, including socials not connected to a swim meet.

Connect With U.S. Masters Swimming!

We'd love to hear your stories. Follow us on your favorite social media channel and let us know how swimming is a part of your day.



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