



**U.S. MASTERS
SWIMMING**

Volunteers Task Force
Workshop# 3 ~ Combo Role
= Sanctions and Top Ten

USMS Convention -St. Louis, MO September 13th, 2019

Overview of Task Force

- Mission Statement
 - Investigate and make recommendations regarding how to optimize USMS's volunteers as resources now and in the future
- Principles
 - Recognition of the value of volunteers' contributions cannot be understated
 - Provide meaningful opportunities for our volunteers that align with the USMS vision and strategic plan

Overview of Task Force cont.

- Proposals based on findings
 - From volunteer and member survey
 - Personal interviews
 - 2018 workshop breakout session

Focus

- Think big picture
- Think outside the box
- Keep an open-mind
- Be open to change
- Be forward thinking
- Want what's best for USMS as a whole
- Wear USMS hat, not personal, club, LMSC, committee hat

Purpose

- Gain understanding why role consolidation
- One role streamlined within LMSC to help National Office with swim meet administration
- Easier on people resources within LMSC

LMSC Top 10 & Sanctions

- LMSC Changes
 - New Role: Combine Top 10 Recorder and Sanctions positions into single required position
 - LMSC Pool Competition Coordinator
 - Local contact for inquiries about competitive pool events (sanctioning, results)
 - Local contact for LMSC records, performance award recognitions, and certifying pool measurements
 - Partner with National Office for any review/discussion related to event sanctions or results
 - Open Water chair will be contact for sanction inquiries for open water events

LMSC Top 10 & Sanctions cont.

- National Office Changes
 - Meet Host/Director submits sanction request; National Office reviews application, *assists with* approval/denial of sanction, and technology *assigns* the sanction number
 - Confirms that Meet Host/Director understands the obligations of USMS rules and regulations
 - Confirms event is posted to USMS Calendar of Events
 - Confirms Meet Host/Director understand that event results are to be sent to the National Office and National Swims Coordinator in a timely manner
 - Manages performance deposit policy

LMSC Top 10 & Sanctions cont.

- Rationale
 - Advances in technology and the capabilities of the National Office staff are enabling the functions of the current roles to be largely transitioned with the administrative functions centralized
 - Events, sanctions, and results are currently submitted, compiled and posted through electronic means
 - Eliminates handoffs, maintains consistent service levels, and minimizes confusion
 - Single point of contact for hosts
 - Scales of efficiency for local personnel

Combined Roles Today

- Some LMSCs combine this role today –
Ed Saltzman GA; Jeannie Seidler WI; Bill Tingley KY; Anna Lea Matysek FL; David Bergquist MN
 - Why are you doing both?
 - What is the value you see in this?
 - How do YOU identify resources?

Group Exercise Instructions

- We have 3 questions, each with a few parts to discuss.
- We will divide the room into three groups.
- Each group will discuss all questions; 5 minutes per question.
- We will call on each group to present findings for 1 question and then the other groups will add

Breakout Questions

1. What is needed for this position?
 - What are the skills needed?
 - What is the experience needed?
2. How to recruit/train/mentor for this position?
 - Thoughts on each of these three?
3. What are the potential gaps in the process of combining roles as you see it?
 - At National office?
 - Locally?

**The End,
Thank You!**

Love,
CJ & Jeff

