

Peter Guadagni - Candidate for President



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

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

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

Section Two: Candidate Qualifications

- I am a member in good standing of USMS in this election year:* **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 Meetings 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 every annual meeting from 2010 through 2020. I was present for all HOD sessions at each annual meeting.

Section Three: Questions

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

It should go without saying that my first term as president did not proceed as expected. When I stood for election in 2019, no one could have imagined we would soon be facing a global pandemic that would dramatically alter our daily lives let alone the operations of USMS. One of things I have missed most in the last year was the camaraderie I would find at my local club, pool competitions, open water swims, volunteer groups and most recently as a member of the

national leadership team. The joy I have received from my USMS membership has made me passionate about its mission. As I said in my candidate statement from two years ago, I want to be president to further serve the organization. I believe the past year has demonstrated I have the skills and experience to lead USMS out of the challenges of the recent past and toward a bright future.

As president I have relied on my volunteer experience leading one of USMS' most prominent clubs, chairing its largest LMSC, and serving as one of its officers along with my varied professional experience to inform my judgments. We have faced many challenges this past year. But with each challenge I have seen an opportunity; changes brought on by necessity can often result in new ideas that revitalize the organization.

My optimistic attitude and unshakeable belief that our programs should be fun for participants and volunteers are some of my key qualifications. As president one of my most important barometers of success would be the smiles I see at our events and meetings. Hopefully, I will get to see those smiles in person should I be honored to serve a second term.

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?

Recovery. As I write this in early spring, many clubs are still not permitted to use their home facilities. Others have restrictions on lane use and on deck coaching. Events with restrictions are just starting to be scheduled. Hopefully, by fall most of these external impediments will be removed allowing clubs and events to return to their pre-pandemic operations. However, the road to full recovery will take time. As returning president, I will continue to make helping our programs make a full recovery a top priority.

Local Programs. In my initial candidate statement for president, I highlighted the importance of local programs. Very few people join USMS solely to become members of our national organization. Most of us join a local program and learn USMS membership is required to attend practices or participate in events. Therefore, a primary mission of USMS nationally must be to help local clubs and work out groups grow and thrive. During a second term, I hope to increase support for local programs through focused volunteer development, enhanced coach training and mentoring, continued marketing, and a greater emphasis in an updated strategic plan.

Alignment. In talking to members and volunteer leaders, I am often surprised by the commonality in what people value in USMS. There seems widespread agreement in the benefits we should be striving to deliver to our members. Yet when we come together, there is frequently a focus on our differences, even when they are small. In a second term, I want to improve the alignment between our Board, Committees, LMSCs and National Office.

Listening. Listening to our members and stakeholders has never been more important as we seek to recover from the pandemic and build a future USMS. Providing effective local support and member services that deliver value can only happen if we understand our audience. As president, I have tried to challenge the board and staff to spend more time listening to our constituencies, exploring systematic methods to better understand and track member interests, and encouraging volunteers to listen and be open to ideas that may be different from their own. If re-elected, I plan to place an even greater emphasis on listening.

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

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

Legislation Committee, 2011-2013, Sean Fitzgerald Chair

Finance Committee, 2014-present, Jeanne Ensign Chair

Executive Committee, 2017-present, Chairs: Patty Miller (2017-2019), P Guadagni (2019-2021)

USMS Board of Directors, 2017-present, Chairs: Patty Miller (2017-2019), P Guadagni (2019-2021)

As Vice President of Administration I was an ex officio member of the Championship (Jeff Roddin & Jim Clemmons Chairs), Legislation (Richard Garza Chair), Registration (Susan Ehringer Chair), and Rules (Charles Cockrell Chair) Committees during my term from 2017 to 2019.

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

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

Chair, Pacific Masters Swimming, 2012 – 2015

Certified Official (USA Swimming 2007 – 2019, USMS 2017 – present)

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

Co-founder, Walnut Creek Aquatics Fund/Foundation

Chair, Finance subcommittee on Sanction Fees, 2015

Member, planning committee for first LMSC Leadership Summit, 2015

Member, Finance subcommittee on Use of Reserves, 2016

Chair, Finance subcommittee on Budget and Fees, 2017

Pacific Masters Meet Operations and Sanction Coordinator, 2017 - 2019

President, Walnut Creek Downtown Business Association, 2 years

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

30 years management experience at senior leadership levels

Please list any other information you would like included.

Creator of Coach Appreciation Week, first at local club, Walnut Creek Masters, and later extended to the Pacific Masters LMSC. It has since been adopted by USMS.

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

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

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

Chris Colburn - Candidate for Vice President of Administration



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

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

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

Section Two: Candidate Qualifications

- I am a member in good standing of USMS in this election year:* 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 Meetings in the past five years?* X Yes ____ No

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

Dearborn, MI (September 13-17, 2006)
Anaheim, CA (September 26-30, 2007)
Atlanta, GA (September 24-28, 2008)
Chicago, IL (September 16-20, 2009)
Dallas, TX (September 15-19, 2010)
Jacksonville, FL (September 14-18, 2011)
Greensboro, NC (September 12-16, 2012)
Anaheim, CA (September 11-15, 2013)
Jacksonville, FL (September 17-21, 2014)
Kansas City, MO (September 30 – October 4, 2015)
Atlanta, GA (September 21-25, 2016)
Dallas, TX (September 13-17, 2017)
Jacksonville, FL (September 26-30, 2018)

St. Louis, MO (September 11-15, 2019)
Virtual Annual Meeting (September 25-27, 2020)

Section Three: Questions

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

After serving my first term as Vice President of Administration through the experience of the pandemic, I have found that although we have accomplished much in the past two years, there is still more that I want to do in this role. I believe that I would be a good candidate because as an incumbent, I have the experience and have established the requisite first-term relationships that enable me to continue the work of this position. Further, as a longer-term member of the Board of Directors in various roles, I have the experience and relative history in the recent workings of the Board to be able to continue to make relevant connections to our previous work and use that knowledge to help the Board move forward more effectively.

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 past year has affected everyone in different ways, and we see that in the myriad of changes, restrictions, and guidelines that continue to affect our LMSCs, our clubs, and our members in every part of the country. As we emerge from the pandemic, the biggest issue facing USMS continues to be getting our members back to doing what they love. This involves assisting both athletes and clubs to find and utilize available water for practices and events. It includes continuing to monitor, evaluate, and improve guidelines for safe events that can be used throughout the country in conjunction with Federal, state, and local regulations. Most importantly it requires us to work with our swimmers, coaches, and clubs to ensure they have ready access to information they need in order to achieve their goals. In the future, USMS needs to pay attention to what we learn from our members and our clubs to further enable them and the organization to move forward and grow. Over the past two years, I have directly addressed the issues of events through the work of the Event Sanctions Subcommittee, which has worked with the National Office and the Board to establish the initial and ongoing guidelines for events. As the pandemic hopefully winds down, I want to continue my work to ensure that we can have safe events for our members in the areas that can support them. I hope to continue my work with the Board that involves working both at the national and LMSC levels to provide relief for clubs affected by the pandemic so they can continue to thrive as their members come back to the pool. Most importantly, I would like to continue the work of communicating with and listening to the needs of our LMSCs and clubs, much of whose feedback has been extremely valuable as we have worked through some major initiatives over the past few years.

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

Board of Directors and Executive Committee:

- Secretary, September 2013 – September 2017 (Nadine Day, President 2013-15; Patty Miller, President 2015 - 2017)
- Vice President of Local Operations, September 2017 – September 2019 (Patty Miller, President)
- Vice President of Administration, September 2019 – Present (Peter Guadagni, President)

Championship Committee:

- 2019 – Present (EC Liaison: Jim Clemmons, Chair)

Coaches Committee:

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

Membership (formerly Registration) Committee:

- 2014 (Leo Letendre, Chair)
- 2019 – Present (EC Liaison: Susan Ehringer, Chair 2019-20; Sue Nutty, Chair 2021 – Present)

Legislation Committee

- 2016 (Meg Smath, Chair)
- 2019 – Present (EC Liaison: Richard Garza, Chair 2019-20; Charles Cockrell, Chair 2021 – Present)

Rules Committee

- 2017 (Charles Cockrell, Chair)
- 2019 – Present (EC Liaison: Charles Cockrell, Chair 2019-20; Mollie Grover, Chair 2021 – Present)

History and Archives Committee

- 2017 – 2019 (EC Liaison: Barbara Dunbar, Chair)

LMSC Development Committee

- 2017 – 2019 (EC Liaison: Michael Moore, Chair)

Records and Tabulation Committee

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

Recognition and Awards Committee

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

Governance Committee

- 2019 – Present (Jim Miller, Chair)

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

- Head Coach, Delaware Swim Team Old Dawgs, 1996-1999
- Pilot Coordinator, Colonies Zone Regional On-Deck Coaching Program, 1999
- USMS On-Deck Coaching Coordinator, 2000, 2007-2010
- Illinois LMSC Vice Chair, 2005-2009
- Illinois LMSC Webmaster/IT Director, 2005-2011
- Head Coach, Academy Bullets Masters, 2006-present
- USMS Club Development Task Force, 2008-2009
- Illinois LMSC Chair, 2009-2011
- Illinois LMSC/ILMSA Coach of the Year, 2009
- USMS Kerry O'Brien Coaching Award, 2009
- USMS Dorothy Donnelly Service Award, 2009

- Allegheny Mountain LMSC Vice-Chair, 2011
- USMS Discussion Forums Task Force, 2014
- USMS Discussion Forums Moderator, 2014-2021
- USMS Futures Task Force, 2016-2017
- USMS Convention Rules Task Force, 2016-2017
- USMS LMSC Leadership Summit Task Force, 2018-2019
- USMS Board Communication Task Force, 2019-2020
- Chair, USMS Sanction Recommendation Task Force, 2020-present
- USMS F.H. "Ted" Haartz Staff Appreciation Award, 2020

Please list any other information you would like included.

When I'm not hanging out with my kids, coaching, swimming, or working with technology, my hobbies include cars (especially Thunderbirds) and driving (all over the Eastern half of the US); watching streaming shows of interest (current favorites include any of the new *Star Trek*-related series or shows about wrenching on the Motor Trend Network); learning to cook things my family will actually eat; and as always, NEVER wearing a red shirt on an away mission.

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

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

Chris Campbell - Candidate for Vice President of Community Services



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

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

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

Section Two: Candidate Qualifications

- I am a member in good standing of USMS in this election year:* Yes _____ No
- I am planning to attend the HOD Meeting for this election year:* Yes _____ No
- I am planning to attend all HOD Meetings during my tenure in office:* Yes _____ No
- I have attended 1 or more HOD Meetings in the past five years?* Yes _____ No

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

2008 Atlanta, 2009 Chicago, 2010 Dallas, 2011 Jacksonville, 2012 Greensboro, 2013 Anaheim, 2014 Jacksonville, 2015 Kansas City, 2016 Atlanta, 2017 Dallas, 2018 Jacksonville, 2019 St. Louis, 2020 Virtual

Section Three: Questions

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

I have served on the USMS Board of Directors as the Vice President of Community Services since 2019. I was elected to the Board of Directors as the At Large Director for the Oceana Zone in 2018, relinquishing that position to stand for election to the position of VP Community Services. I have also served on the USMS Coaches Committee from 2009 through 2019. I also served as the Coaches Liaison to the Recognition and Awards Committee from 2016 through 2018. I believe that my USMS Committee and Board of Directors experience, and my expertise as a USMS Level 4 Coach and Certified USMS Official provide me great insight into the needs and desires of the USMS membership at the local, LMSC and National levels.

Continuing to serve in position of VP-Community Services allows me to bring my strengths to bear in the service of USMS and its membership better and with more significant impact.

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

The major issues facing USMS at this time concern membership growth and recovery.

1. Most obviously, USMS needs to recover the membership lost due to the COVID-19 pandemic. Often, the primary drivers behind these losses are the restrictions and guidelines levied on our Clubs and Teams by States, Counties, Municipalities and Facilities. While we all wish to return to the water, we are obliged to follow their rules to curb the pandemic and keep our members safe. The problem is that every Club faces different conditions and challenges, making a consistent “one size fits all” approach virtually impossible. Hence an unprecedented degree of creativity and innovation is required to connect with and to provide service to our membership. Outreach to our Coaches is vital. Since they are the primary interface between membership and the National Organization, providing service and support to them, and empowering them is paramount.
2. Once the pandemic eases, and our organization begins to return to more normal operations, the real challenge begins—how to grow our membership, not only in terms of our outreach to underserved communities through our diversity initiatives, but especially with respect to our under 30 population. These swimmers represent our future. While College Club Swimming provides a wonderful introduction to USMS at the college-aged level, the issue then becomes one of member retention. The obvious roadblocks are that we all find ourselves heavily engaged upon graduation—we’re relocating, starting new jobs, families. There are a lot of distractions. At a more subtle level, however, USMS needs to improve at engaging and empowering our younger members. As an organization, we need to do a better job training our successors. Generationally, our leadership has a much different value system than our younger membership, especially in this age of accelerated technology. What is important to us Baby Boomers may not mean as much to a Millennial. Certainly, any such differences will never be appreciated, let alone understood without affording our younger members the opportunities to voice their concerns and share the lead in determining the path forward for USMS. USMS Leadership needs to trust them. There may be some missteps, but those are part of the process. As leaders, we must have faith in our followers. Otherwise, our organization stagnates.
3. Speaking of technology, USMS finds itself amidst rapid and dramatic change. Change can be frightening. Given the scope of the changes facing our organization—the implementation of new technologies to connect with our membership, our drive to attract more members, especially those younger and from underserved communities, and the need to understand and appreciate the diverse values that they bring, we face an intimidating task. We need to reach our potential new members, tailoring our messaging content to be more relevant to them, while staying connected to our existing membership. As we onramp new technologies, many of our existing members are having issues keeping up with these transitions. I have been asked on several occasions for guidance, and if tutorial materials are available on the web, particularly videos and written instructions. While we seek to use new technologies and methods to reach new membership, we must also work to help bring our existing membership, especially those who may be less tech-savvy, along the way to the future.

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

Coaches 2009-2019

Chairs: Chris Colburn 2009, Craig Keller 2010-2011, Scott Bay 2012-2016, Bob Jennings 2017-2019

Recognition and Awards 2016-2018

Chair: Ray Novitske

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

I have been a Masters Coach with Mountain View Masters since 1998, attaining USMS Level 4 Coaching Certification in 2015. I have served as MVM Head Coach from 2006-2009, as Co-Head Coach in 2012, and as Interim Head Coach in 2016. I was Pacific Masters Swimming Coaches Chair from 2006 through 2009. A USMS Member since 1988, I was the Pacific Masters Coach of the Year in 2010, recipient of a Kerry O'Brien Coaching Award in 2011, recipient of a Dorothy Donnelly Service Award in 2012, and recipient of a Pacific Masters Appreciation Award in 2017. In 2017, I became certified as a USMS Stroke and Turn Judge and Starter. In 2018, I was elected to serve as the USMS At-Large Director for the Oceana Zone. In 2019, I became certified as a USMS Referee. I have participated in 31 USMS Nationals, FINA World Championships, and National Senior Games as a swimmer, coach and official as of April 2021.

Please list any other information you would like included.

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

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

A long-time member of USMS as swimmer, coach and official, I believe in the passion, creativity and expertise of our USMS membership. I firmly believe that the power and authority to administer and govern USMS derives from its volunteer base, flowing up through the LMSCs and Committees to the USMS Board of Directors. Clear, open and respectful communication between all levels is crucial to the growth and evolution of USMS. This is especially relevant during the uncertainty surrounding these Pandemic times, as USMS seeks to recover its membership, to continue to grow, and to modernize its organizational infrastructure.

Ed Coates - Candidate for Vice President of Local Operations



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

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

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

Section Two: Candidate Qualifications

- I am a member in good standing of USMS in this election year:* 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 Meetings 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 Annual USAS convention and USMS HOD in 2005, 2007, 2008, 2010, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, and 2020

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 think my work as a local and national USMS volunteer, and my professional experience will allow me to contribute to USMS accomplishing its strategic goals. I have been held positions at the local and national level that have given me exposure to volunteer and membership needs. I have served on LMSC board, Board Committees (Compensation and Benefits and Governance) and positions on the USMS Board

of Directors that have given me insight to challenges and needs of the organization. My professional work experience with Boards also give me a good framework for participating in Board and performing the duties of the VP of Local Operations.

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

USMS, its members and clubs, were greatly impacted by the pandemic. The biggest challenge USMS faces over the next few years is to rebuild our membership. The key to rebuilding membership is to provide support and resources to our local clubs and coaches. To help clubs, USMS needs to understand club needs and provide resources to help them grow memberships. This includes resources to help promote USMS and to recruit members in their communities. USMS also needs to utilize its promotion tools to identify potential members and to steer them to the local clubs and coaches. As part of the Board of Directors over the last few years, I was part of a communication group that reached out the LMSCs to find out how we could help the LMSC, clubs and members recover from the effects of the pandemic. This included development of the COVID relief grant program and educational recourses to help clubs get restarted.

In addition to helping our clubs and rebuilding our membership, USMS also should work on enhancing volunteer resources and the volunteer experience. This includes providing education and training on best practices for local volunteers. We have made great strides in the last few years unify USMS with passage of the Unified Fee and also the budget modernization process. Over the next few years, we need to reimagine our annual meeting to provide volunteers a positive experience that will help them lead USMS into the future.

While USMS has many challenges, we have the structure and people that can help USMS succeed in the future.

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

I have served on the Compensation and Benefits committee since 2011. Sarah Welch was the committee chair when I joined the Committee. I have served as the Compensation and Benefits Chair from 2013 -2019. After election to the VPLO role in 2019, I stepped down as chair of Compensation and Benefits committee after election to my current position of VP of Local Operations, but I remained on the committee as a regular member.

I am a current member of the Governance Committee, appointed in 2018, and serve on the Education Sub-committee. I have served on the convention task force in 2018.

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

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

Please list any other information you would like included.

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

My goal as a Board member is to help USMS provide support its members and clubs as we recover from the pandemic effect on our organization. I think my time on the Board, combined with my experience as an LMSC chair gives me unique exposure to the needs of our members. I will work the Board members to help enhance delivery of services to our membership and clubs. With this focus, we should be able to rebuild our membership to pre-pandemic levels or better.

Robin Smith - Candidate for Vice President of Programs



The Election Committee has deemed that Robin Smith is a member in good standing of USMS. The candidate has indicated she is planning to attend the USMS National 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 *Phyllis Quinn and Ali Hall* and received a letter of recommendation from *Kenny Brisbin* in accordance with 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 Meetings in the past five years?* X Yes _____ No

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

- 2013 Anaheim, CA (Sep 11-15, 2013)
- 2015 Kansas City, MO (Sep 30- Oct 4, 2015)
- 2016 Atlanta, GA (Sep 21-25, 2016)
- 2017 Dallas, TX (Sep 13-17, 2017)
- 2018 Jacksonville, FL (Sep 26-30, 2018)
- 2019 St. Louis, MO (Sep 11-15, 2019)
- 2020 Virtual (Aug 30-Sep 27, 2020)

Section Three: Questions

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

I am interested in the position of Vice President of Programs because I want to assist USMS in carrying out its Mission, Vision, and Purpose. My eleven years of volunteer experience has been at both the local and the national levels of USMS, and has included oversight and support of Open Water, Long Distance, and Officials. I am a swimmer and a coach, and I compete in the pool, in open water, and in multi-sport events. I am also a fitness swimmer and enjoy swimming on my own and teaching others to swim. I believe that the breadth of my volunteer experiences, along with my swimming and coaching background, will bring additional knowledge and expertise to the USMS Board of Directors.

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

The major issue facing USMS now and in the future is Membership. We have challenges with attracting new members and with retaining our current ones. If USMS is to effectively carry out its Mission, we need to be more welcoming and truly embrace the diversity of prospective and current members. This includes all individuals, no matter their age, ability, gender, ethnicity, or background. In discussions with prospective and former members, our messaging and marketing as an organization needs to better reflect this. As a person holding an elected position within USMS, I will use this platform to continue to listen, learn, and to really hear what is being said. And I plan to use this information, in combination with lessons learned and best practices, to help drive new ideas and processes forward that support and value each of our members.

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

Long Distance Committee (2021) – Chair: Ali Hall

Long Distance Committee (2020) – Chair: Ali Hall

Long Distance Committee (2019) – Chair: Ali Hall

Long Distance Committee (2018) – Chair: Ali Hall

Fitness Education Committee (2016) – Chair: Mary Jurey

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

Southern Pacific LMSC Open Water Committee Chair (Jan 2018 to present)

Southern California Swimming LSC Open Water Committee Chair (Jan 2020 to present)

Collaborate with LMSC and LSC Officials Committees to support certification activities and provide training opportunities for Open Water Officials.

Developed guidelines and checklists for local Coaches, Swimmers, and Event Hosts/Directors regarding safe conduct of swim practices at open water venues, considerations for returning to racing, and drafting COVID-19 safety plans. Continue to work with Event Hosts, USMS, USA Swimming, and local authorities regarding safety, venues, permits, and sanctions during pandemic closures and re-openings.

USMS Long Distance Subcommittee activities include Bid Selection for ePostal and Open Water National Championships, Long Distance Rules (Part 3 Proposals), Championship Event Liaison for ePostal and Open Water National Championships, Club Assistant Liaison, Committee Goals, and the ePostal Working Group.

Please list any other information you would like included.

I am retired from a 40 year career as a Medical Professional (RN, PHN) working in Healthcare, Global Clinical Research & Development, and Clinical Trial Disclosure.

Southern Pacific LMSC Fitness Education Committee Chair (Jun 2015 to Jan 2018)

Southern Pacific LMSC Secretary (Jul 2012 to Dec 2017)

Southern Pacific LMSC participate in Monthly Meetings and Ad Hoc Subcommittees (2010-present)

Irvine Novaquatics Inc., Irvine, CA Assistant Coach (Mar 2015 to present)

USMS Certified Coach (Level 3 Oct 2015, Levels 1&2 Sep 2014)

Certified USMS Adult Learn to Swim Instructor (Mar 2015)

USA Swimming Certified Coach (Sep 2019 to present)

USMS Coach-on-Deck (2015, 2017, 2019)

US Aquatic Sports Annual Convention – Volunteer at Convention Registration Desk (2015 to 2019)

Recipient of USMS Dorothy Donnelly Service Award (2015)

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

Hello Everyone! My name is Robin Smith from Southern Pacific. I am running for the position of Vice President of Programs because I want to assist USMS in carrying out its Mission, Vision, and Purpose. My eleven years of volunteer experience has been at both the local and the national levels of USMS, and has included oversight and support of Open Water, Long Distance, and Officials. I am a swimmer, a Certified USMS and USA Swimming Coach, and a Certified USMS Adult Learn to Swim Instructor. I believe that the breadth of my volunteer experiences, along with my swimming and coaching background, will bring additional knowledge and expertise to the USMS Board of Directors. Thank you for your consideration.

.



**U.S. MASTERS
SWIMMING**

From: Phyllis Quinn, Chair USMS Open Water Committee and Ali Hall, Chair USMS Long Distance Committee

Date: April 24, 2021

Subject Line: Nomination and Recommendation for Robin Smith, VP of Programs

To: The Elections Committee

We would like to nominate and endorse Robin Smith for the position as USMS Vice President of Programs.

Robin has been an effective volunteer for several years with the Southern Pacific LMSC and with the Southern California Swimming LSC. She has worked diligently for years with Open Water event hosts and officials to run safe events in Southern California. You have likely met Robin at USMS Annual Meetings, as the friendly and helpful face welcoming you while she served at delegate check in, supporting the USMS mission at committee meetings and giving voice to various priorities on the House of Delegates floor.

As part of the USMS Long Distance Committee (LDC) for several years, Robin has been a skilled liaison for Open Water National championship events, National Championship ePostal events and as the LDC liaison to Club Assistant. Robin has led and served with excellence on several working groups within the LDC. She is both a self-starter and a good teammate. Robin has supported the LDC successfully with her thoughtful, collaborative and articulate way. Robin is also a USMS Certified Level 3 Coach, a Certified USA Swimming Coach, and a Certified USMS ALTS Instructor. The USMS VP of Programs works with the USMS Long Distance, Open Water, and Officials committees, Robin has deep and extensive experience working with all these groups. Her qualifications for the VP of Programs role are outstanding.

USMS is finding new ways to collaborate with other organizations such as USA Swimming and USA Triathlon (USAT), to help build membership and provide fresh participation opportunities. Robin has the specific experience, knowledge and passion to enhance connections and opportunities for the intersections of triathlon, USMS, and USA Swimming open water events. She will contribute significantly to these types of relationships and increase partnerships and participation as VP of Programs.

We endorse Robin wholeheartedly as VP of Programs and look forward to her contributions, enhancing event quality and participation, and supporting the USMS mission.

Closing,

Phyllis Quinn, Chair Open Water Committee

Ali Hall, Chair Long Distance Committee



**U.S. MASTERS
SWIMMING**

April 24th, 2021

Re: Robin Smith - Candidate for USMS Vice President of Programs.

Dear Election Committee:

It is an honor to support and recommend Robin Smith for the office of USMS Vice President of Programs. I have worked very closely with Robin for more than ten years in various roles. These include, but are not limited to: sanctioning both pool and open water events, working with officials, city municipalities, and event directors to assure these events were done safely and followed all guidelines by USMS.

As we all emerge from the COVID-19 pandemic, this position will require specific knowledge, the ability to multitask, patience, and excellent leadership skills. Robin embodies all of these traits. She has demonstrated her extensive knowledge of U.S. Masters swimming through her work in multiple critical roles within our LMSC. Robin is the right person to lead USMS in this position.

Sincerely,

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

Teddy Decker - Candidate for Treasurer



The Election Committee has deemed that Teddy Decker is a member in good standing of USMS. The candidate has indicated she is planning to attend the USMS National 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.

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 Meetings in the past five years?* X Yes _____ No

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

- 2013, Sept 11-15 Anaheim, CA
- 2014 Sept 17-21 Jacksonville, FL
- 2015 Sept 30-Oct 4 Kansas City, MO
- 2016 Sept 21-25 Atlanta, GA
- 2017 Sept 13-17 Dallas, TX
- 2018 Sept 26-30 Jacksonville, FL
- 2019 Sept 11-15 St. Louis, MO
- 2020 Sept 25-27 Virtual

Section Three: Questions

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

I started swimming competitively when I was 12 years old. Swimming has given me so much throughout my lifetime (including my husband!) and I am excited to be able to give something back to swimming and the swimming community. In addition to being a competitive swimmer, I have also coached, and I have been an active meet official for both USA and USMS swimming.

I believe giving back to the community and volunteering is important in life and it gives me great joy to be able to combine this important duty with something I also enjoy a great deal.

I believe I would be a good candidate partly because of my passion for swimming, but also because I have an extensive background in business and in professional situations. I have been a CPA for 24 years and have had my own business for 11 years. During my tenure as a CPA I have been a business consultant for small businesses as well as auditing and consulting for many not-for-profit organizations. I believe this group of skills and experience will be a benefit to USMS as well as helping me to continue to grow and learn.

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

I feel the current most important issue facing USMS is recovering from COVID and getting back to "normal" operations. The NO Staff and BOD all did a very good job adapting to the situation and overall I believe we will come out of the pandemic much better off than a lot of other organizations in the US and around the world, but there is still a lot of healing that needs to be done. I also believe that now is a great time to challenge the "status-quo" and not just go back to the way we have always done things, but rather to take a good, hard look at everything we do and make sure that everything we do is the best for the organization as a whole, instead of just the way we have always done it.

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

2015 - Audit Committee Member; Elyce Dilworth, Chair
2016 - Audit Committee Member; Elyce Dilworth, Chair
2017 - Audit Committee Vice Chair; Elyce Dilworth, Chair
2017 - Planning Committee Member for the 2nd Leadership Conference
2018 - Audit Committee Vice Chair; Elyce Dilworth, Chair
2018 - Finance Committee Member; Jeanne Ensign, Chair.
2019 – Audit Committee Vice Chair, Elyce Dilworth, Chair.
2019 – Finance Committee Member, Jeanne Ensign, Chair.
2019 – Southwest Zone At Large Director.
2020 to present - BOD Treasurer

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

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

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

I have been a CPA for 24 years. My early experience in public accounting was almost entirely in auditing not-for-profit organizations. I currently have several not-for-profit clients and thoroughly enjoy supporting this sector of the business world.

Please list any other information you would like included.

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

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

It would be my honor to be reelected as USMS Treasurer. During the last year, I was part of the BOD team that helped bring USMS through a very difficult year and hope to continue to be involved in restoring USMS to its former glory and beyond by supporting the organization at the national and local levels.

Carrie Stolar - Candidate for Secretary



The Election Committee has deemed that Carrie Stolar is a member in good standing of USMS. The candidate has indicated she is planning to attend the USMS National 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 Moore* and received a letter of recommendation from *Teddy Decker* in accordance with 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 Meetings 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), Virtual (2020)

Section Three: Questions

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

I am interested in the office of USMS Secretary because I want to continue to give back to the sport that has helped shape me into who I am today. I have volunteered at the local, LMSC, and National levels of USMS, and this position allows me to continue to serve at the National level while remaining connected to the other levels. I would be a good candidate for Secretary because I do have that wide-ranging USMS volunteer experience, and I have served as secretary in our LMSC. I respond on a timely basis to those that contact me via phone and email. My work background includes project management and event planning, both of which require strong organization, communication, and people skills.

As your Secretary, I would continue to work on behalf of the Board of Directors and the broader USMS community.

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 still very much a part of our lives. In the swimming world, the operations of pools, teams, LMSCs, and USMS have been disrupted. Some pools are still closed. Some will not reopen. Teams that are fortunate enough to be back in the water still face challenges such as limitations in pool hours available to them or number of members/swimmers allowed in a facility. As a result, financially, many are still suffering. USMS needs to think creatively about how it can help its members, coaches, clubs, and workout groups return to normal (healthy) operations as the country emerges from the pandemic. In addition, while in-person competitions and events are always preferred, until it is safe and comfortable for everyone to return, USMS should continue to offer virtual events as an option even as in-person events reappear on the calendar.

How can USMS sustain and grow its membership? The pandemic has taught us that this question is more important than ever. USMS needs to offer benefits and programming to enhance the experience of its existing membership to retain them, from fitness swimmers to competitive (pool and open water) swimmers. In addition, establishing a welcome environment at every club and workout group will help us attract a more diverse membership. Updated diversity and inclusion training (which is in progress from the D&I Committee) at the LMSC level is one first step that should be taken in this direction.

Volunteers play a vital role in success of USMS. We all need to entice more of our younger members to get involved as volunteers. By attracting, both new and younger volunteers, USMS will continue to evolve as an organization. In this progression, USMS will move along the path of attracting a broader, more diverse membership base as well.

The face of USMS to most members is the coach on deck. That coach might be the *only* interaction with USMS that they will have. As such, USMS needs to work to develop, support, and in some cases, reengage coaches. The pandemic has further stretched already stressed coaches, and many may not know what support resources, within both their LMSCs and USMS, are available to them.

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, 2021-, (Jay Definis, chair)

ALTS Programming Committee Chair 2020, 2021-

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

Swimming:

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

MN LMSC: Board Member (2015 – present), Secretary (3/2016 – 12/2018), ALTS Program Founder and Current Chair (2016 – present); Coordinator for swim angels for local triathlons (2015 – present), Diversity and Inclusion Committee (2020 – present)

Steering Committee, 2017 USMS Summer National Championships

Coach (USMS Level I and II and USA Swimming certified) at Minnetonka Masters

Certified ALTS Instructor

Attendee, 2016 USMS National Coaches Clinic

Attendee, 2019 LMSC Leadership Summit

Open water and pool competitive swimmer, triathlete, swim-run competitor

Volunteer, 2018 NCAA Men's Division I 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), Vanderbilt University Class Agent (2020 -)

Professional:

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

Please list any other information you would like included.

Member of the USMS Communication Group (2019-2020), recipient of The Ted Haartz Staff Appreciation Award, 2020

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

I have been active in USMS at many levels, beginning with my team, both as a coach and a swimmer, as well as my LMSC, Minnesota Masters, and the Board of Directors of USMS. I enjoy volunteering at each level, and am fortunate to have the time and energy to do so. I would like to continue to give back to the sport that I love by volunteering and trying to help our organization serve its members in the best way possible. 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 Secretary. I can't wait to see you in person, whenever that may be!



**U.S. MASTERS
SWIMMING**

Letter of Nomination and Recommendation

From: Tom Moore, Minnesota Masters Swimming

Date: 4/21/2021

To: The Elections Committee

I am writing to you today to enthusiastically nominate and recommend Carrie Stolar for the position of Secretary. Carrie is currently serving as a USMS At-Large Director as well as Chair of the Adult-Learn-To-Swim Committee. Carrie has reliably served on the Minnesota LMSC board of directors for many years, as secretary, as co-founder of our Minnesota Adult-Learn-To-Swim program and as a Steering Committee Member for the 2017 Long Course Summer Nationals.

Carrie is also a coach as well as an open water swimmer and pool competitor, and is able to bring her perspective and experience to the table while thoughtfully problem solving and keeping the “big picture” in mind. Carrie is a dedicated volunteer with a proven track record, and I have observed her thoroughness and attention to detail when serving as Secretary to the Minnesota LMSC, so I am confident in her ability to serve capably as USMS Secretary.

I am pleased to advance her candidacy for Secretary, and give my permission for this letter to be advertised to USMS delegates.

Sincerely,

Tom Moore
Minnesota Masters Swimming



**U.S. MASTERS
SWIMMING**

From: Teddy Decker, BOD Treasurer

Date: April 26, 2021

Subject Line: Recommendation for BOD Secretary

To: The Elections Committee

It is my honor to provide the highest-possible recommendation for Carrie Stolar as a candidate for the position of Secretary. Carrie has held the position of At-Large Director for the last several years and has been an active and integral part of the USMS Board of Directors (BOD). The transition to the executive committee is a natural next-step.

Carrie has many years experience in professional business situations and is also familiar with the workings of boards of directors. She is organized, intelligent, and composed and always presents a professional demeanor. In my dealings with Carrie on the BOD, she is not afraid to speak up on issues and always has well thought-out arguments, but is also a good team player.

Carrie's passion for USMS and business experience make her an ideal candidate for the position of Secretary and I am very pleased to recommend her.

Sincerely,

Teddy Decker
USMS BOD Treasurer
NM LMSC Vice Chair