

## Sue Nutty – Breadbasket Zone Candidate for At-Large Director



The Election Committee has deemed that Sue Nutty 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 *Sheila Wrobel* and received a letter of recommendation from *Chris Colburn* 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:***

2011 – Jacksonville, 2012 – Greensboro, 2013 – Anaheim, 2014 – Jacksonville, 2015 – Kansas City, 2016 – Atlanta, 2017 – Dallas, 2018 – Jacksonville, 2019 – St Louis, 2020 & 2021 – Virtual

### Section Three: Questions

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

Desire to serve BB Zone members and LMSC office holders in whatever way possible. This could include new ideas, problem-solving, finding answers and event-hosting support. The other facet of the position will be to represent the zone and communicate its specific needs and characteristics back to the Board. I have a lot to learn but look forward to the opportunities and challenges this position will afford.

***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 numbers – retention of current members, addition of new ones. Possible solution – ALTS program expansion

***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:***

Open Water – 2012-2018, Lynn Hazelwood & Bob Bruce; Coaches – 2014 (approx..) Scott Bay;  
Registrar/Membership – 2020 Susan Ehringer, 2021 & 2022 chair; ALTS – 2021 & 2022 – Carrie Stoler & Marlys Cappaert

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

Long time swim coach (summer league-club-high school-college-masters); even longer - teaching people of all ages how to swim - which I still enjoy! Leadership, problem-solving and people management skills from 20+ years of guiding kayak/camping trips in the wilderness. High degree of responsibility to follow-through on commitments.

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

Masters swimming is such a unique organization: providing opportunities to compete, pursue fitness, make new friends, get involved in something bigger than yourself, learn to swim and be challenged in different ways. I have been blessed to be a part since 2008 and hope to continue to advance its mission in this new role.

From: Sheila Wrobel, Nebraska LMSC Secretary & Sanction Chair

Date: April 26, 2022

Subject: Nomination and Recommendation for Breadbasket Zone At-Large Director Position – Sue Nutty

To: The Elections Committee

Sent via e-mail to: [elections@usmastersswimming.org](mailto:elections@usmastersswimming.org)

I nominate and recommend Sue Nutty for the Breadbasket Zone At-Large Director position.

Sue has been a lifelong swimmer and coach at the age group, high school, college and masters levels. She performs many administrative functions in support of the Nebraska LMSC including membership, organizing and working at swim meets, and other activities. Sue has organized and run adult learn-to-swim lessons for many years, providing volunteers with easy to follow instructions resulting in a fun, stress-free and safe environment for participants. The new swimmers' pure joy and great sense of accomplishment is rewarding for everyone!

Sue is very enthusiastic, professional and dedicated to supporting all facets of masters swimming. Based on her in-depth expertise and great love of swimming, Sue will be an outstanding USMS At-large Director!

Sincerely,

Sheila Wrobel  
Nebraska LMSC Secretary and Sanction Chair

From: Chris Colburn, Vice President of Administration  
Date: April 26, 2022  
Subject: Letter of Recommendation for Sue Nutty  
To: The Elections Committee

I am writing to recommend Sue Nutty for the position of At-Large Director from the Breadbasket Zone.

I have known Sue for 19 years. We met as opposing coaches when Sue was the Head Coach of Women's Swimming at Carthage College. I found Sue to be knowledgeable about swimming, well-liked by her athletes, and communicative with her fellow coaches. In subsequent years, I worked with Sue's team as a consultant, and learned that Sue is an impressive, level-headed leader who cares about her swimmers both in and out of the pool.

In more recent years, I have worked with Sue through USMS in her roles with the Membership Committee, most recently as its Chair. I again found Sue to be someone who is passionate about swimming, who cares about the membership, and who is dedicated to ensuring that membership coordinators and members alike get the information they need to be successful.

A good listener and reasonable thinker, Sue understands the current strategic priorities of the organization, and possesses the leadership qualities that would make her a great member of the USMS Board of Directors. To that end, I strongly recommend Sue Nutty for the position of At-Large Director from the Breadbasket Zone.

Sincerely Yours,  
Chris Colburn  
USMS Vice President of Administration

## Charles Cockrell – Colonies Zone Candidate for At-Large Director



The Election Committee has deemed that Charles Cockrell 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 *Leo Letendre* and received a letter of recommendation from *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:***

2001, 2002, 2003, 2004, 2005, 2006, 2008, 2009, 2010, 2011, 2012, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021

### Section Three: Questions

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

I have been a member of USMS continuously since 1994, reflecting a lifelong passion for our sport. I recognize the positive impact that masters swimming has on so many lives, including mine. I began my service to USMS as a meet director, official, and LMSC volunteer because I wanted to create opportunities for more people to join the sport. Over the years, I have been privileged to serve USMS as the chair of three different national committees and have supported our steady evolution from a grass-roots all-volunteer organization to the structure we have today.

USMS must continue to evolve to keep pace with the external environment, continuing to explore new and innovative approaches. The role of our national leadership should be to ensure that we have a clear strategic direction, an effective organization, and resources aligned with our priorities. Our efforts should be balanced with innovative thinking and “managed change” that ensures we are moving forward together with openness and transparency. The strength of our organization lies within the diverse group of people who work to ensure our success and the strong relationships that allow us work together towards a common vision.

I feel that my passion for swimming, broad experience at the local and national level, combined with my professional and volunteer experiences are well suited at this time to serve USMS well as member of the Board of Directors. In particular, I feel I can offer perspectives in strategic planning, organizational

leadership, and building strong and effective coalitions to serve USMS so we can ensure a strong foundation for the future.

***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 mission of USMS is to promote health, wellness, fitness, and competition for adults through swimming. I believe USMS should be viewed as one of the premiere health and fitness organizations for adults in the United States. However, in today's environment, we face increasing challenges to build and offer programs, services, and resources for adults in diverse communities which can meet or exceed the value offered by other health and fitness pursuits. While much of this work must be done at the local level, USMS can provide the foundation with a shared vision, clear strategic direction, and goals that unite us with a common purpose. This foundation also ensures that we can set priorities and align resources with our goals to support membership efforts at the local level. This approach will allow us to be competitive as a health and fitness organization, support our current membership base, and welcome new people to the sport.

As a member of the Board of Directors, I am looking forward to working collaboratively with our USMS leadership to ensure that we:

- Foster an organization that unites diverse interests and communities to work together on common challenges, innovative ideas, and solutions with openness and transparency in our processes.
- Engage our membership base to develop strong and effective strategic plans with clear goals, objectives, metrics, and priorities supported with appropriate resources, sound governance, and oversight.
- Strengthen our ability to provide coaches, pool managers, fitness professionals, and volunteers at the local and regional levels with the resources and support to develop programs tailored to the needs of local communities.
- Continue to prioritize and support visible and engaging flagship events for our membership while seeking opportunities to make Zone and LMSC events more inviting for new participants.
- Ensure roles and responsibilities at the national, zone, and LMSC level are effective in today's environment.
- Embrace change by exploring bold and innovative ideas balanced with effective planning and implementation, including engagement with our volunteer membership base.

***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:***

Rules Committee: Voting member 2002-2005 (Leo Letendre, Chair); Vice Chair 2006 (Kathy Casey, Chair); Ex-Officio Member 2006-2011 (Kathy Casey, Chair); Vice Chair 2014-2015 (Kathy Casey, Chair)

Rules Committee Chair 2016-2020

Officials Committee: Voting member 2002 (David Diehl, Chair); Vice Chair 2003-2005 (David Diehl, Chair)

Officials Committee Chair 2007-2011

Legislation Committee: Ex-Officio Member 2016-2020 (Meg Smath, Chair, 2016-2017; Richard Garza, Chair 2018-2019)

Legislation Committee Chair 2021-2022

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

I am a senior executive for a federal government agency with 32 years of professional experience as an engineer, program manager, and executive leader. For the past six years, I have been responsible for strategic planning and management to guide two large federal research and development laboratories with budgets of just under \$1 Billion annually. This role included leadership of senior executive teams with analysis-based decisions on long-term investments, capabilities, and business development priorities. My responsibilities have also included building strong and lasting partnerships with other government agencies, private sector companies, academia, business and community organizations, and international organizations. I have experience leading engagements with external stakeholders and partners, including the general public and historically underserved audiences. In each of these roles, I sought to be a champion for diversity and inclusion to ensure that everyone has an equitable opportunity to contribute to the success of our efforts.

I believe that my professional experience has provided me with valuable insights into strategy, communications, partnership development, and the critical aspect that organizational culture and relationships play in achieving a strategic vision in a large and diverse organization.

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

LMSC Service: Virginia LMSC Vice Chair (2000-2002), Chair (2002-2006), Treasurer (2009-2016), and Officials Chair (2009-2022). Meet Director for several pool meets in Virginia from 1995-2006. As a certified meet official in USA Swimming and USMS, I have worked every deck and administrative position and conducted clinics to train and educate new officials, especially in masters-specific rules and meet operations.

I have a B.S. degree in Aerospace Engineering from the University of Virginia and an M.S. degree in Aerospace Engineering from the George Washington University. I've been fortunate to attend several business and organizational development programs over the years at the Center for Creative Leadership, University of North Carolina Business School, the Federal Executive Institute, and Stanford University Business School (planned for July 2022).

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

I am excited to be a candidate for At-Large Director from the Colonies Zone. I believe that USMS has a bright future as one of the premiere health and fitness organizations in the United States, though we face increasing challenges to ensure that our programs and services are competitive and can meet the needs of diverse communities. USMS has evolved substantially from our grass-roots origins to a unified and effective national organization. To continue this steady evolution, we must have a model that engages our diverse membership with openness and transparency to unite us towards an effective strategic plan with clear and measurable goals. Innovative ideas and solutions, including updates to the roles of our national, zone, and LMSC organizations, where appropriate, balanced with effective planning and resources will help us achieve these objectives.

I look forward to building upon 27 years of service to masters swimming at the LMSC and national level, and leveraging 32 years of professional experience as an executive leader, to serving USMS as a member of the Board of Directors. I am excited to work together with our diverse and passionate membership from across the country to build our programs and services, promote and expand engaging events for members, and foster an inclusive organization.

Thank you for your contributions to masters swimming and for your support.



**U.S. MASTERS  
SWIMMING**

From: Leo Letendre

Date: 22 Apr 2022

Subject Line: Charles Cockrell

To: The Elections Committee

It is with great pleasure that I hereby nominate Charles Cockrell to run for the position of At-Large Director originating from the Colonies Zone.

During the election process, you will see all of Charles' accomplishments in USMS. However, I would like to convey several traits that I believe will make Charles' addition to the Board of Directors a valuable one.

I first got to know Charles during my time as chairman of the Rules committee. During that time, I saw that Charles was a rational, well-spoken member of the committee who consistently thought through all of the implications of any proposed changes to the rules. As he progressed through to eventually become Chair, he maintained this vision and worked hard to instill the same approach in others on the committee. Charles was never afraid to involve others in the drafting of legislation or policy. For example, having been chair when the first policy concerning the inclusion of transgender participants was promulgated, Charles has included not only me but others who were originally involved as the policy have evolved over the years.

While Charles has predominately been involved in the "wet" side of USMS through his work on the Officials and Rules Committees, as well as directing numerous meets, he has recently demonstrated his understanding of the "dry" side of the organization by being Chair of the Legislation Committee. Observing his work there has not diminished my high opinion of his skills and commitment towards moving the organization forward while maintaining a sense of fairness towards all.

While this document could go on for several more pages, I would like to end it with the highest recommendation I can give for Charles' election to the Board of Directors. Charles' experience, expertise and commitment are exactly what our Board, or any Board for that matter, need to succeed.

Closing,

Leo Letendre

Member of the Colonies Zone,

Past Vice President of USMS





**U.S. MASTERS  
SWIMMING**

## **Letter of Recommendation**

Nomination **Charles Cockrell**

Recommendation **Board of Directors-At Large for Colonies Zone**

From: Nadine Day

Date: 03/30/22

Subject Line: Letter of Recommendation

To: The Elections Committee

It is my honor to write this letter of recommendation for Charles Cockrell to the USMS House of Delegates as an At Large Board of Director Candidate for the Colonies Zone. The background knowledge that Charlie has with USMS legislation and rules is vital to the USMS Board. He will be able to make an immediate impact and contribute with his understandings of the Rules and Regulations of U.S. Masters Swimming. He was instrumental in streamlining the process that we currently have.

The U.S. Masters Swimming Board is a policy making board and Charles has the understanding of the needs of our members. He also has the professional background in strategic planning and implementation. He is a NASA Program, Strategy, Communication and Business Development Executive. He has been responsible for multimillion dollar projects. We have entrusted the board with approving the USMS Annual Budget and Projects. Charles has proven that he is responsible and has an understanding of the task at hand. He is not afraid to inquire when he has questions or concerns. He will be able to justify his decisions for our organization.

Charles has proven that he is good with working with others and even those that may disagree with his view point. He has proven that during the House of Delegate. He listens and does not pass judgment. He makes sound decisions in the best interest of our members.

He also has an understanding of the LMSC structure. Charles has served as Chair, Vice Chair, Treasurer and Officials Chair. As USMS gives more ownership to the LMSCs to lead; it is important that board members have an understanding of the LMSCs. By serving on the board, he will promote the needs of our members and bring more value for their membership. Charles has served our competitive members hosting meets and volunteering as an official. He also supports his teammates, those whom compete and those who do not.

He is a champion for diversity and inclusion. From that National to the LMSC to the club to the member perspective, Charles is an advocate for all of us. He is the best candidate for an At Large Board position.

I am proud that Charles has finally taken the leap to run for a board position; he has been ready. Now he is willing and he will serve us well.

Please support Charles Cockrell for the Colonies Zone At Large Board of Directors position.

Nadine Day,

US Masters Swimming Past President

## Ally Sega – Colonies Zone Candidate for At-Large Director



The Election Committee has deemed that Ally Sega 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 *Rob Duquay* and received a letter of recommendation from *Sarah King* 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:***

2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, and 2022

### Section Three: Questions

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

I believe that members are looking for a voice willing to listen and work with leadership to make USMS a more welcoming and inclusive environment, while trying to maintain fairness and integrity. I have a Masters Degree in Social Work and Community Organization. My background includes working with minority communities including people with disabilities, LGBTQ+, Islamic women, and Native Americans. As a member of USMS, I have served both on the LMSC and National Level. I was CONN Masters LMSC Secretary 2011-2019, Diversity and Inclusion Chair 2020-present. I am a Certified USMS Level 4 Coach. As a coach within the Connecticut LMSC, I created and developed Masters programs in Meriden, Cheshire and Orange. These teams were known for their growth that attracted new members, non-traditional swimmers, and encouraged participation in local, regional, and national events. I have served as a mentor to novice coaches, helping several new coaches within Connecticut get established and set up new programs. I ran swim clinics for people looking to start participating in triathlons and assist swimmers learning to swim for participation in the Gaylord Para-Triathlon team. I ran swim meets out of the Meriden Y in the early 2000's as Part of our "Try a meet" program to bring new members into the sport. From 2015-17 I was the meet director for the Nutmeg State Games' Masters Meet and from 2017-Present I have been meet director for The Connecticut Masters Games Swim Meet. These meets are run with a "no-pressure" atmosphere, to be welcoming to new swimmers and create an environment where they would be accepted into the Connecticut Swimming Community. I believe based on my track record of creating inclusive and

supportive programs and events, my long service to the Connecticut LMSC, USMS, and marginalized communities that I can be a strong voice for our membership.

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

Membership and finances are the biggest issues facing any membership driven organization. I believe the way to increase our membership is to be inclusive to all adults interested in swimming. Part of being inclusive is maintaining a low cost membership with quality benefits, for competitive, fitness and learn to swim members. Transparency and integrity are integral in creating trust between members and leadership. I feel that I can actively listen to members and share those concerns to the larger board and offer solutions that can meet the needs of both the organization and membership.

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

Open Water Committee, 2015, under Lynn Hazelwood

Open Water Committee, 2016-2018, under Bob Bruce

Diversity and Inclusion Committee, 2019, under Sarah Welch

Diversity and Inclusion Committee, 2020, Vice Chair under Sarah Welch

Diversity and Inclusion Committee, 2021, under Sarah Welch

Diversity and Inclusion Committee, 2022, Vice Chair under Jeff Commings

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

Masters in Social Work in Community Organization, 2010. My topics of interest included Hospice and Palliative Care, including how it relates to minority populations, Native American Reservation Community Building, LGBTQ+ awareness, Jewish Studies.

Was on the Board of Directors for Hawkwing Inc. Hawkwing, Inc is a Connecticut based non profit organization that worked both on and off the Cheyenne River Reservation in South Dakota. Off the reservation, people were provided learning opportunities about reservation life and volunteer opportunities to help people on the reservation. On the reservation, community building was assisted and supplies and services were donated. This a win win situation for all people who participated.

Was on the Board of Directors for The Connecticut Stonewall Foundation. Connecticut Stonewall Foundation is an organization that provides speakers and learning opportunities for people who want to learn more about the experiences of LGBTQ+ people.

Participate and volunteer in adaptive sports including Achilles, International, CT Chapter and Gaylord Sports Association, as a runner and triathlete. I have been a recipient of the Challenged Athletes Fund multiple times for dedication to my own competition while giving back to sport.

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

My goal in serving on the board of directors is to give our membership a voice. USMS is a member driven organization and our concern is that the voices of our volunteers and members are going unheard. As an At-Large director, I will make sure that all our members' concerns are brought to the attention of the National Office, and that we work towards meaningful solutions to address them. There are many challenges facing USMS, but if we can listen to our members and meet their needs, we can build our organization into a more inclusive and stronger one.



**U.S. MASTERS  
SWIMMING**

Nomination: Ally Segal Board of Directors-At Large for Colonies Zone

From: Robert Duguay

Date: 9/9/2022

To: The Elections Committee

It is my pleasure to nominate Ally Segal to run for the At-large director for Colonies' Zone for the USMS Board of Directors.

In addition to nominating Ally Segal, I am also recommending Ally as a member of the Board of Directors representing Colonies Zone.

Ally has been involved in the Masters Swimming community for nearly twenty years. She currently serves as the Diversity and Inclusion Chair on the Connecticut LMSC Board and is the Vice Chair for the National Diversity and Inclusion Committee where she has served since 2019, previously serving on the National Open Water Committee from 2014-2018. She holds a USMS Level 4 Coaches' Certification and two master's degrees in social work, specializing in organizational development.

Ally has been vocal for disability and LBGTQA+ rights and racial and social equity programs. She has served outreach and advocacy groups such as The Stonewall Speakers, Hawkwing, Achilles CT, and the Gaylord Para-triathlon team. She has been a leading voice in making Masters Swimming, "a sport for all adults". Her current workout group, in Orange, Connecticut is one of the fastest growing and most diverse in the state, encompassing a wide range of ability levels, as well as age, racial, social-economic, disability, sexual preference, and gender groups.

Ally has served as the meet director for The Connecticut Masters' Games since 2017. This event has been vital in getting non-traditional, and new swimmers into the sport. In a sport dominated by elitism and massive egos, the Connecticut Masters' Games Meet, has been an arena where all feel welcome, and getting in and enjoying the experience is more important than the times you swim.

I nominate Ally as a candidate for the National Board of Directors, as she will not sit silently when issues regarding underrepresented swimmers are pushed aside. She is a fierce voice for access, for anyone, looking to embrace the sport of swimming. I feel that she will best put forward the needs and concerns of the Colonies' Zone to the Board of Directors and is not afraid to fight for us.

I highly encourage you to support Ally Segal as the Colonies' Zone At-Large Director.

Regards,

Robert Duguay

General Chair, Connecticut LMSC



**U.S. MASTERS  
SWIMMING**

## Letter of Recommendation

Date: September 13,2022.

### Letter of Recommendation for Ally Segal

To: The Elections Committee

I am writing this letter to recommend Ally Segal for the Colonies Zone At-Large Board of Directors position. Ally currently serves U.S. Masters Swimming as a certified USMS Level 4 Coach. She writes online workouts for U.S. Masters Swimming and coaches a diverse masters team in Orange, Connecticut. In addition to serving as a coach, Ally is an active participant at local, regional, and national U.S. Masters Swimming meets and open water events. Ally is currently serving at the local level as the Diversity and Inclusion Chair for Connecticut LMSC. Ally has served at the national level on the Open Water Committee and is the current Vice- Chair for the U.S. Masters Swimming Diversity and Inclusion Committee.

In recommending Ally for the Colonies Zone At-Large Board of Directors position, I think of Ally asking me, "Do you want to be on a relay?" It is an honor to be asked to be on a relay. No matter how fast or slow that relay goes or whether that relay is swum at a local, regional, or national masters swim meet, Ally wants everyone to get the chance to be on a relay. Masters swimming is meant to include everyone. Ally includes everyone. Ally is a voice for those who are voiceless, or who don't know how to share their concerns with the U.S Masters Swimming community. Ally fights for inclusion of everyone both on and off the pool deck. It's not about how fast you swim; it's about who you are.

I recommend Ally for the Colonies Zone At-Large Board of Directors position because I believe Ally needs to share her passion for swimming, coaching, and Diversity and Inclusion with the entire U.S. Masters Swimming community. I believe that Ally will think critically and carefully about issues currently facing U.S. Masters Swimming at the local and national level and eloquently give voice to those issues. Not just her own voice, but of those within Colonies Zone as a whole. Ally stands up for what she believes in and on the Board of Directors she will continue to advocate for local swim clubs, on deck coaching, LMSC development, sustainability of U.S. Masters Swimming as an organization, and will be a voice that helps U.S. Masters Swimming to think critically and advocate locally for all of us within the organization.

Thank you for the opportunity to recommend Ally Segal for the Colonies Zone At- Large Board of Directors position. I hope you would join me in my recommendation of her as she continues to share her passion for swimming and equality with us all.

Sincerely,  
Sarah King  
Colonies Zone Member  
Connecticut LMSC Secretary  
U.S. Masters Swimming Long Distance Committee 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 *Daniel Cox* and received letters of recommendation from *Lisa Brown* 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, virtual 2020, 2021

### 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 local 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. 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. In 2020 I was chosen to represent USMS on the USA swimming foundation board. The unique experience and partnership opportunity for USMS has given me a fresh perspective to help make a USMS membership more valuable.

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. Enhancing the USMS swimmer experience. Tracking the development and prioritizing the needs of all member swimmers and volunteers, from the new/fitness swimmer, coaches, generational swimmers, college club swimmers and competitive swimmers will be essential for the organization to continue to be of value and help USMS stay relevant in today's everchanging environment.

Issue 2. Belonging to an organization that has a Philanthropic cause is valuable for the USMS membership. Expansion of ALTS programing, and fitness programs, and integrating USMS and the USA swimming foundation philanthropic partnership, marketing successes, will only help create future growth opportunities for USMS. In 2021, the USMS/USA Swimming foundation completed its first successful grant cycle. It was a great honor to serve on the grant evaluation committee. We have a great national cause that will continue to make USMS brand more relevant by continuing to add educational workshops, financial support and expand community involvement across the country which is critical to organizational growth and its membership.

Issue3. Marketing the USMS brand. With most service organizations that have many loyal and supportive members, the emotional component 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 4. Post pandemic challenges. Critical and creative thinking are vital for the future growth and success of the organization. My prior organizational 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:

USA Swimming Foundation Board member 2021-2024 Recommended by President Peter Guadagni

Swimming Saves Lives Foundation, Chair 2017-2021. Served under USMS Presidents Patty Miller and Peter Guadagni.

ALTS programming committee member Marlys Cappaert 2022

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 33 years. B.S. in Petroleum and Natural Gas Engineering from Penn State University. Served on several Industry and Nonprofit Boards.

***USMS Experiences:***

Past Lake Erie Chair 2017-2021  
Lake Erie Secretary 2013-2017  
USMS Adult Learn Instructor Certification, 2018  
OHIO Masters Club member, 2009-present  
USA Swimming Foundation USMS representative 2021 -2024

***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, 2010-2021

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

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

Helped create the USMS Swimming Saves Lives fundraising auction 2019,2020 and transition the auction with the USA Swimming Foundation Golden Googles Auction 2021. USMS members donated unique auction Items that helped USMS meet it fundraising goal for grant programs nationwide.

***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 and volunteers. 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. In 2021 I had the opportunity to help transition the philanthropic side of adult learn to swim grants in partnership with the USA Swimming Foundation. This experience will help us to share ideas and fresh perspectives with USMS so that ANY Adult in our country can have access to swimming opportunities! 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**

Date: April 26, 2022

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

To: The Elections Committee

I nominate Jay DeFinis for the At-Large Director from the Great Lakes Zone.

Sincerely,

Daniel Cox

USMS Member in good standing, Great Lake Zone



**U.S. MASTERS  
SWIMMING**

Date: April 26, 2022

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

To: The Elections Committee

It is with great pleasure that I recommend Jay DeFinis, who is a gifted, committed and talented gentleman, for the At-Large Director from the Great Lakes Zone.

I have had the pleasure of working with Jay DeFinis the past several years on the Adult Learn To Swim committee, the Great Lakes Zone and through grant programs offered through USMS. As someone who manages many people on a daily basis, I am comfortable telling you that Jay is a highly motivated, intelligent, engaging person who strives for success, which is obvious by the level of professional and volunteering roles he participates in throughout his career.

Jay's abilities truly serve as a model for his fellow U.S. Masters swimming volunteers, and his peers often seek him out for his ideas and views. He possesses a charisma and leadership quality that professionals, volunteers and associated organizations alike are drawn to: Mr. DeFinis is a quality person. Jay is an outstanding person in character, ability and attitude.

Therefore, I can recommend Jay DeFinis without any reservations for the At-Large Director from the Great Lakes Zone. I can think of no more deserving person. If there are any further questions please feel free to contact me at the phone number below.

Swimmingly,

Lisa L. Brown  
Great Lakes Zone Chair, USMS  
Vice Chair of Indiana LMSC  
Level 4 USMS coach  
Aquatics Director and Founder of Zionsville Aquatic Masters



**U.S. MASTERS  
SWIMMING**

Date: April 5, 2022

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 where he has been on the investment committee, served as an (ex officio) member of the ALTS Programming Committee, and chaired the Swimming Saves Lives Foundation. He currently serves on the Board of Directors for the USA-Swimming Foundation.

Jay began with USMS as a fitness swimmer, progressing to participating in triathlons, most notably an Ironman, open water swims, including a relay swim across Lake Erie to raise money for ALTS, 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 tune with the motivations of the fitness swimmer, the open water swimmer, and the competitive pool swimmer as they relate to USMS membership.

After running a successful Financial Planning practice for over 30 years, Jay's business and finance knowledge will be an excellent addition to the Board of Directors. 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

Secretary, USMS

Ex-Officio, ALTS Programming Committee

Chair, Minnesota Masters LMSC

## Susan Ehringer – Great Lakes Zone Candidate for At-Large Director



The Election Committee has deemed that Susan Ehringer 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 *Meg Smath* and received a letter of recommendation from *Chris Ottati* 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:***

Orlando Sept. 15-19, 2004; Greensboro Sept. 14-18, 2005; Greensboro Sept. 14-18, 2005; Dearborn Sept. 13-17, 2006; Anaheim Sept. 26-30; Atlanta Sept. 24-28, 2008; Chicago Sept. 16-20, 2009; Dallas Sept. 15-19, 2010; Jacksonville Sept. 14-18, 2011; Greensboro Sept. 12-16, 2012; Anaheim Sept. 11-15, 2013; Jacksonville Sept. 17-21, 2014; Kansas City Sept. 30-Oct. 4, 2015; Atlanta Sept. 21-25, 2016; Dallas Sept. 13-17, 2018; Jacksonville Sept. 26-30, 2018; St. Louis Sept. 11-15, 2019; Virtual Sept. 25-27, 2020, Virtual Sept. 20-23, 2021.

### Section Three: Questions

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

Since I joined U.S. Masters Swimming, I have been striving to repay my fellow sport. I started by simply attending a Kentucky LMSC meeting and eventually worked my way up to becoming the Chair of the LMSC. In 2004, I attended my first U.S. Masters Swimming Annual Meeting. I was pleasantly surprised by the number of smart volunteers who cared so much for the organization that they would spend countless hours devoted to making U.S. Masters Swimming the great organization it is. I was so inspired that I have continued to volunteer for several committees and even became a Chair of the Membership Committee. I have seen us grow from a nearly all-volunteer organization to hiring a Chief Executive Officer who eventually hired a full staff at National Office.

I know I would be a good candidate because I have been mentored by several of the existing and past board members and worked closely with many of the existing Board Members and National Office Staff. I

have a great understanding of the organization and how it functions. I have numerous relationships with people inside the Great Lakes Zone and across the country. I not only have my own opinions of how things should be run, but I listen to others about how they believe the organization can be its. I want to do right by our membership.

I believe my skills as a facilitator of change management and conflict resolution will serve to enhance the board.

***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. If we don't continue to grow, to retain our existing members, get back our former members and continue to recruit new members, we cannot continue to be sustainable. I believe we have lost sight of our base of competitive swimmers. I want to capture the excitement of swimming. The excitement we see during the Olympics. The excitement we experience when records are broken. We have an opportunity to attract new swimmers and bring back our old swimmers by creating new events. Events that people want to come to not just to compete in, but to watch, coach, officiate, and volunteer.

***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:***

- Elections Committee 2016-2021 (Erin Sullivan, Cheryl Gettlefinger)
- LMSC Development Committee 2021 (Maddie Siblia)
- Swimming Saves Lives Foundation 2018-2019
- Legislation Committee Associate 2015, Legislation Committee Ex-Officio 2006-2014 (Rob Copeland, Meg Smath, Sean Fitzgerald, Richard Garza)
- Long Distance Committee Ex-Officio 2006-2014 (Marsha Cleveland, Heather Haggadorn)
- Membership Committee 2008-2013, 2016-2018, Membership Committee Vice Chair 2014, Membership Committee Chair 2018-2020 (George Simon, Leo Letendre)
- Rules Committee Associate 2015, Rules Committee Ex-Officio 2006-2014 (Kathy Casey, Charles Cockrell)
- Communications Committee 2005-2009 (Hugh Moore)
- Marketing Committee 2005-2006 (Doug Garcia)

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

- Chair of Kentucky LMSC
- Membership Coordinator and Registrar of Kentucky LMSC

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

- As Rule Book Editor/Coordinator I reduced the size of the Rule Book and introduced spiral binding.
- Swam collegiately at the University of Evansville 1986-1990

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

I have been a U.S. Masters Member for 20 years. I volunteer to teach ALTS and coach at the local level. I enjoy devoting my volunteer time to U.S. Masters at the national and local level. I want to up my level of contribution from a delegate and volunteer to become an active member of the Board of Directors. If elected I will listen to the membership, bring fresh ideas, make appropriate recommendations and sound decisions.

From: Meg Smath, Secretary, Kentucky LMSC

Date: April 27, 2022

Subject: Recommendation for Susan Ehringer's candidacy, At-Large Director from the Great Lakes Zone

To: The Elections Committee

It is my honor to nominate and recommend Susan Ehringer as candidate for At-Large Director from the Great Lakes Zone. I have known her for more than 20 years, and worked closely with her at the LMSC and national level. In all the years I've known her, we have always worked together well and had a great deal of fun while doing it. Susan has been our LMSC's registrar for decades and not only been spectacular at that job but come up with many innovations, both in her capacity as the Kentucky registrar and as a member and ultimately chair of the Membership Committee (formerly the Registration Committee). She has also been a member of the Elections Committee for several years and also been hard-working and innovative there.

The USMS position she held that was dearest to my heart was as editor of the rule book. I was editor for 12 years myself, and when I was elected secretary of USMS and had to give up being editor, the first person I thought of to take my place was Susan. She was an excellent editor, and I believe held the position longer than I did. She is literally up for any challenge.

She also has been part of two virtual long distance championships hosted by the Kentucky LMSC, both bidding for them and administering them, and has said "yes" anytime anyone asked her to do anything else having to do with USMS. She has given so much to the organization and still has much more to give. She would be a tremendous member of the Board of Directors, and she has my complete support.

Sincerely,



Meg Smath  
Secretary, Kentucky LMSC



**U.S. MASTERS  
SWIMMING**

Nomination \* \_\_\_\_\_

Recommendation\*\* \_\_\_x\_\_\_

Both/Combo\*\*\* \_\_\_\_\_

FROM: Chris Ottati, Pacific LMSC, Administrator (Membership, Top 10, etc)

To: Elections Committee,

Date: April 28, 2022

FROM: Chris Ottati, Pacific LMSC, Administrator (Membership, Top 10, etc)

Subject: Susan Ehringer recommendation, At-Large board position

To: Elections Committee,

I am happily recommending Susan Erhinger for an At-Large USMS Board of Directors position. I worked with Susan for several years on the Membership Committee (formerly Registrars Committee). I found Susan to be organized and thorough. Additionally, Susan was open to all voices and opinions of committee members and always responded in a thoughtful way.

But most of all, I know how passionate about and committed to USMS Susan is. She has spent years as a dedicated volunteer for her Kentucky LMSC. Susan understands USMS and, most importantly, Susan understands the needs of our membership.

I believe Susan is the perfect person to help USMS grow and become the organization it strives to be for all our members and future members.

Closing,

Chris Ottati, Pacific LMSC, Administrator (Membership, Top 10, etc)



# 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 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:***

All meetings of the HOD from 2007 through 2018.

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

All meetings of the HOD in 2020 & 2021 via Zoom

## Section Three: Questions

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

I'm running for another term on the Board because I'd like to continue the work we have started in modernizing our governance structure, our membership benefits and the ways we reach current and potential members. Having served on LMSC Development and Governance Committees I'm well versed in the options and conversations around making progress at both the local and national level on those issues.

***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 think that our continuing need to evolve and adapt our organization and its "products" to meet the needs of younger (under 45) swimmers creates the opportunity to grow out of the pandemic membership dip. Our continued reliance on the competition model coupled with waning enthusiasm of volunteers to host local swim meets makes it hard to create a sustained group of members. 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. I'm really glad that the plans for Relay 2023 are to focus on events and hope to help with those efforts.

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

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; Jeff Strahota, chair

Board of Directors, 2020-current

***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.

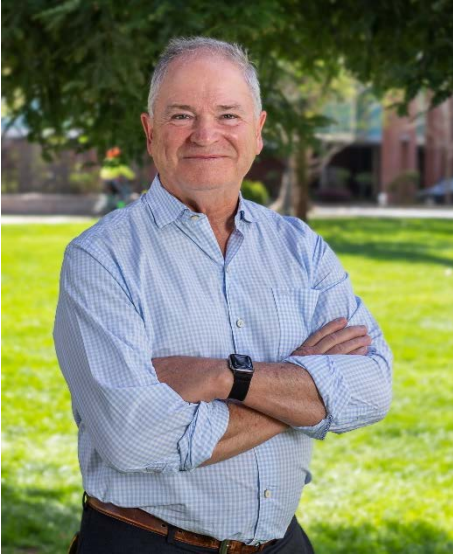
***Please list any other information you would like included.***

I 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 I try to bring that perspective to the board.

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

My wish is to continue the work I've been involved in with helping USMS build on the opportunities that the pandemic has provided us to recover stronger and more flexible in reaching potential members. I'm glad that our emphasis is on growing the local base with quality programming and on the ability to engage volunteers.

## 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 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:***

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  
2020 – Virtual Sept 25 - 27  
2021 – Virtual Sept 24 – 26

### Section Three: Questions

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

Since being elected to the Board of Directors as an At Large Director in 2020 I have very much enjoyed serving on the Board and giving back to the sport that has brought so much to my life. Being an active USMS swimmer since 1998 as a swimmer, official, and Board Member at the Club and LMSC level, I bring a broad perspective of insight and experience to this leadership position. Most recently serving as the

immediate past 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 past 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 continue to 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. **Communication** to our members and prospective members needs to be a continuing priority for our organization. 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. When I was 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 o  
2019, 2020, 2021, 2022 – 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 and provided training to the Pacific LSC. 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 for the 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 very rewarding. It would be an honor to serve again as an At-Large Director on the USMS Board of Directors.

# 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 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:*                     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. (38 years)

## 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 wish to continue my service to the USMS Board of Directors. I have learned much about the operations of USMS and its Board of Directors in my first term and I believe that I can continue to be a productive Board member.

My past experience in USMS is varied. 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). My long-time service to USMS and my varied experiences and roles in the swimming world help me understand the variety of issues that the Board of Directors deal with. 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, it's structure and how it functions. This provided 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 have also brought 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 continue 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?***

The obvious current issue for USMS is rebuilding programs, events and clubs to pre-Covid levels and then to grow from there. All signs are that the organization is rebounding quickly. The USMS leadership must continue to guide this process with a purposeful allocation of resources, both human and monetary. The Board of Directors has the responsibility to ensure the success of this rebuilding. I bring experience to the Board and can continue to help it meet these goals.

Another challenge is to keep USMS ready to meet the future. We must evaluate our programs and procedures with an eye for the current and future issues and challenges that may arise. We must keep an open mind but also nurture an appreciation for our past history and values. This evaluation and any proposed changes must be done thoughtfully and carefully. I can bring a "member" perspective to the Board to ensure that different perspectives are being considered.

***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: South Central Zone At-Large Delegate - 2020 - 2022

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 attended the 2019 Leadership Summit.

I attended the 2022 Relay.

I was a winner of a Dorothy Donnelly Award, a USMS Volunteer Appreciation Award, in 2003.

I was the winner of the Emmett Hines Award, a Gulf LMSC Volunteer Appreciation Award, in 2017.

I was the winner of the Jesse Coon Award, a South Central Zone Volunteer Appreciation Award, in 2020.

***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 continue my service to USMS with another term as the South Central Zone Board of Directors At-Large representative. 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 a unique ability to view issues from a broader perspective than many members 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 I can be a productive member of the USMS Board of Directors.

# Britta O'Leary – Southeast 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 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:*

2019 St Louis, MO, 2020 virtual HOD, 2021 virtual HOD

## **Section Three: Questions**

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

Having been an at-large member of the Board of Directors the past 2 years opened my eyes even more about the importance of governance and the impact it has. Being part of the strategic planning group that was able to give input on the direction of USMS over the next few years was an incredible honor and interesting experience. I was happy to provide my insights having worked on strategic planning for other NGBs in the past and look forward to continuing using my past experiences and knowledge as an asset for USMS.

Being chair for the Georgia LMSC and being on the BoD at the same time has helped me tremendously having the incredibly important local perspective and how national level decision will impact those.

I would love to continue being a bridge between local LMSCs and the BoD and continue to make sure that national priorities are aligned with local priorities.



**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:* USMS is a membership organization. Members are USMS's biggest asset. We need to find ways, through educating about relevance of offerings and services, as well as adjustment of the likes, to get the USMS messaging on a grassroots level. The path has been set for that already, with a focus on club development, followed by Event Development, and Community Development

*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 was part of the USMS strategic plan and things are still 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 have been able to bring that knowledge on a more grassroots level and intend to keep doing so. 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:**

Ad hoc committee strategic planning (committee chair: Carrie Stolar) November 2021-March 2022

**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 LSMC Chair: 5-year strategic plan establishment and implementation

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

Having grown up in Europe and having worked with international sports federations in the past keeps showing me that I can look at things differently and give unique perspectives.

***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 stay 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.

## Jeff Commings – Southwest Zone Candidate for At-Large Director



The Election Committee has deemed that Jeff Commings 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 *Judy Gillies* and received a letter of recommendation from *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 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 the following National House of Delegates meetings:

2017 (Dallas, Texas); 2018 (Jacksonville, Florida); 2019 (St. Louis, Missouri), 2020 (Virtual); 2021 (Virtual)

### Section Three: Questions

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

The USMS board of directors needs to have a variety of voices – and faces – in its group, and as a member of USMS for 23 years, I have been hopeful that the people who are leading the organization would more accurately represent the world around us, but that has not always happened. The saying goes: “Be the change you want to see in the world.” Beyond being a person of color on the board, I feel that my time as a member of the board of directors will bring a wide-ranging voice of someone who is working at multiple levels within Masters swimming. I am a swimmer, a coach, a learn-to-swim instructor and the chair of the Diversity and Inclusion Committee. I have a lot of investment in all levels of this organization, and I want to make sure the leadership works for every member.

***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?***

Looking beyond the competitive swimmers to help increase membership numbers is a big concern. With competitive swimmers not being the majority of members, I want to find ways to help USMS be attractive to all potential swimmers, not just those who are looking to compete.

***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 been a part of the Diversity and Inclusion Committee since 2017, when it was started as a task force by then-President Patty Miller. Sarah Welch was the chair of that task force, and remained the chair when it became a committee, until January 2022. I am currently serving as the chair of that committee.

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

I have been a swimmer my entire life. I have seen the sport from multiple perspectives and feel I can bring those perspectives to my work on the board as an at-large member.

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

The USMS board of directors needs to have a variety of voices – and faces – in its group, and as a member of USMS for 23 years, I have been hopeful that the people who are leading the organization would more accurately represent the world around us, but that has not always happened. The saying goes: “Be the change you want to see in the world.” Beyond being a person of color on the board, I feel that my time as a member of the board of directors will bring a wide-ranging voice of someone who is working at multiple levels within Masters swimming. I am a swimmer, a coach, a learn-to-swim instructor and the chair of the Diversity and Inclusion Committee. I have a lot of investment in all levels of this organization, and I want to make sure the leadership works for every member.

**From:** Judy Gillies (jgillies1848@gmail.com)

**Date:** April 20, 2022

**To:** USMS Elections Committee

I nominate Jeff Commings for the post of At-Large Director for the Southwest Zone to the U.S. Masters Swimming Board of Directors.

Jeff has been a quiet force in Arizona for many years. Jeff and his partner, Geoff Glaser, started a Masters coaching program at La Paloma Country Club in 2008, as part of their own program, Dolphins of the Desert. The main focus of Dolphins of the Desert is private swimming lessons for children and adults, and Jeff has taken on the role of certified Adult Learn-To-Swim Instructor as part of his goal to get more adults involved in swimming. Their program is so popular that it is difficult sometimes finding available lesson times.

Also, at the LMSC level, besides swimming in almost every meet the LMSC hosts, he runs our board elections and at-large elections.

Jeff has been to multiple USMS Annual Meetings, and has made his mark with his involvement on the Diversity and Inclusion Committee as member, Vice Chair and now Chair.

And, Jeff himself continues to train and compete, setting new records almost every time he competes.

For all of the above reasons and even more, I endorse Jeff Commings as our next At-Large Director from the Southwest Zone.

Judy Gillies

Arizona LMSC Vice Chair

Arizona LMSC Officials Chair

Letter of Recommendation for Election to USMS Board of Directors

April 20, 2022

From: Sarah Welch

To: USMS Elections Committee

Dear Election Committee,

It is my honor to write a letter of recommendation for Jeff Comings as a candidate for At-Large Director for the Southwest Zone.

I have worked closely with Jeff for nearly ten years through his volunteer work with USMS. Jeff has extensive knowledge of USMS through his national level volunteer work, his work with his local LMSC, his publication work for USMS and USA Swimming, his coaching experience, and his ownership and management of his swim school, among other experiences. I met Jeff when I served on the USMS Board of Directors and the Board convened the first Diversity and Inclusion Task Force. Jeff volunteered as a member and has served throughout the four years of the taskforce. When that work culminated in USMS creating the Diversity and Inclusions Committee, Jeff continued his service with D&I since its inception, serving as Vice-Chair last year. This year it's been my pleasure to hand over to Jeff the role of Committee Chair for Diversity and Inclusion, a role in which he's hit the ground running.

Through Jeff's leadership as Vice Chair and Chair of Diversity and Inclusion, the Committee has created a series of webinars for two different audiences: Coaches and LMSC Leaders. The Committee had a presence at the recent 2022 Relay for Volunteers event, and created a peer-to-peer group (with the LMSC Development Committee) to support volunteers in the new role of LMSC Diversity Coordinator. He's been instrumental in bringing in new committee members who have further enriched the Committee's diversity of all kinds. Through Jeff's leadership, the Committee is actively engaged in promoting diversity and inclusion at all levels of USMS.

Jeff brings a very rich array of experiences to USMS through his volunteer and professional work. His experience as an international medalist with USA Swimming in the 1990s, being the first Black medal recipient for USA Swimming in international completion, through his hosting of broadcasts about swimming and coaching, his journalism and articles about swimming, his ownership and management of a swim school in Arizona, and his long-term service with USA Swimming will aid him greatly as a Director for USMS.

Jeff is a big picture thinker, a creative person, a thoughtful and collaborative team member—all qualities that make him exceptionally well qualified to serve on the USMS Board of Directors. Jeff's knowledge, experience, and proven leadership skills make him the right person to lead USMS into the future.

Sincerely,

Sarah Welch (PNA-LMSC, former Chair Diversity and Inclusion Committee, former BOD At-Large Director)