



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted

Wednesday, June 19, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Breadbasket Zone

Candidate Name (as on USMS registration)

Samantha Kraft

LinkedIn Profile URL

<https://www.linkedin.com/in/samantha-kraft-219518128/>

Preferred Pronouns

She/Her/Hers

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

USMS annual meetings attended in the last 5 years

Year Attended
2023

I plan to attend the Annual Meeting this year.

Yes

I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.

Yes

I have the technological capability to fully participate in USMS videoconference meetings.

Yes

For at-large director positions: I am a member of an LMSC within my zone of candidacy.

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

#### Recommender 1: Name

Carrie Stolar

#### Second Recommender

#### Recommender 2: Name

Beth Nymeyer

#### Recommender 2 LMSC or N/A

Minnesota

#### Recommender 1 LMSC

Minnesota

## Section 4: USMS Background

USMS Permanent Member Number WZBJ9

USMS Profile URL <https://www.usms.org/people/WZBJ9>

Current LMSC Minnesota

Years as a USMS Member 4

### Service at the LMSC Level

How many years have you served your LMSC? 1-5

### LMSC Service History

LMSC Position/Committee	Length of Service (Years)
Vice President	1

### Service at the Zone Level

How many years have you served at the Zone level? 0

### Service at the National Level

How many years have you served at the National level? 1-5

### National Service History

National Position/Committee	Length of Service (Years)
Finance Committee	1

## Section 5: General Questions for all Candidates

### **Please state why you are interested in serving on the USMS Board of Directors.**

I am interested in serving on the board of directors because I believe I can bring a young and fresh ideas to USMS and help get more younger people invovled

### **What does USMS's mission mean to you? Please share a personal story.**

USMS has improved my live through swimming. I have fell in love with swimming again like when I was a kid. After swimming in college, I got very burnout of the sport & didn't want to do anything with it. A couple of years later, I found out about masters swimming, and met some really cool people & life long friends. It has improved my life by building a community for me & keeping me active.

### **What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

USMS acquired Adult swimming recently. I think this will be a great oppportunity for USMS to get more young swimmers to join again. I would advocate for more adult swimming clubs to pop up in more cities in my zone.

## Section 6: Position-Specific Questions

### **What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

I have been swimming since the age of 7 yrs old. I have so much passion & love for the sport. I want everyone to experience the same love & passion. By that, I coach high school girls swimming, I am involve with masters swimming, I help volunteer with ALTS, & I continue to find new ways to get involve.

### **Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

I coach high school girls swimming for Minneapolis School. High school girls have a lot of opinion & perspectives. There was a situation once how to do the banquet. I was able to let the seniors express how they wanted to celebrate but also factoring what is feasible.

## Section 7: Agreements and Submission

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish**

Accepted

**Consent to Run**

Accepted

**Signature**

A handwritten signature in black ink, appearing to be 'S. W. T.', written in a cursive style.

**Date Signed**

Wednesday, June 19, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Wednesday, June 19, 2024

### Section 1: Nominator/Recommender Information

Name

Carrie Stolar

LMSC or N/A

Minnesota

Zone or N/A

Breadbasket

USMS Permanent Member Number

025C1

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Breadbasket Zone

Candidate Name (as on their USMS registration)

Samantha Kraft

---

### Section 3: Nomination & Recommendation

**How do you know the candidate?**

Sam is my Vice Chair for Minnesota Masters. I also frequently swim open water with her and travel with her to USMS meets (including Nationals) and open water races.

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

Sam is passionate about swimming. She is a thoughtful decision maker. She has a background in finance and currently sits on the USMS Finance Committee. Her background in non-profit finance will bring valuable experience to the USMS board. I personally recruited her to be the Vice Chair for Minnesota Masters. Sam is always willing to step up and help in whatever role is needed, whether on a board or at swim event (pool or open water). Seeing the need for officials in Minnesota, Sam took it upon herself to get qualified as an official this spring and has already worked several meets. Sam is also an assistant high school swim coach and last year was voted assistant swim coach of the year for the Minnesota State High School league.

---

### Section 4: Agreements & Submission

Nominator/First Recommender

Accepted

**Attestation**

Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink that reads "Carrie St. John". The signature is written in a cursive style with a large initial 'C' and a distinct 'S'.

**Date Signed**

Wednesday, June 19, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Wednesday, June 19, 2024

### Section 1: Nominator/Recommender Information

Name

Elizabeth Nymeyer

LMSC or N/A

Minnesota

Zone or N/A

Breadbasket

USMS Permanent Member Number

06JK7

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Breadbasket Zone

Candidate Name (as on their USMS registration)

Samantha Kraft

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

Sam Kraft and I have worked on the board together for over a year. After swimming with her and getting to know her better at Nationals and practices, I asked her to join the Minnesota Board Informally. We also swam under the same coach in high school. She has since accomplished many amazing things within our LMSC such as becoming an official (you may have seen her at Nationals!) and our local vice chair.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

Sam Kraft brings many things to the table at a local and national level. Her background in non profit finance and work on the USMS finance committee bring a solid financial perspective to any volunteer work she engages in. Sam brings a fresh perspective with her younger age demographic. As a division III swimmer she is able to bring a voice to the younger membership USMS hopes to capture.

At a local level she steps up to any task asked of her with ease, her naturally thoughtful personality ensures tasks are done in a timely manner and inclusive of those she works with. She is a true team player, willing to get the job done with everyone's best interests at heart. These are skills that are essential to the success of any board.

I highly endorse Samantha Kraft for the At-Large Breadbasket Zone representative position!

## **Section 4: Agreements & Submission**

### **Second Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, consisting of a large, stylized initial 'G' followed by a series of connected, wavy lines that form the rest of the name.

### **Date Signed**

Wednesday, June 19, 2024





# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Sunday, June 16, 2024

### Section 1: Candidate Information

Board Position Title **At-Large Director-Colonies Zone**

Candidate Name (as on USMS registration) GUY DAVIS

Preferred Pronouns **No pronouns - use my name**

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

USMS annual meetings attended in the last 5 years

Year Attended
2023
2022
2021

I plan to attend the Annual Meeting this year.

Yes

I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.

Yes

I have the technological capability to fully participate in USMS videoconference meetings.

Yes

For at-large director positions: I am a member of an LMSC within my zone of candidacy.

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

#### Recommender 1: Name

Douglas Sayles

### Second Recommender

#### Recommender 2: Name

Teddy Decker

#### Recommender 2 LMSC or N/A

New Mexico

#### Recommender 1 LMSC

New England

## Section 4: USMS Background

USMS Permanent Member Number 034PR

USMS Profile URL <https://www.usms.org/people/034PR>

Current LMSC New England

Years as a USMS Member 25

### Service at the LMSC Level

How many years have you served your LMSC? 6-10

### LMSC Service History

LMSC Position/Committee	Length of Service (Years)
Vice Chair	8

### Service at the Zone Level

How many years have you served at the Zone level? 0

### Service at the National Level

How many years have you served at the National level? 6-10

## National Service History

National Position/Committee	Length of Service (Years)
Investment Committee	9
Finance Committee	8

## Section 5: General Questions for all Candidates

### **Please state why you are interested in serving on the USMS Board of Directors.**

Masters Swimming has significantly improved my quality of life, so I would like to give back by doing all I can to help USMS thrive and grow. I believe that a decade of experience in volunteer governance roles on the New England LMSC board and the USMS Finance and Investment committees has provided me with a solid understanding of the organization and, along with my professional background, prepared me to constructively contribute to the strategic and financial oversight of USMS as an at-large board member.

### **What does USMS's mission mean to you? Please share a personal story.**

My story epitomizes USMS's mission of empowering adults to improve their lives through swimming. When I graduated from college and embarked on my career in the early 1980s, I appreciated and valued the opportunity to train, compete, and socialize with other adults who, like me, were eager to continue participating in a sport that we had enjoyed as kids. Early in my work career, my swimming initially gravitated toward independent fitness swimming, but I soon found that the structure and organization of Masters swimming provided a much richer and more satisfying environment than swimming laps on my own. During the most stressful years of my career, I came to appreciate the mental health benefits of organized group swimming workouts. And when osteoarthritis and two hip replacements curtailed my other fitness options, swimming was integral to my rehabilitation. Of course, my life has also been enriched by the many friends I've made through Masters swimming.

### **What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

I support USMS's strategic priorities. Fostering Masters Swimming clubs, developing and supporting well-qualified coaches, and offering a diverse range of high-quality Masters Swimming events in the pool and open water should always remain a core focus for us. I am excited by the prospects for Grown-Up Swimming to provide fun summer events for all types of adult swimmers. I also appreciate College Club Swimming because supporting young adults' enjoyment of organized swimming provides a natural bridge to Masters Swimming which hopefully in the long term will refresh the membership of USMS. I believe that USMS should continually make incremental improvements via selective experimentation, innovation, and leveraging of our resources and capabilities to provide value for all our members. In these respects our agenda is full, so as a board member I would advocate that we focus on executing our established priorities.

## Section 6: Position-Specific Questions

### **What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

I have several decades of experience with Masters swimming and volunteering. Since 1982, I have belonged to a number of Masters swimming clubs in the United States and United Kingdom and have participated in dozens of pool and open water swim competitions – from local fun meets to world championships in races from 25 yards to 16 miles – and completed an English Channel marathon swim. I have served on club, regional, and national committees and boards. These experiences have engendered my appreciation of the breadth of our Masters swimming community and understanding of the organizations that support this community. Also, my professional consulting, finance, and investment experience has given me a good grounding in financial management and strategic business planning. I hope to use this background to USMS's benefit as a board member, just as I have tried to do as the chair of the Finance Committee.

### **Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

During the pandemic and its aftermath, USMS faced unprecedented financial disruption. During this period, the Finance Committee played an important role in advising the board and management team. However, there were occasional differences of opinion among committee members about how to navigate some difficult financial and organizational tradeoffs. As the chair, I ensured that every committee member was well briefed on the management team's analysis and reporting of our financial position and outlook and was able to air their respective points of view. When there was no consensus of opinion, we prepared a memorandum for the board summarizing our committee's deliberations and differing perspectives, thereby providing context for the board's consideration rather than a simple one-line, majority-approved recommendation..

## **Section 7: Agreements and Submission**

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish** Accepted

**Consent to Run** Accepted

**Signature**

A handwritten signature in black ink, appearing to be 'Eugene Smith', written in a cursive style.

**Date Signed** Sunday, June 16, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Wednesday, June 19, 2024

### Section 1: Nominator/Recommender Information

Name

Douglas Sayles

LMSC or N/A

New England

Zone or N/A

Colonies

USMS Permanent Member Number

S0UPY

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Colonies Zone

Candidate Name (as on their USMS registration)

Guy Davis

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

Guy is a friend and fellow New England LMSC swimmer and governance volunteer whom I have known for over 12 years. We have swum in meets and open water events together, served on the LMSC board and task forces together, and attended USAS conventions and USMS annual meetings together with the New England delegation.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

I am honored to nominate and recommend Guy Davis as a candidate for the position of USMS At-Large Director from the Colonies Zone.

Guy's qualifications include his intelligence, business acumen, tact, and lifelong involvement with swimming at the local, national, and international levels. He is a respected member of the USMS Finance and Investment committees, an advisor to USMS leadership, and a former member of the New England LMSC board, including eight years of service as the LMSC vice chair and two as the Great Bay Masters Swimming president and club rep to the LMSC board.

Guy's low-key manner belies the many contributions he has made to Masters Swimming behind the scenes. For example, he deserves credit for helping maintain a healthy New England LMSC and productive LMSC board over the past decade. During his LMSC board tenure, he chaired our Elections Nominating, Championship Meet, and LCM Mini Meet subcommittees; contributed to our COVID-19 Relief Grant

Program and Lake Willoughby Open Water National Championship task forces; provided financial expertise and reviewed LMSC bank records; and contributed content to our newsletters and website.

In 2012, Guy recruited me into the NELMSC registrar role, one of the many people he has enlisted into volunteerism. When I became the LMSC board chair, I called him "the devil on my shoulder" because of his penchant for playing Devil's advocate, but his insight, sardonic wit, and ability to frame issues in a constructive context make him an invaluable and fun governance partner and friend.

Irish-born, Guy's life includes formative periods in the United Kingdom, Africa, and the United States. In his youth, he was selected to various British national swimming teams and placed fourth in the 400-meter freestyle at the National Championships (Olympic Trials) in 1976. He subsequently earned a bachelor's degree in mathematics and master's degree in economics from Oxford University and built a successful career in investment banking. He also swam, officiated, and volunteer-coached for a London-based swim club for nine years, and served for eight years as a board member of the national governing body of sport now called British Swimming Limited.

While working in the United States during the 1980s, Guy joined U.S. Masters Swimming in the Potomac Valley LMSC and achieved Pool All-American status in 1986 before returning to the United Kingdom. He temporarily resided and swam in the New York area during the 1990s and maintained USMS membership most of his time back in the United Kingdom.

In 2008, Guy returned to the United States and settled in New Hampshire, where he became a part-time investment and small business advisor, a youth age-group team volunteer coach, and a core member and leader of Great Bay Masters Swimming. In recent years, he has been a USMS Long Distance All-American and All-Star and, in 2020, completed an English Channel crossing marathon swim.

As the outgoing chair of the Finance Committee, longtime member of the Investment Committee, part of the advisory group that evaluated purchasing Grown Up Swimming, and advisor to the president and CEO vis a vis USMS's pandemic response plan in 2020, Guy is well-versed in the organization's financial position and strategic focus and would hit the ground running as an at-large board member.

In summary, the breadth, depth, and success of Guy's swimming and business careers and the high regard his teammates and fellow governance volunteers have for him speak volumes about his attributes. I wholeheartedly encourage every USMS delegate to closely consider his nomination packet and qualifications.

Douglas Sayles  
Chair, LMSC Development Committee & Colonies Zone  
Membership Coordinator, New England LMSC  
Member, New England Masters Swim Club – SwimRI

---

## **Section 4: Agreements & Submission**

### **Nominator/First Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink, appearing to read "Ogh. Sgh". The letters are cursive and somewhat stylized.

**Date Signed**

Wednesday, June 19, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Monday, June 17, 2024

### Section 1: Nominator/Recommender Information

Name

Teddy Decker

LMSC or N/A

New Mexico

Zone or N/A

Southwest

USMS Permanent Member Number

06B2Z

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Colonies Zone

Candidate Name (as on their USMS registration)

Guy Davis

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

I have worked with Guy through the finance and investment committees during my time as a member of the committees and as treasurer for the USMS BOD.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

Guy has gained a thorough knowledge of the business aspects of USMS at a national level through his time on the finance and investment committees. His professional experience in the business world will provide valuable insight and benefit to guiding a national organization.

In addition, his swimming experience, passion for both open water and pool swimming, and his time spent being involved in his LMSC give him a great perspective to weigh the needs of the individual swimmer, LMSC, and national level organization all at once.

Guy's time as chair of the finance committee gives him additional experience to handle the myriad of passionate personalities that being a leader of USMS at the national level requires. In my experience, he does a great job hearing out all sides of a discussion and calmly evaluating all options to make the decisions that he feels will be of greatest benefit to USMS as a whole.

Guy will be a valuable addition to the USMS BOD.



---

## Section 4: Agreements & Submission

### Second Recommender

Accepted

### Attestation

Accepted

### Consent to Publish

Accepted

### Signature

A handwritten signature in black ink, consisting of several overlapping loops and lines, enclosed within a rectangular box.

### Date Signed

Monday, June 17, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Thursday, June 20, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Colonies Zone

Candidate Name (as on USMS registration)

Ally Segal

Preferred Name

Ally

Preferred Pronouns

She/Her/Hers

Profile Photo Upload



Ally\_Profile Picture.jpg

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

## USMS annual meetings attended in the last 5 years

Year Attended
2023
2022
2021
2020
2019

**I plan to attend the Annual Meeting this year.**

Yes

**I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.**

Yes

**I have the technological capability to fully participate in USMS videoconference meetings.**

Yes

**For at-large director positions: I am a member of an LMSC within my zone of candidacy.**

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

**Recommender 1: Name**

Gloria Searson

### Second Recommender

**Recommender 2: Name**

Jeff Commings

**Recommender 2 LMSC or N/A**

Arizona

**Recommender 1 LMSC**

Connecticut

## Section 4: USMS Background

**USMS Permanent Member Number** 01SHH

**USMS Profile URL** <https://www.usms.org/people/01SHH>

**Current LMSC** Connecticut

**Service at the LMSC Level****How many years have you served your LMSC?**

10+

**LMSC Service History**

LMSC Position/Committee	Length of Service (Years)
Chair	1
Diversity and Inclusion	4
Secretary	9

**Service at the Zone Level****How many years have you served at the Zone level?**

0

**Service at the National Level****How many years have you served at the National level?**

6-10

**National Service History**

National Position/Committee	Length of Service (Years)
Diversity and Inclusion	6
Open Water Committee	4

**Section 5: General Questions for all Candidates****Please state why you are interested in serving on the USMS Board of Directors.**

USMS has the ability to change lives of adults by promoting fun, fitness, and fellowship. In order to do this though, we need to create an environment of inclusion. By welcoming younger and newer swimmers along with swimmers of all abilities, we increase our membership, our revenue, and the impact we have in the sports and fitness community. In order to welcome new and returning members, we need to keep our dues low while offering benefits that people want.

**What does USMS's mission mean to you? Please share a personal story.**

USMS has the mission of "Empower adults to improve their lives through swimming." As a person with a genetic disorder and chronic health issues, swimming with USMS has given me a reason to push through a wide array of physical issues, keeping me active and healthier. Whether competing at the top of my game or swimming one-armed backstroke, I've always felt the support of teammates and "rivals" from around the country on the pool deck.

The acceptance I feel directed towards me inspires me as a coach and teammate to "pay it forward" and help others overcome their fears, injuries or other challenges. I coach swimmers of all levels, and love to help them work towards their goals, whether it's being a competitive athlete after a stroke, working on the prerequisite skills to take lifeguard training, or to make World Aquatics Masters Championships. My greatest feeling as a coach is when I see my swimmers turn into coaches and cheerleaders themselves.

One example of this effort is the ability to compete as a team in a 5k, 24 obstacle race with multiple athletes with disabilities. I coach a woman who fell on a 4 inch step coming to her first masters practice. I got to see her reach the top of a 12 foot wall and raise her cane in triumph during the obstacle race. Knowing that I am part of her story and so many others, is to me about empowering adults to have better lives through swimming.

**What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

As long as I have been a volunteer with USMS, we have been challenged with growing membership. Two newer initiatives, College Club Swimming and Grown Up Swimming have the opportunity to both grow membership and create more opportunities for members. I had the opportunity to attend the New England Masters combined College Club Swimming and USMS meet that was a huge success. The Board has the opportunity to help promote these and similar events throughout the US.

Many new potential USMS members will be younger and will come to the USMS website with different expectations. The Board can prioritize adding features to the website that will increase interactive options, be accessible to people with disabilities, be more user friendly, include information that members want in ways that are easy to find, and lastly make the experience just as good for mobile phone users as those using a desktop or laptop.

Lastly, the Board is often the place people go when they are disgruntled with a situation. Having Board members that are empathetic and willing to listen and willing to do research before responding is important. While we are always looking for new members, we must also be mindful of our current membership. As a Board member, I would continue to encourage open dialogue with any USMS member who is frustrated with a situation.

## **Section 6: Position-Specific Questions**

**What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

I have been a life long swimmer, but due to health reasons, I have never been a fast swimmer. I started coaching in college, and was always drawn to the swimmers that, like me, seemed to be trying so hard but having a hard time keeping up. That experience drew me to getting a Master's Degree in Social Work, with a concentration in Community Organization. I've had the opportunity to work with diverse communities including: Native Americans on the Cheyenne River Reservation, several Connecticut LGBTQ+ organizations, patients and their families in Hospice, and several adaptive sports programs. A few years ago, I was given the opportunity to teach several Turkish women and their children how to swim. It was another chance to learn about how immigrants and Muslims experience living in the US. As someone who takes the time to get to know people as individuals that are part of larger groups and how they experience the world, I can use that to help the Board see how actions might be interpreted differently in different groups. Strong empathy and communication skills can aid in creating an inclusive and welcoming environment.

I have a wide variety of experiences related to the world of aquatics: I have earned a USMS Level 4 Coaching Certificate, I'm a lifeguard, age group, high school and masters coach, and I teach swim lessons and aqua fitness. I've learned to interact with all types of swimmers in these roles.

**Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

On a personal level, I am very supportive of transpeople. I know, however, that there are many people who are worried that trans-women competing against cis-women is unfair. Personally, I get beat by many swimmers, male and female, young and old. I do not mind if a trans woman beats me. I'm not even sure I would notice. I can appreciate that if I was a fast swimmer who had the chance to win National events and break records, I might feel differently. Therefore, I believe the best thing USMS can do is to have rules based on the best science we have, continue to watch the science, and update the rules as the science suggests. Educating ourselves and others is a good way to find the compromises that will allow for the fairest solutions.

## Section 7: Agreements and Submission

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish** Accepted

**Consent to Run** Accepted

**Signature**

A handwritten signature in black ink, appearing to read "Alyson".

**Date Signed**

Thursday, June 20, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 20, 2024

### Section 1: Nominator/Recommender Information

Name

Gloria Searson

LMSC or N/A

Connecticut

Zone or N/A

Colonies

USMS Permanent Member Number

NXR4R

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Colonies Zone

Candidate Name (as on their USMS registration)

Ally Segal

---

### Section 3: Nomination & Recommendation

**How do you know the candidate?**

Ally is my swim coach. She is also the coach at my nephews high school.

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

Ally lives to get people in the water safely and have fun. She is dedicated to growing USMS. She is committed to increasing swimmers confidence and encouraging everyone to practice and enter meets. She takes the time to know members. she promotes USMS, clubs, nationals, and CT Masters programs at every opportunity. Ally continues to share with everyone her knowledge of the sport and the great events hosted by master's programs. She shares all meets at her various activities from Usms. The common thought was you had to be a great swimmer and compete at a high level to join. She shows us that we can get there with practice. She has the ability to meet people where they are and help them grow. Reach the goals!

.Ally really educates people on what all the acronyms are and all of the different work groups that are available. She's always recruiting people to get involved. I have seen her single-handedly grow our team week over week for more than 2 years.

Ally is an exceptional leader of of team. She maintains all her swimmers. When someone identifies Connecticut masters programs, it's usually not to practice every day and compete initially. Often people are looking to work out a little bit, get their exercise in or even recover from an injury. Sometimes people wanna find a place to swim while they are studying at a local university or visiting. No matter how

someone enters They often stay and become committed to learning more about improving from Ally. They start to increase their skills and they want more. Even when they're not competing, they come to the events and support them. Almost everyone eventually competes because she knows how to instill confidence. She also puts people in a place so they could succeed. I think that would be a great benefit for any director. A Director should have vision. Ally does have that. A Director should also be able to communicate and relate to people. Ally certainly has the skills.

Perhaps it's her social work training that gives us drive to keep coming. And as she works with people with less confidence and previous training, it seems they bring in other new members. . We all have become students of the sport and not just swimmers now because of Ally.

On the board meetings, you hear Ally talk a lot about diversity and inclusion. She is true to that. That's how I found Usms. I was supporting a friend at an para triathlon and she encourage me to come and practice. I went from never swimming to competing in two events with her at Orange Masters.

In addition to loving swimming, loving to coach swimmers, mentoring future, coaches, and improving competitive swimming nationwide . She is also very involved on the board of Connecticut masters. That shows that she doesn't mind putting herself out front to make positive change for the positive and to holding her self accountable.

She works well with other members of gyms s md clubs. Therefore I nominate Ally Sega. to at large Director-Colonies for USMS.

---

## **Section 4: Agreements & Submission**

### **Nominator/First Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, appearing to be 'Ally Sega', written in a cursive style.

### **Date Signed**

Thursday, June 20, 2024





# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Friday, June 21, 2024

### Section 1: Nominator/Recommender Information

Name

Jeff Commings

LMSC or N/A

Arizona

Zone or N/A

Southwest

USMS Permanent Member Number

0310T

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Colonies Zone

Candidate Name (as on their USMS registration)

Ally Segal

---

### Section 3: Nomination & Recommendation

**How do you know the candidate?**

I have known Ally for eight years, as we have both served on the Diversity and Inclusion Task Force that later became the Diversity and Inclusion Committee in 2019. Ally served as my vice chair in 2023.

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

Ally would make a great board member because she cares about every aspect of U.S. Masters Swimming. Though her primary focus leans toward making the Masters swimming experience more enjoyable for those with intellectual and physical disabilities, she is also a tireless advocate for creating equal opportunities for all swimmers regardless of their financial or social background.

Ally has many ideas to continue to grow USMS through the organization's values, and also through the strategic plan of club, event, and community development. I believe she will be a great asset to the board.

---

### Section 4: Agreements & Submission

Second Recommender

Accepted

**Attestation**

Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink, consisting of two distinct parts. The first part is a stylized, cursive-like mark that resembles a large 'J' or 'G' with a loop. The second part is a more horizontal, cursive-like mark that resembles a 'K' or 'C' with a loop at the end.

**Date Signed**

Friday, June 21, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Thursday, June 20, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Great Lakes Zone

Candidate Name (as on USMS registration)

Christopher Rushman

Preferred Name

C.J.

Preferred Pronouns

He/Him/His

Profile Photo Upload



CJ Rushman.jpg

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

I plan to attend the Annual Meeting this year.

Yes

I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.

Yes

I have the technological capability to fully participate in USMS videoconference meetings.

Yes

For at-large director positions: I am a member of an LMSC within my zone of candidacy.

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

#### Recommender 1: Name

Susan Ehringer

#### Second Recommender

#### Recommender 2: Name

Caitlin Gagnon

#### Recommender 2 LMSC or N/A

Ohio

#### Recommender 1 LMSC

Kentucky

## Section 4: USMS Background

USMS Permanent Member Number CJRUS

USMS Profile URL <https://www.usms.org/people/CJRUS>

Current LMSC Kentucky

Years as a USMS Member 28

### Service at the LMSC Level

How many years have you served your LMSC? 10+

### LMSC Service History

LMSC Position/Committee	Length of Service (Years)
KY LMSC Chair	7
KY LMSC Secretary	7
Ohio LMSC Chair	9

LMSC Position/Committee	Length of Service (Years)
Ohio LMSC Secretary	4

**Service at the Zone Level**

**How many years have you served at the Zone level?** 1-5

**Zone Service History**

Zone Position/Committee	Length of Service (Years)
Great Lakes Zone Chair	4

**Service at the National Level**

**How many years have you served at the National level?** 1-5

**National Service History**

National Position/Committee	Length of Service (Years)
USMS National Corporate Secretary	4
At Large Director	1

**Section 5: General Questions for all Candidates**

**Please state why you are interested in serving on the USMS Board of Directors.**

I believe that the leadership experiences I have gained in the military and corporate world combined with the experience of serving USMS at both the local and national level will make a good combination for providing leadership to the organization.

My twenty nine years in compliance and project management within managing organizations, both large and small, through periods of change will be of great value in the role of at-large director for the Great Lakes Zone. If elected, I would like to focus on transparent communication as a means to improve USMS and promote strategic growth with the intent of increasing our membership. We need to focus the organization on truly marketing our brand and getting the message out that USMS has something to offer everyone. We need to stop telling ourselves how great swimming is. We need to step outside of the swimming world and really promote to non-swimmers the benefits of our sport.

**What does USMS’s mission mean to you? Please share a personal story.**

What I love about the mission is the simplicity. "Empower adults to improve their lives through swimming." People get the support they need that is right for them. They are respected and confident in their communities.

I have been and still am a card-carrying member of United States Masters Swimming since May 1st, 1996. My life has certainly been affected by this sport. Like Doctor Suess's book, "Oh the Places You Will Go", my swimming life mirrors that story. I would not be the person I am without the people I have met and still yet to encounter in my swimming life. All of my dearest friends, some dating back to my childhood, are due to being involved in the sport of swimming.

**What do you consider to be USMS’s greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

The focus should be Membership, specifically retention and growth. Both are critical to the future health of

USMS. We need to attract new members as well as keep those who have joined in the past. The organization needs to develop a consistent balance of interests for both groups for their continued membership in USMS. Consistent programs for all members will ensure that USMS can deliver a valued product. This will be reflected by our members' continuing support and membership.

In addition to developing programs that will increase our membership, we must continue marketing concepts to broaden our financial base so that we do not rely strictly on registration, club, and program fees to run our organization. Support of corporate sponsors who have looked to aid us as loyal partners needs to continue and explore new opportunities for the future.

## Section 6: Position-Specific Questions

### **What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

- Volunteer Task Force: 2018–2019. Chaired by Laura Winslow.
- USMS LMSC Leadership Summit Task Force: 2018–2019. Co-led with Lisa Brown.
- USMS LMSC Development Committee: 2016–2019. Chaired by Michael Moore.
- USMS Great Lakes Zone Chair from 2015–2019.
- USMS At-Large Director (filled vacancy): 2013–2014.
- USMS Secretary: 2009–2013. Served under Presidents Jeff Moxie and Nadine Day.
- Information Technology (IT) Liaison to the Board of Directors: with Chris McGiffin and Jim Matysek. Oversaw the production of the development of the in-house registration system for USMS.
- Ex-Officio to Coaches Committee: 2012–2015. Chaired by Scott Bay.
- Championship Committee: 2002–2009. Chaired by Mark Moore. Served as co-meet liaison with Carolyn Boak to USMS Short Course Nationals at the University of Texas, Austin, Texas, 2008.
- Publications Committee (descendent of the Rule Book Committee): 2002–2009. Chaired by Meg Smath and Susan Ehringer.
- Swim Kentucky Masters club president: 2009–present
- Kentucky LMSC Chair: 2017–2023
- Kentucky LMSC Secretary: 2011–2017
- Ohio LMSC Chair: 2001–2007
- Ohio LMSC Secretary: 1999-2007
- Ohio LMSC Vice Chair: 2009-2011, & 2018-2022.
- Ohio LMSC Fitness and Safety Officer: 2007–2009
- Founder of Anderson Barracuda Masters (Cincinnati, Ohio):
- USA/YMCA certified swimming official
- Officiated the 2019 College Club Championship meet at Ohio State University.
- American Swimming Coaches Association life member.
- U.S. Masters Swimming Certified Coach Level 3(achieved Oct. 2013)
- Adult-Learn-to-Swim certified instructor (achieved Feb. 16, 2020)
- USA Triathlon Certified Level 1 Coach (achieved Oct. 2016)

### **Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

One way is to stay focused on the Overall and Shared Goals of the group. Make sure you truly understand the real goal. Embrace difference: ask questions to reduce confirmation bias. Sometimes we avoid people or ways of thinking that are different from our own. Try taking the opposite approach and ask questions about why someone has a different view or way of working. And here's the one mistake in the question: Progress grows not despite differences but because of differences. Without differences, we seldom find new and better ways. It is by embracing differences, by exercising differences that we find new ways – and so we progress in all we do.

## Section 7: Agreements and Submission

### **Election Operating Guidelines**

Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish** Accepted

**Consent to Run** Accepted

**Signature**

A handwritten signature in black ink, appearing to be 'C. J. R...'.

**Date Signed** Thursday, June 20, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 20, 2024

### Section 1: Nominator/Recommender Information

Name

Susan Ehringer

LMSC or N/A

Kentucky

Zone or N/A

Great Lakes

USMS Permanent Member Number

01WF7

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Great Lakes Zone

Candidate Name (as on their USMS registration)

C.J. Rushman

---

### Section 3: Nomination & Recommendation

**How do you know the candidate?**

We are teammates on Swim Kentucky Masters and serve on the LMSC Board together.

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

He has previously served on the Board of Directors, Zone Chair, LMSC Chair, and a variety of committees at the national level. C.J. understands the business of U.S. Masters Swimming. He cares about the organization, the sport, and his fellow swimmers.

---

### Section 4: Agreements & Submission

**Nominator/First Recommender**

Accepted

**Second Recommender**

Accepted

**Attestation**



Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink that reads "Susan Emiger". The signature is written in a cursive style with a large initial 'S' and a distinct 'Emiger'.

**Date Signed**

Thursday, June 20, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 20, 2024

### Section 1: Nominator/Recommender Information

Name

Caitlin Gagnon

LMSC or N/A

Ohio

Zone or N/A

Great Lakes

USMS Permanent Member Number

0ANR8

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Great Lakes Zone

Candidate Name (as on their USMS registration)

CJ Rushman

---

### Section 3: Nomination & Recommendation

How do you know the candidate?

I met CJ through masters swimming in 2017, and he encouraged me to volunteer for USMS in 2022.

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

CJ is great at making things happen. He is a doer. He is also fantastic at identifying more volunteers who can further the mission of USMS. He is definitely a leader in this region.

---

### Section 4: Agreements & Submission

Second Recommender

Accepted

Attestation

Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink, appearing to read 'C. A. A.', written in a cursive style.

**Date Signed**

Thursday, June 20, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Wednesday, May 22, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Oceana Zone

Candidate Name (as on USMS registration)

Ian King

LinkedIn Profile URL

<https://www.linkedin.com/in/ian-king-52937477/>

Preferred Pronouns

He/Him/His

Profile Photo Upload



Ian Headshot.png

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

USMS annual meetings attended in the last 5 years

Year Attended
5

**I plan to attend the Annual Meeting this year.**

Yes

**I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.**

Yes

**I have the technological capability to fully participate in USMS videoconference meetings.**

Yes

**For at-large director positions: I am a member of an LMSC within my zone of candidacy.**

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

**Recommender 1: Name**

Phyllis Quinn

### Second Recommender

**Recommender 2: Name**

Britta O'Leary

**Recommender 2 LMSC or N/A**

Georgia

**Recommender 1 LMSC**

Pacific

## Section 4: USMS Background

**USMS Permanent Member Number** 07M0V

**USMS Profile URL** <https://www.usms.org/people/07M0V>

**Current LMSC** Pacific

**Years as a USMS Member** 12

### Service at the LMSC Level

**How many years have you served your LMSC?** 1-5

### **LMSC Service History**

LMSC Position/Committee	Length of Service (Years)
Chair	1

LMSC Position/Committee	Length of Service (Years)
Secretary	4

### Service at the Zone Level

How many years have you served at the Zone level? 1-5

### Zone Service History

Zone Position/Committee	Length of Service (Years)
Chair	2

### Service at the National Level

How many years have you served at the National level? 6-10

### National Service History

National Position/Committee	Length of Service (Years)
Chair/Compensation & Benefits Committee	1
Vice Chair/Compensation & Benefits Committee	1
Member/Compensation & Benefits Committee	1
Vice Chair/LMSC Development Committee	1
Member/LMSC Development	1
Member/Rules Committee	2
Member/Fitness Education Committee	1

## Section 5: General Questions for all Candidates

### **Please state why you are interested in serving on the USMS Board of Directors.**

I started my USMS journey 12 years ago. It has given me such a tremendous outlet to enhance my fitness and competitive swimming needs. Little did I know that along the way, I would also gain a network of friends and be able to participate in a community which offers camaraderie, support, fun and a sense of belonging. I began my volunteer path with the Georgia LMSC and discovered I also had interest in serving at the national committee level. Since moving to the San Francisco Bay Area in 2018, I have been heavily involved with governance of my local team, Walnut Creek Masters, as well as Pacific LMSC. It has been such an honor over the years to serve our organization as a volunteer. I can think of no greater privilege than the opportunity to give back to USMS by serving on the Board of Directors and sharing my passion for this sport we call our own.

### **What does USMS's mission mean to you? Please share a personal story.**

I believe our mission captures the essence of helping our members to become stronger and more confident as they seek to improve the quality of their lives through swimming. That quality-of-life improvement can mean different things to different people. By building a swimming community that encourages everyone and addresses their own needs, USMS can provide a swim home for everyone. Case in point, is my own USMS journey. I am a somewhat "late bloomer" to the swimming arena. I grew up dedicated to a different sport and only ventured into swimming later in life due to back and knee issues. In 2011, I joined this quirky local

adult summer swim league in Atlanta, GA (now called Grown Up Swimming). When the summer was over, not only did I find that my physical ailments were non-issues, but I discovered a passion for swimming (and competing). Adding to that, a community that supported me not only while in the pool but cared about my general well-being. Despairing at the possibility of not swimming again until next summer, a friend suggested that I join US Masters Swimming. Of course, my brain went to the “green jacket” of the golfing world and didn’t think I was of the caliber to be a “Masters” swimmer. Happy to say my perspective has changed quite a bit over the years and I couldn’t be happier than to be part of the USMS family.

**What do you consider to be USMS’s greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

As I look at the landscape of opportunity for USMS, there are so many good efforts being made (too many to mention here). I think we need to focus on shaping our organization for the future and broadening our scope for membership growth and development. With Grown Up Swimming now under the USMS umbrella, this seems like a tremendous chance to help build a potential bridge to USMS membership and promote swimming as a community effort. As a member of the Grown Up Swimming Advisory committee, it has been such a pleasure to see this product launch and am excited to see where this effort takes us. In addition, College Club Swimming seems to be an avenue for greater membership growth. For both Grown Up Swimming and College Club Swimming, it seems we also have potential for expanding our demographics to a much broader audience along with increasing our member base (i.e. add more diversity to our membership). Being on the national board, I would seek to gain a deeper understanding around these efforts mentioned and help identify gaps for support along with promoting best practices for sustainment.

**Section 6: Position-Specific Questions**

**What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

USMS membership has had such a significant and important impact on my life. It has offered the opportunity to develop some great friendships, given me a sense of belonging and a venue to stay fit (and satisfy my competitive needs). As much as this sport and organization have given to me, it is tremendously important that I give back. As an At-Large Director, I will bring my strong sense of passion, collaboration, commitment, and high energy to the USMS Board. My time as a volunteer at both the local, LMSC, and national level, in combination with my professional leadership experience, I believe has given me a solid background to help lead USMS into the future and contribute to its success. It would be an honor and privilege to serve our swimming community as the Oceana At-Large Director.

**Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

As the current LMSC Chair for Pacific, there are many opportunities to balance my perspective with input from our community. In a recent monthly LMSC meeting, a topic came up that surrounded a potential legislation change that will most likely be presented during the annual USMS meeting in September. I was of the opinion that this topic was better discussed with our slate of delegates once they had been selected but was open to having it included on the agenda. Unfortunately, this topic never made it to the agenda due to a miscommunication that was completely my fault. The topic was added as an addendum at the beginning of the meeting, but no one had the opportunity to review the legislation change beforehand. Thus, we needed to spend time during the meeting to review the language and give everyone present the opportunity to express their opinions and engage in discussion. Using Robert's Rules of Order as a guide to facilitate the conversation, attendees spoke one at a time and all respectively listened to what others had to say. Even though our meeting lasted a bit longer than normal, we were able to successfully navigate the discussion, ensuring all had a voice and brought closure to the topic.

**Section 7: Agreements and Submission**

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire**

Accepted

**Code of Conduct**

Accepted

**Unsporting Conduct**

Accepted

**Attestation**

Accepted

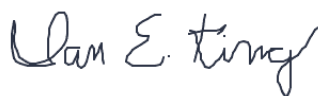
**Consent to Publish**

Accepted

**Consent to Run**

Accepted

**Signature**

A handwritten signature in black ink that reads "Dan E. King". The signature is written in a cursive style with a large initial 'D' and 'K'.

**Date Signed**

Wednesday, May 22, 2024





# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, May 23, 2024

### Section 1: Nominator/Recommender Information

Name

Phyllis Quinn

LMSC or N/A

Pacific

Zone or N/A

Oceana

USMS Permanent Member Number

03f7y

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Oceana Zone

Candidate Name (as on their USMS registration)

Ian King

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

Served with Ian on the Pacific Masters executive committee. Ian served as the Secretary for Pacific Masters for four years.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

I served as the previous Chair for Pacific Masters LMSC. His leadership style is different than mine, but I know the BOD will benefit from his talents as a manager. Ian has a professional manner but is also easy-going and thoughtful. He is engaging when voicing his ideas and encourages others to add to the conversation. Ian is now serving as the Chair for the Pacific LMSC. He runs the monthly meetings effectively. He is also currently serving USMS on the Comp and Benefits committee and on the LMSC development committee.

Ian is a very kind and friendly gentleman and is not shy when leading a group discussion. He knows how to work with different people to get a job done. He would be a great addition to the USMS BOD.

Please note: Ian and I are both running for this position. We have discussed this and are endorsing each other. We will support each other no matter who is elected. We both want to serve and help the organization in whatever manner we can.

## **Section 4: Agreements & Submission**

### **Nominator/First Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, appearing to read "Shylois R. [unclear]". The signature is written in a cursive style with a long horizontal stroke at the end.

### **Date Signed**

Thursday, May 23, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Friday, June 14, 2024

### Section 1: Nominator/Recommender Information

Name

John King

LMSC or N/A

Pacific

Zone or N/A

Oceana

USMS Permanent Member Number

03J3C

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Oceana Zone

Candidate Name (as on their USMS registration)

Ian King

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

Ian and I are both members of the Walnut Creek Masters swim team, and are both active members of the team Board of Directors. We have both participated in multiple Relay leadership meetings. We have both officiated at numerous swim meets. I have had the pleasure to witness his involvement at the local, regional, and national level.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

It is my honor to recommend Ian King as candidate for At-Large Director from the Oceana Zone. I have known Ian for several years and had the pleasure of working with him at the local, LMSC and national level.

Since he arrived several years ago he has wasted no time in stepping up to help with the Walnut Creek Masters team activities at both the board level and meet level. His organizational skills are strong and he is skilled at generating enthusiasm with those around him to also participate. He has stepped up as an official and both competes as an athlete, and serves as an official.

His skills and energy are in service as the Pacific LMSC board chairman navigating through all the the issues that go along with a large LMSC.

As the current At-Large Director from Oceana, I have very much enjoyed his involvement at the national

level where Ian's committee service is greatly appreciated. His organization of programs at the Relay meet and as a guest during USMS Board meetings on compensation and benefits issues really stand out.

For all the above reasons I recommend Ian for the position of At-Large Director from the Oceana Zone.

---

## **Section 4: Agreements & Submission**

### **Second Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, appearing to be "J. King", written in a cursive style.

### **Date Signed**

Friday, June 14, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted

Tuesday, May 14, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Oceana Zone

Candidate Name (as on USMS registration)

Phyllis Quinn

Preferred Pronouns

No pronouns - use my name

Profile Photo Upload



[PQ photo.JPG](#)

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

USMS annual meetings attended in the last 5 years

Year Attended
5

**I plan to attend the Annual Meeting this year.**

Yes

**I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.**

Yes

**I have the technological capability to fully participate in USMS videoconference meetings.**

Yes

**For at-large director positions: I am a member of an LMSC within my zone of candidacy.**

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

**Recommender 1: Name**

Ian King

**Second Recommender**

**Recommender 2: Name**

Nancy Ridout

**Recommender 2 LMSC or N/A**

Pacific

**Recommender 1 LMSC**

Pacific

## Section 4: USMS Background

**USMS Permanent Member Number** 03f7y

**USMS Profile URL** <https://www.usms.org/people/03f7y>

**Current LMSC** Pacific

**Years as a USMS Member** 43

### Service at the LMSC Level

**How many years have you served your LMSC?** 10+

### **LMSC Service History**

LMSC Position/Committee	Length of Service (Years)
Chair	4

LMSC Position/Committee	Length of Service (Years)
Open Water Sanction Chair	7

### **Service at the Zone Level**

**How many years have you served at the Zone level?**

### **Service at the National Level**

**How many years have you served at the National level?**

### **National Service History**

National Position/Committee	Length of Service (Years)
Chair LDC	4
Vice Chair LDC	4
Long Distance committee	5

## **Section 5: General Questions for all Candidates**

### **Please state why you are interested in serving on the USMS Board of Directors.**

I have volunteered for my club, and my LMSC. I feel the time is right to devote by volunteer efforts on a broader aspect of USMS.

### **What does USMS's mission mean to you? Please share a personal story.**

The mission is to empower adults to swim. I have been a swimmer most of my life. I coached age group swimmers for seven years through high school and college. I have been a lifeguard and a pool manager. I recently recertified my lifeguard certification because it is important to relearn these lifesaving skills. To attract adults to swimming we need to educate the staff at various pools to encourage swimmers to try an organized workout. If the pool already has a master's team, USMS needs to help then promote themselves. All USMS members should want to be ambassadors for our programs.

### **What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

We need to introduce masters swimming programs in all community pools. That means getting more people certified as coaches and ALTS leaders. These new programs need to emphasis fitness and wellness activities, not just competitions. To make this happen, we need to educate and provide financial incentives for these programs. We need more diverse volunteers to help reach out to underserved communities.

## **Section 6: Position-Specific Questions**

### **What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

My career was as a Forensic Chemist. I have an analytical mindset. I like to learn about new things but apply data-based analysis before starting anything new. I know a lot about swimming teams and programs. I served three years on the BOD of the Olympic Club which is a multi-million-dollar business. I served four years as the chair, (first women) of the largest LMSC, Pacific Masters. This was through the pandemic years. We were able to help many of the teams with monetary grants. I also had to deal with difficult volunteers. I think Pacific Masters was a leader in the development of a code of conduct for volunteers and a process to

deal with these issues. I like hearing other people's point of views, as there are other ways to look at problems and solutions.

**Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

Pacific Masters hold a monthly meeting that is usually attended by 25 or more swimmers. We allow open discussions on all agenda items. Trying to get a consensus is regularly a challenge. It is not about what I think is the right decision, but about what will benefit the swimming community.

## **Section 7: Agreements and Submission**

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish** Accepted

**Consent to Run** Accepted

**Signature**



**Date Signed** Tuesday, May 14, 2024





# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Wednesday, May 22, 2024

### Section 1: Nominator/Recommender Information

Name

Ian King

LMSC or N/A

Pacific

Zone or N/A

Oceana

USMS Permanent Member Number

07M0V

### Section 2: Candidate Information

Board Position Title

At-Large Director-Oceana Zone

Candidate Name (as on their USMS registration)

Phyllis Quinn

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

I have known Phyllis for the past 6 years. We have both served on the Pacific LMSC (she as the Chair, 2019-2023) and have been delegates for Pacific at the last several USMS annual meetings. In addition, we have collaborated as officials for many Pacific meets and also cheered each other on for individual swim events.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

I currently serve as the Chair for the Pacific Masters LMSC and have known Phyllis for many years. I became acquainted with Phyllis when she was elected Pacific Masters LMSC Chair in 2019 and I served as the Secretary for the LMSC. Soon after she stepped into the Chair role, COVID-19 hit the world and put challenges before us that no one ever expected. Phyllis was able to guide the LMSC through very difficult times. She utilized her significant leadership skills to sustain a modicum of progress during the pandemic and helped keep our very large LMSC intact and functioning. In addition to serving at the local level, Phyllis has served in a national capacity for several years and is currently the Chair for the Long Distance Committee. She is steadfast in her passion for Masters swimming and the mission of the organization. There is no doubt she has played a significant role in mentoring and helping me grow personally into the volunteer I am today. I will be forever grateful for her guidance and leadership in this crazy sport we are privileged to call our own.

In all transparency, I will also be running for the Oceana At-Large Director Board position. I cannot think of

a better candidate to run against. Phyllis and I have spoken about the situation and we whole-heartedly support each other's candidacy. Friendly competition doesn't get any better than this!

In conclusion, Phyllis would be a true asset to the USMS Board of Directors in the role of Oceana At-Large Director. Her volunteer efforts and leadership will lend themselves well to our organization. She exudes an air of humbleness, kindness and an ear for listening. She is always willing to lend a helping hand and to share her abundance knowledge of all things USMS. She is comfortable on the pool deck while officiating a meet as well as contributing to discussions during a House of Delegates session or a monthly LMSC meeting. Phyllis brings a positive energy to everything she does. Please accept this letter as not only a nomination request, but a hardy endorsement to elect Phyllis Quinn as the Oceana At-Large Director for the USMS Board of Directors.

---

## **Section 4: Agreements & Submission**

### **Nominator/First Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink that reads "Ian E. King". The signature is written in a cursive style with a large, sweeping initial "I".

### **Date Signed**

Wednesday, May 22, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Wednesday, May 29, 2024

### Section 1: Nominator/Recommender Information

Name

Nancy Ridout

LMSC or N/A

Pacific

Zone or N/A

Oceana

USMS Permanent Member Number

NANCY

### Section 2: Candidate Information

Board Position Title

At-Large Director-Oceana Zone

Candidate Name (as on their USMS registration)

Phyllis Quinn

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

I have know Phyllis for many years through Pacific Masters Swimming having worked with her as part of the Pacific Masters Swim Committee, as Open Water Chair, as Pacific Masters Chair, part of the Annual Celebration Committee, and many other LMSC roles. I also know her as a fellow competitor, meet and open water director, and roommate at the USMS Annual Meeting.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

Phyllis brings a wealth of experience and skills to this position. Her experience as Pacific Masters Charman gives her experience for managing a leadership position; her many roles within her club and LMSC gave her a breadth of knowledge. The skills she brings include a balanced, pleasant and thoughtful style. She focuses and listens attentively to the issues being discussed and makes independent decisions based on her experience and ability to see long term consequences of these decisions.

### Section 4: Agreements & Submission

Second Recommender

Accepted

**Attestation**

Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink that reads "Nancy Ridout". The letters are cursive and somewhat stylized, with a prominent loop in the 'y' and a distinct 'd'.

**Date Signed**

Wednesday, May 29, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Monday, June 17, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Northwest Zone

Candidate Name (as on USMS registration)

Robert Heath

Preferred Name

Rob

Preferred Pronouns

He/Him/His

Profile Photo Upload



Rob Heath Photo.jpg

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

## USMS annual meetings attended in the last 5 years

Year Attended
2023
2022
2021
2020

I plan to attend the Annual Meeting this year.

Yes

I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.

Yes

I have the technological capability to fully participate in USMS videoconference meetings.

Yes

For at-large director positions: I am a member of an LMSC within my zone of candidacy.

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

**Recommender 1: Name**

Sandi Rousseau

**Second Recommender**

**Recommender 2: Name**

Jim Clemmons

**Recommender 2 LMSC or N/A**

Snake River

**Recommender 1 LMSC**

Oregon

## Section 4: USMS Background

**USMS Permanent Member Number** 03JPG

**USMS Profile URL** <https://www.usms.org/people/03JPG>

**Current LMSC** Inland Northwest

**Years as a USMS Member** 21

## Service at the LMSC Level

How many years have you served your LMSC?

10+

### LMSC Service History

LMSC Position/Committee	Length of Service (Years)
Chair	1
vice chair	2
Equipment Chair, Pacific	8
LMSC HOD Delegate, Pacific	7

## Service at the Zone Level

How many years have you served at the Zone level?

1-5

### Zone Service History

Zone Position/Committee	Length of Service (Years)
LMSC Chair, Board Member	2

## Service at the National Level

How many years have you served at the National level?

10+

### National Service History

National Position/Committee	Length of Service (Years)
HOD Delegate	13

## Section 5: General Questions for all Candidates

**Please state why you are interested in serving on the USMS Board of Directors.**

I have been a member of USMS since 2003 and hope to help guide the organization into a successful future based on the ideals and goals of the original founders. Discussing USMS with the children of June Krauser ha given me a unique insight into the early days of USMS. Recognizing that much has changed about USMS since the 70's, the inspiration that so many received to volunteer is something I would like to emulate in furthering my volunteer work for the organization.

**What does USMS's mission mean to you? Please share a personal story.**

The mission of USMS means that we are here to expand the adult swimming experience at all levels of experience, keeping in mind that the diversity of the opportunities available to us should benefit the entire body, not just through one perspective.

My personal story with USMS began 27 years after my D-1, National Championship experiences. I fell in love with the personal-relationship aspect of the organization, after experiencing the intensity of NCAA D-1 swimming. The competitors enjoy each other's company, thrive in the health benefits of swimming, and value the commitment that these individuals give to the organization. Our volunteers are the backbone of USMS, and need to be treated as such.

## **What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

I believe that we need to have a better auditing system for our College Club Swimming graduates. These are the athletes that, once life settles in for them a bit, will represent the biggest area of growth. While expecting them to immediately join USMS after college is not realistic, it is a source well worth tapping into for the long term health of USMS. Historically we have always had our mid range age groups as the largest percentage of our membership. If we can tap into the athletes in their mid-to late 30s more effectively, I believe that will be our best area for growth.

In recent years, many long-time members of USMS have voiced their feelings that the volunteers have not been appreciated as much as years past. I hope to help revive the passion to volunteer, as many of the LMSCs are struggling to fill all positions. When we celebrate and encourage the passion and time they give, the desire to volunteer will be infectious.

## **Section 6: Position-Specific Questions**

### **What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

We need voices on the board that are good communicators, knowledgeable of the history of USMS, passionate about the sport and the organization, and comfortable enough to speak out for the opposition or support of any idea that the Board is considering.

My 50 years in business, experience as a member on various boards, passion of a life-long swimmer, and 20 years+ membership in USMS gives me the perspective and experience to help guide USMS into a productive future.

### **Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

A perfect example was my initial response to the Grown-up swimming acquisition. While initially opposed to it, hearing some of the feedback from individuals supporting it on why the decision was made and re-reading our Mission Statement, I feel now that the program fits nicely into our organization as a stand-alone effort to reach out to adult swimmers and increase the viability of USMS, while offering the benefits that USMS provides.

## **Section 7: Agreements and Submission**

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted



**Consent to Publish**

Accepted

**Consent to Run**

Accepted

**Signature**

A handwritten signature in black ink, appearing to read "R. Heath". The signature is written in a cursive style with a large initial "R" and a distinct "H".

**Date Signed**

Monday, June 17, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Tuesday, June 18, 2024

### Section 1: Nominator/Recommender Information

Name

Sandi Rousseau

LMSC or N/A

Oregon

Zone or N/A

Northwest

USMS Permanent Member Number

025UJ

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Northwest Zone

Candidate Name (as on their USMS registration)

Robert Heath

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

Rob is a member of the USMS Championship Committee and I have worked with him on a subcommittee within this committee. He is also a member of the Northwest Zone and participates in quarterly Zone meetings.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

It is my privilege to nominate and recommend Rob Heath for the U.S. Masters At-Large Director – Northwest Zone.

Rob has been heavily involved in Masters swimming since 2003. Starting at the local and club level, he became a level 3 coach in 2011 and has been a long time volunteer with Pacific and Inland Northwest LMSCs. He is engaged with USMS and has ideas that improve the operation of the organization for Masters swimmers everywhere. He follows through on his ideas working with teams of people to see them through implementation.

Rob is a small business owner and possesses first-hand knowledge of how to run a business successfully. He has experience implementing policies as well as balancing the needs and desires of all constituents in a fair and balanced manner.

Rob is a good listener and willing to hear all viewpoints. I have observed his interactions and contributions

on the Championship Committee and at Zone meetings, and he has demonstrated the ability to delve into discussions, question the possible implications of actions, and look for what is best for our organization. He is not afraid to ask for explanations and background information, and these are characteristics that will be beneficial to our Board of Directors. Rob is a team player and can build consensus with rational and productive discussions about topics.

He has a love and concern for Masters swimming and realizes that decisions made at the Board level can impact local programs. He has never faltered in his support of USMS programs at all levels. Rob is an ambassador for our sport and has the best interests of Masters swimmers at heart. He has concern for the experiences that both competitive and non-competitive swimmers in Masters swimming are having.

Rob is a valuable contributor to USMS and would be an asset in a position in which he can help guide the future of USMS. He is a passionate promoter of USMS and will serve our members well on the Board of Directors.

---

## **Section 4: Agreements & Submission**

### **Nominator/First Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink that reads "S Rousseau". The letter "S" is large and stylized, followed by the name "Rousseau" in a cursive script.

### **Date Signed**

Tuesday, June 18, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Wednesday, June 19, 2024

### Section 1: Nominator/Recommender Information

Name

Jim Clemmons

LMSC or N/A

Snake River

Zone or N/A

Northwest

USMS Permanent Member Number

03F93

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Northwest Zone

Candidate Name (as on their USMS registration)

Robert Heath

---

### Section 3: Nomination & Recommendation

**How do you know the candidate?**

I've known Rob since he was an AAU age group swimmer at Piedmont (CA) Swim Team in 1973. I helped coach him there and we stayed in touch while he attended college at USC. We bumped into each other at a USMS meet in Northern California and I convinced him to join the club I was swimming with at that time, Manatees, in Oakland CA where we were teammates for 15 years. By then he was helping with coaching duties for the team.

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

Rob is very passionate about swimming, coaching and the health of USMS. He strives for success and wants to assist USMS maintain its role as the number one source for adult swimming. He will faithfully represent the membership in the role of at-Large Director from the Northwest Zone.

---

### Section 4: Agreements & Submission

Second Recommender

Accepted

**Attestation**

Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink, appearing to read "John A. ...". The signature is fluid and cursive, with a long horizontal stroke at the end.

**Date Signed**

Wednesday, June 19, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Monday, May 27, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Southeast Zone

Candidate Name (as on USMS registration)

Erika Braun

LinkedIn Profile URL

<https://www.linkedin.com/in/erikabraun/>

Preferred Name

Erika

Preferred Pronouns

She/Her/Hers

Profile Photo Upload



Erika Braun.jpg

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

## USMS annual meetings attended in the last 5 years

Year Attended
2023
2022
2021

I plan to attend the Annual Meeting this year.

Yes

I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.

Yes

I have the technological capability to fully participate in USMS videoconference meetings.

Yes

For at-large director positions: I am a member of an LMSC within my zone of candidacy.

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

**Recommender 1: Name**

Britta O'Leary

**Second Recommender**

**Recommender 2: Name**

Mark Rubacky

**Recommender 2 LMSC or N/A**

North Carolina

**Recommender 1 LMSC**

Georgia

## Section 4: USMS Background

**USMS Permanent Member Number** 023KN

**USMS Profile URL** <https://www.usms.org/people/023KN>

**Current LMSC** North Carolina

**Years as a USMS Member** 21

### Service at the LMSC Level

**How many years have you served your LMSC?** 6-10

### **LMSC Service History**

<b>LMSC Position/Committee</b>	<b>Length of Service (Years)</b>
President, Vice President, Board Member, Raleigh Area Masters Swimming	8

### **Service at the Zone Level**

**How many years have you served at the Zone level?** 0

### **Service at the National Level**

**How many years have you served at the National level?** 10+

### **National Service History**

<b>National Position/Committee</b>	<b>Length of Service (Years)</b>
Chair, Vice Chair, Committee Member, USMS Comp & Benefits Committee	10

## **Section 5: General Questions for all Candidates**

### **Please state why you are interested in serving on the USMS Board of Directors.**

As a non-profit organization, I understand that volunteers are critical to supplementing the expertise of USMS's small but mighty staff to ensure its success. During my tenure as chair of the compensation and benefits committee, I worked closely with the CEO and interacted with the BOD. This gave me the opportunity to understand governance processes and strategic initiatives necessary to maintain a healthy organization.

While serving as president of Raleigh Area Masters as part of North Carolina Masters Swimming, I led the effort to create our vision, mission and core objectives to drive a positive culture aligned with USMS, which may be accessed here: <https://swimram.org/index.php/core-objectives>. Our team regularly gives back to the community through volunteering at intracity swim meets to help promote and grow the sport. I would enjoy the opportunity to provide my expertise at the national level to support the organization on a larger scale.

Throughout my career, I worked in leadership capacities in human resources including being a part of strategic planning, SWOT analysis, and developing organizational goals. I currently work as Sr Manager Compensation with DLA Piper LLP global law firm. I also currently serve as chair of the NC Swimming Hall of Fame committee and board member for the 2029 World University Games.

Based on my professional, nonprofit and swimming experience, I feel I can add tremendous value to the USMS Board of Directors.

### **What does USMS's mission mean to you? Please share a personal story.**

USMS's mission to "empower adults to improve their lives through swimming" truly resonates with me personally. Swimming not only provides me with health and fitness benefits, but is also my stress outlet, social connection with amazing friends, and provides incredible opportunities to fuel my competitive drive.

After walking away from the sport at age 20 while swimming with The University of Georgia, I did not envision ever returning to the sport after college. Fast forward 11 years, a friend recommended participating



in a triathlon. I knew I needed to get back in swim shape in order to do a triathlon. I sought out our local Masters swim team and immediately fell back in love with the sport. In less than two months, I competed in my first Masters meet and never looked back. I never did compete in that triathlon but was motivated to compete with several USMS meets each year and work hard toward improving my times. I became even more inspired when my times as a Masters swimmer became faster than as a teenager and college swimming.

In 2012, I set my goal on qualifying for the Olympic Trials in the 50 free, which I had done so 24 years earlier at age 16. With the support of my coaches, trainer, husband, employer and teammates, I hit the time standard and returned to compete at Trials as a 40-year-old. I would have never experienced this journey without first joining USMS.

**What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

USMS's greatest opportunity is to continue to focus on finding new ways to grow our membership and expand our sport to attract a wider range of members. With the Olympic Games in Paris this summer and then with the U.S. being the host country in Los Angeles in 2028, we can capitalize on the attention that our sport will receive during this time.

USMS does an excellent job with outreach to our current members; however, there is an opportunity to expand this further to reach new audiences. Grassroots marketing but also expansion of what USMS benefits provide adults could help grow our base further. This effort may need a commitment to adding additional marketing professionals to staff for increased exposure.

Another challenge I see is availability of pools and competition opportunities in certain parts of the country that may limit participation. Partnership efforts with public and private sectors could incentivize more pool availability with combining learn to swim programs for youth as a future pipeline for Masters swimmers.

## **Section 6: Position-Specific Questions**

**What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

One of the reasons I feel I am a strong candidate for the USMS BOD is that I am passionate about the organization and a positive ambassador for our sport. I feel its imperative to give back and be directly involved to help make a difference in driving the long-term viability of USMS. It certainly takes a village to make a strong organization thrive and I have a talent of bringing others together to also contribute their talents for the greater good.

In addition, my analytical and strategic thinking skills will be beneficial to offer a different perspective and innovative thought process to the table. My experience with strategic planning in the corporate setting can be useful for setting goals, objectives and a drive for results. My focus would be on finding positive outcomes and solutions that would benefit the greatest amount of our members now and in the future.

**Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

The most beneficial situations I've been part of in group sessions is when there has been diversity of thought present to consider multiple perspectives. When differing opinions exist, I've had success with whiteboarding the pros and cons of each scenario. Each individual proposing a different recommendation has an opportunity to present both positives and negatives. The group has an opportunity to provide input or ask questions before making a decision.

Every thought is captured on the whiteboard from all participants. I've facilitated an exercise where dot stickers are distributed for the group to place either red, green or yellow dots on each item. The items with the most red stickers represent stop/concern, yellow is caution, and green is positive or go. It gives a visual for more discussion about those ideas that are concerning or those ideas that have the greatest support. It allows for everyone's voice to be heard and for there to be a collaborative discussion to reach the best collective solution.

## Section 7: Agreements and Submission

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish** Accepted

**Consent to Run** Accepted

**Signature**



**Date Signed**

Monday, May 27, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 6, 2024

### Section 1: Nominator/Recommender Information

Name

Mark Rubacky

LMSC or N/A

North Carolina

Zone or N/A

Southeast

USMS Permanent Member Number

070MN

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Southeast Zone

Candidate Name (as on their USMS registration)

Erika Braun

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

Erika is a teammate of mine with Raleigh Area Masters. I have been swimming with Erika for 11 years. We have also worked together hosting several Masters meets and the North Carolina Hall of Fame.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

Erika has had experience in several roles within the Masters community. Erika was a board member for Raleigh Area Masters for 8 years. During that time she also served as Vice President and President of the board. Additionally she has served on the USMS Comp and Benefits Committee for 10 years. During that time she has served as Vice Chair and Chair. Outside of Masters she is the chair for the NC Swimming Hall of Fame committee which recognizes individuals that have made major contributions to swimming in North Carolina. Additionally, she is serving as a board member for the 2029 World University Games.

My first experience with Erika was not long after I moved to North Carolina and joined Raleigh Area Masters. Erika was very welcoming to me to the team and encouraged me in those first practices as I tried to get back in shape. Erika is an excellent teammate and always pushing me to reach my goals. Now that I am the President of Raleigh Area Masters Erika continues to help me outside the pool as we work to grow the Masters community here in Raleigh. Erika constantly volunteers her time at the intracity swim meets which is helping grow our sport.

I personally feel Erika would be an excellent board member for the USMS community. Her passion for

growing our sport and overcoming the obstacles that her put in her way will be a great value to the board of directors and the USMS swimming community as a whole. Her creative thinking and willingness to find a solution to the problem will help us grow our community.

---

## **Section 4: Agreements & Submission**

### **Second Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, appearing to be "J. J. [unclear]", written in a cursive style.

### **Date Signed**

Thursday, June 6, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 6, 2024

### Section 1: Nominator/Recommender Information

Name

Celia Wolff

LMSC or N/A

North Carolina

Zone or N/A

Southeast

USMS Permanent Member Number

07cwr

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Southeast Zone

Candidate Name (as on their USMS registration)

Erika Braun

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

I am a team mate with Erika for NCMS. I have known her since 2013 when we met and competed on several relays at Pan Am Games in Sarasota.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

Erika Braun has over 20 years experience in performance management and compensation administration. Her success and expertise in those areas are paired with the ability to motivate and engage with the people around her. Erika put those skills to work by volunteering on the USMS Compensation and Benefits Committee from 2013-2022 where she assisted with development of a formal pay structure for USMS staff positions and presented pay recommendations and salary benchmarks. She was also the recipient of the 2023 Dorothy Donnelly Service Award which demonstrates her desire to serve the swimming community that she has been a part of for more than 25 years.

Erika serves as a Co-Chairman of the North Carolina Swimming Hall of Fame as well as being an inductee. She holds numerous Masters' World, National and State records. Erika's prowess in the pool extends to the board room. She will bring an expansive set of knowledge, skills and abilities as the At-Large Director of the Southeast Zone. As a member of US Masters Swimming for over 25 years, Erika has always been a positive influencer on the pool deck. Her ability to connect with and inspire those she swims with and represents will allow her to hear, listen and better speak for the Southeast Zone.

---

## Section 4: Agreements & Submission

### Nominator/First Recommender

Accepted

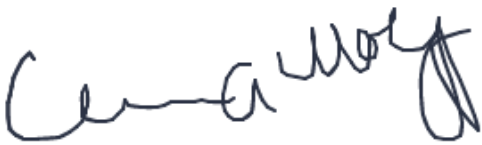
### Attestation

Accepted

### Consent to Publish

Accepted

### Signature

A handwritten signature in black ink, appearing to read "C. A. Wong" with a stylized flourish at the end.

### Date Signed

Thursday, June 6, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Wednesday, June 19, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-Southeast Zone

Candidate Name (as on USMS registration)

Trey Taylor

Preferred Name

Trey

Preferred Pronouns

He/Him/His

Profile Photo Upload



Trey Headshot.jpg

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

## USMS annual meetings attended in the last 5 years

Year Attended
2023
2022
2021
2020
2019

**I plan to attend the Annual Meeting this year.**

Yes

**I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.**

Yes

**I have the technological capability to fully participate in USMS videoconference meetings.**

Yes

**For at-large director positions: I am a member of an LMSC within my zone of candidacy.**

Yes

## Section 3: Nomination and Recommendations

### First Nominator and Recommender

**Recommender 1: Name**

Scott Bay

### Second Recommender

**Recommender 2: Name**

Mike Hamm

**Recommender 2 LMSC or N/A**

Inland Northwest

**Recommender 1 LMSC**

Florida

## Section 4: USMS Background

**USMS Permanent Member Number** 082TH

**USMS Profile URL** <https://www.usms.org/people/082TH>

**Current LMSC** North Carolina



**Service at the LMSC Level****How many years have you served your LMSC?**

6-10

**LMSC Service History**

LMSC Position/Committee	Length of Service (Years)
NCMS Chair	3
NCMS Vice Chair	3
NCMS At-Large	3

**Service at the Zone Level****How many years have you served at the Zone level?**

0

**Service at the National Level****How many years have you served at the National level?**

6-10

**National Service History**

National Position/Committee	Length of Service (Years)
Coaches Committee At Large	5
Coaches Committee Chair	1

**Section 5: General Questions for all Candidates****Please state why you are interested in serving on the USMS Board of Directors.**

I have always loved swimming, the sport has given me so much and I have endeavored to give as much back as I can. I first became involved with USMS through the NC LMSC; after attending my first annual meeting I knew that I could make a difference for our sport. Meeting so many like minded people as well as many people that challenge my viewpoint has broadened my view of Adult swimming and what it could be. I primarily viewed swimming as a competitive only sport when I first formally organized our USMS team (the Gaston Gators). I have come to embrace ALTS, Fitness Swimming and everything in between. I am proud to have a diverse program that includes competitive swimmers, fitness swimmers, and ALTS graduates all swimming under the same banner. I think of my team as a microcosm of all the great things I know USMS can be. I want to bring that feeling of team, of family and of the love of swimming to the USMS Board. I will make every effort to serve the mission of USMS, strive for new ground and focus on the most important part of all. The people. Without the members, the teams, the coaches on the ground, we are nothing. I hope you will consider me to represent the Southeast Zone as an At-Large director to the best of my abilities.

**What does USMS's mission mean to you? Please share a personal story.**

I have seen full well how USMS has empowered people around me. My assistant coach came to swimming through wanting to complete a triathlon. Since 2012 I have watched her grow into a competitive swimmer, competing in her first meet in 2014, and her first Nationals in 2016. She continued to grow in the sport, becoming a USMS Certified Level 1/2 Coach in 2017, and achieved Level 3 in 2021. She also received her

ALTS Instructor certification in 2017 and has taught over 50 adults to swim since that time. I couldn't be prouder of her and what she has achieved. Coming from a newbie triathlete to a seasoned coach and instructor has been the truest definition of an adult empowered through swimming that I have ever witnessed. She is even dipping her toe into the Age Group pond and applying for a position as a High School Coach in the Fall!!

**What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

The greatest challenge and opportunity facing USMS currently is membership. From clubs that don't require membership to our largest cohort aging through the sport (and eventually aging out), bringing new swimmers to the fold is our number one priority. I believe this begins with community, building programs and interest from the ground up. Finding ways to remove the "stigma" of competition and show people that a swim meet doesn't have to be an hours long stressful affair. There is a place for Nationals, for State Champs and the like. They are going strong and continue to attract competitors (though generally not "new" ones). We can strive as an organization to bring more people into the fold through smaller community events and elevate them up to that level. Grown Up Swimming is a good start if handled and marketed correctly. We also need single day "Fun Meets", "Relay Festivals", ALTS Events, and the like. Support from the national level to grow events for teams that have never hosted them is key. Encouraging LMSC's that have the funds to subsidize competition and make sure that the members' money goes back to serving those same members, not just sitting in a "Rainy Day Fund". At the end of the day, serving the swimmer (member) must be our top priority.

## **Section 6: Position-Specific Questions**

**What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

I will serve the board if elected as a coach first and foremost. Listening, providing strategy and correction where I can, deferring to the needs of the member (swimmer) above all. I will do my research, use the best information I can find to provide guidance for the organization going forward, and listen and take feedback when I go astray of the member's needs. Should I be elected, I will be an advocate for the members of the southeast zone, bringing the concerns, suggestions, ideas and vision of those great members to the board as a whole. I will compromise when needed and stand my ground if I feel that it is needed. I have never been accused of being a "yes man", though I have been called a "team player". I will strive to find the balance between supporting the vision of the organization and challenging things that I find to be leading us outside the lane lines.

**Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

I call a common situation that arises in my professional life "the great relay conundrum". In meets as a coach one must weigh the points that relays earn, against the strain on the swimmer eyeing personal best times in individual events. This past April I had to juggle 16 swimmers, trying to provide everyone with A)equal work load, B)separation from their target events, and C)fielding this best possible relay. I work with my swimmers to understand the most important personal goals they have, express to them my goals for the team as a whole, then work back and forth with them to find the best combination. This is not without strife. Sometimes I push too hard and my swimmers don't want to let me down, other times I don't push hard enough and learn after the fact that I could have asked more of them. I seek this type of balance on the deck in my coaching life and will bring the same to the board. I will hear all perspectives, present my own, and seek the middle ground betwixt them that works best for the team (board) and it's current goals.

## **Section 7: Agreements and Submission**

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire**

Accepted

**Code of Conduct**

Accepted

**Unsporting Conduct**

Accepted

**Attestation**

Accepted

**Consent to Publish**

Accepted

**Consent to Run**

Accepted

**Signature**

A handwritten signature in black ink, appearing to be 'J. M. J.', with a stylized flourish at the end.

**Date Signed**

Wednesday, June 19, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 20, 2024

### Section 1: Nominator/Recommender Information

Name

Scott Bay

LMSC or N/A

Florida

Zone or N/A

Southeast

USMS Permanent Member Number

02TY1

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Southeast Zone

Candidate Name (as on their USMS registration)

Jesse 'Trey' Taylor

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

The purpose of this letter is to nominate and recommend Trey Taylor for the position of At Large Director for the Southeast Zone. I have known and worked with Coach Taylor for more than ten years and in that time, he has shown that he possesses a number of attributes that are essential in a leadership role with an organization such as USMS.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

His leadership skill places him in the upper tier in the field of not just coaching but the sport of Masters Swimming as well. His understanding of the dynamics of the sport, its organization and its operation are second to none. His ability to create productive teams and programs as well as ask essential questions have allowed him to carefully direct and implement policies to move USMS forward.

Coach Taylor is also a tireless worker having logged many hours not only on the pool deck as a coach but also as a member of multiple committees and subcommittees at both the LMSC and National level. While his contributions are far too numerous to list, suffice it to say he has made significant impacts on his team, his LMSC and the direction of USMS in general.

The most important aspect that Coach Taylor brings to the table is his commitment to the sport. Over the years I have been associated with Coach Taylor we have seen many volunteer leaders contribute for a short time and then move on. Coach Taylor, due in large part to his passion for Masters Swimming, has remained not just a reliable volunteer in the organization but a constant contributor and leader in developing ways to move the organization forward so as to better serve its members.

Coach Taylor's skills, work ethic and passion for the sport make him uniquely qualified for the role of At Large Director and I am honored to both nominate and give my highest recommendation to Coach Taylor for this position.

---

## **Section 4: Agreements & Submission**

### **Nominator/First Recommender**

Accepted

### **Second Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, appearing to be a stylized name with a long, sweeping flourish extending upwards and to the right.

### **Date Signed**

Thursday, June 20, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 20, 2024

### Section 1: Nominator/Recommender Information

Name

Michael Hamm

LMSC or N/A

Inland Northwest

Zone or N/A

Northwest

USMS Permanent Member Number

039ZY

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Southeast Zone

Candidate Name (as on their USMS registration)

Trey Taylor

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

I have known coach Taylor for over nine years. In those years we've spent countless hours discussing all the aspects of swimming, whether it is beginning swimming to competitive.

We've spent a few years together on the USMS national committees, prepared teams to participate at nationals, and worked together on providing coaching and instruction Two different high-performance camps in North Carolina

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

Coach Taylor is technologically savvy, well-connected, knowledgeable, pragmatic, calm, and enthusiastic. When you communicate with Trey you always feel seen, heard, important, understood and appreciated. Trey is in this business To create community and unity.

Is ability to communicate and process information so the greater good Will thrive.

He is a master at teaching coaching and administrating. One of his most adorable traits trey has his his decency and humility. He loves what he does for a living, and he is excellent at it. And he does what it takes to get the job done and does not do it for recognition.

---

### Section 4: Agreements & Submission

**Second Recommender**

Accepted

**Attestation**

Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink, appearing to be 'M. J. ...' with a long horizontal flourish at the end.

**Date Signed**

Thursday, June 20, 1957



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Saturday, June 1, 2024

### Section 1: Candidate Information

Board Position Title

At-Large Director-South Central Zone

Candidate Name (as on USMS registration)

Nicole Christensen

Preferred Pronouns

She/Her/Hers

Profile Photo Upload



cropped photo for board application.jpg

### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

USMS annual meetings attended in the last 5 years

Year Attended
2023
2022



Year Attended
2021
2020
2019

**I plan to attend the Annual Meeting this year.**

Yes

**I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.**

Yes

**I have the technological capability to fully participate in USMS videoconference meetings.**

Yes

**For at-large director positions: I am a member of an LMSC within my zone of candidacy.**

Yes

### Section 3: Nomination and Recommendations

#### First Nominator and Recommender

**Recommender 1: Name**

Jacky Merianos

#### Second Recommender

**Recommender 2: Name**

Karlene Denby

**Recommender 2 LMSC or N/A**

Gulf

**Recommender 1 LMSC**

North Texas

### Section 4: USMS Background

**USMS Permanent Member Number** 065CM

**USMS Profile URL** <https://www.usms.org/people/065CM>

**Current LMSC** Gulf

**Years as a USMS Member** 15

#### Service at the LMSC Level

**How many years have you served your LMSC?**

10+

### **LMSC Service History**

<b>LMSC Position/Committee</b>	<b>Length of Service (Years)</b>
Chair	2
Webmaster	11
Email Communications	5

### **Service at the Zone Level**

**How many years have you served at the Zone level?**

1-5

### **Zone Service History**

<b>Zone Position/Committee</b>	<b>Length of Service (Years)</b>
Chair	4
Webmaster	5
Email communications	5

### **Service at the National Level**

**How many years have you served at the National level?**

1-5

### **National Service History**

<b>National Position/Committee</b>	<b>Length of Service (Years)</b>
LMSC Development committee	4

## **Section 5: General Questions for all Candidates**

**Please state why you are interested in serving on the USMS Board of Directors.**

To me, swimming is a lifesaver in many ways. As a young person growing up, swimming gave me my own space and identity away from events at home. Like many others, as an adult, swimming has been important for my mental, as well as physical, health. When life is demanding, and even too much at times, I can get in the pool, insulated by the water streaming around me, and I am able to be in the moment. When I get out, I am ready to tackle whatever else life may throw my way.

Because of my love for swimming and how much it has given to me, I have always wanted to share this experience with others. Whether it is hosting swim meets, serving on boards, training volunteers, working on fitness events, helping individuals, working on communications and websites, I always want to help others have the best swimming experience possible. To see how swimming can empower a person with new confidence and joy is the best reward possible.

I would like to serve on the USMS Board of Directors to continue working, at a higher level, on supporting adults through swimming. My hope is that through new connections and interactions, I would be able to contribute in fresh ways to bring value to the swimmers that I care about while supporting the USMS mission and vision.

## **What does USMS's mission mean to you? Please share a personal story.**

USMS's mission is particularly important to me as this is exactly what swimming has done in my life. It empowered me to make changes and improvements that, without swimming, I may not have had the confidence and strength to do.

Starting in my late 20's, life took many unexpected turns from raising two, unrelated teenage nephews, along with my two daughters; having a sister die from alcoholism and looking after the children she left behind; taking care of both of my parents when they had cancer; living with and finally getting out of a troubled marriage and now, taking care of my sister with epilepsy and cerebral palsy. If not for swimming, I truly believe I would not have had the strength to deal with all of this and continue to have the energy to help others.

I have also seen swimming rescue people I know from difficult situations and get their life on a new course that is healthy and happy. One person I know, whose life was mired in unhappiness and uncertainty, decided to start swimming again to have an escape and release from their existing routine. They joined their Y, heard about a swim meet being hosted by the Woodlands, joined USMS to enter the meet and began the process of turning their lives around. Through their USMS membership, they were able to find new confidence, joy and friends. They found themselves again.

## **What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

I believe that USMS's greatest challenge and opportunity is creating meaningful relationships with swimmers who do not compete, may not be on a team and may not even know about USMS. They may swim on their own and are unaware that there are many others like them. Even for the swimmers who are USMS members, if they do not compete, they have to ask themselves every year "Should I sign up again?". By ensuring that they feel that there is value in their membership, we can keep them in the USMS family. Additionally, by making sure that USMS is a positive force in their lives, they are more likely to speak about it to their friends who swim. If they are excited about a fitness or virtual event, they will share that with enthusiasm. Membership begets membership.

The challenge for USMS is reaching the population that does not know about us or thinks we are only for competitive swimmers. While USMS has started some great initiatives such as the freestyle guide and swimming 101 on our website that are available to non-members, a person first has to know about the website. The social media campaigns are great opportunities to connect with individuals who may not know about us and direct them to learn more. I would advocate to continue the work to reach out to the non-USMS member population as well as working on innovative ways that haven't been thought of yet to engage them.

## **Section 6: Position-Specific Questions**

### **What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

I have had experience and interaction at many levels of the sport. Starting as an age group swimmer, I went on to swim parent, event organizer, general manager of a club team and finally USMS volunteer.

Most recently, I was the chair for the South Central Zone during which I developed relationships and opportunities for our Zone. When I started there was a feeling of separation between the LMSCs. I felt that creating a feeling of US instead of THEM was very important and I made that a priority.

My term started right before covid which was challenging. However in 2021 I was determined that we would have a zone championships meet again. I initiated a multi pool zone champs meet and found an open pool and host in each LMSC. I created the format and announcement for each venue and then merged all of the results so swimmers could see how they swam in relationships to the entire zone.

I also created an open water series with different distance options to encourage swimmers to try open water and also to travel around to different places in our Zone.

I am currently the Gulf LMSC Chair, webmaster and email communications as well as the Zone webmaster

and email communications. I am a member of the LMSC Development Committee and have been since 2020. I have been a certified meet director since the 1990s and starting running USMS meets in 2011. I am passionate about swimmers and swimming.

**Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

As a real estate agent, I must do this each time I work for my client.

One of my most challenging transactions involved a divorced couple. The ex-husband still occupied the home although the court authorized my client to sell the house with the net proceeds to go to her ex-husband.

He refused to cooperate or even allow access to the house. It was imperative that I break this impasse, so the expenses did not continue to accrue.

By understanding the reason why the ex-husband was so resistant to going forwards with the sale and then working with him so that he felt respected and listened to, we were able to get him out of the house and prepare the home for sale.

Once listed, several offers came in. Once again, the ex-husband was uncooperative and did not want to consider any of them. By staying respectful, patient and businesslike, I was able to convince him that the highest offer was indeed an acceptable one.

During this time, I had to explain to the other agent the delicacy of the situation without breaking the confidence of my client.

Through understanding, and working with, all parties to ensure no one felt shut out, I was able to negotiate the transaction to a successful closing, freeing my client so that she could go on with her life.

## **Section 7: Agreements and Submission**

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish** Accepted

**Consent to Run**

Accepted

**Signature**

A handwritten signature in black ink, appearing to be "C. White", written in a cursive style.

**Date Signed**

Saturday, June 1, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Sunday, June 16, 2024

### Section 1: Nominator/Recommender Information

Name

Jacky Merianos

LMSC or N/A

North Texas

Zone or N/A

South Central

USMS Permanent Member Number

KU9SX

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-South Central Zone

Candidate Name (as on their USMS registration)

Nicole Christensen

---

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

I met Nicole when I became Chair of the North Texas LMSC in fall of 2022. Nicole was Zone Chair at the time, and she introduced herself to me fairly quickly. Since then, Nicole has been and remains a mentor and colleague that I work very closely with through much of my USMS volunteer work.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

It is my great honor to nominate and recommend Nicole Christensen of Gulf Masters Swimming as a candidate for At-Large Director of the South-Central Zone.

I have known Nicole for just over two years. In these two years, she has dedicated more time and energy to U.S. Masters Swimming than most give in a decade. During her years of service, Nicole has served both her LMSC and Zone Board in various roles and capacities, as well as been an active committee member of the LMSC Development Committee.

Nicole is currently the Chair, Webmaster and Communications Chair of the Gulf LMSC, as well as the Open Water Chair, Zone Championship Committee Chair and Webmaster of the South-Central Zone. In addition to serving in all of these roles, she also finds time to host local masters meets and mentor new meet/race directors throughout our Zone. The immense work she puts in behind the scenes is solely to provide opportunities to her local masters.

An example of Nicole's commitment to her local master swimmers can be seen through all of the work she's put into developing the South-Central Zone Open Water Grand Prix. When Nicole was South-Central Zone Chair in 2021, she noticed a growing demand for open water opportunities in our Zone. Very quickly, Nicole connected with the LMSC Chairs and Vice Chairs in our Zone and pitched her vision of assembling a Zone open water swim series. In 2022, the series launched with 3 swims. This year (2024), the South-Central Zone Open Water Grand Prix is in its 3rd year, with 5 open water swims included in the series.

As tremendous of a leader as she is, it's Nicole's mentorship that has made the biggest impact in her LMSC and our Zone. Elevating and educating those she works with is her greatest strength. It takes a village to run our LMSCs/Zones, and Nicole is constantly working with her village to make sure they have everything they need to succeed. She has played an essential role in my personal development and is a big reason I am the level of USMS volunteer that I am today.

I cannot think of a more passionate or dedicated candidate to represent our Zone. She has already brought great success to her LMSC and our Zone. I have no doubt she will bring her enthusiasm and work ethic to the national level if given the change. I recommend her candidacy to you for the role of At-Large Director with my highest endorsement.

---

## **Section 4: Agreements & Submission**

### **Nominator/First Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, appearing to be a stylized name, possibly "Nicole", written over a faint rectangular box.

### **Date Signed**

Sunday, June 16, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Sunday, June 2, 2024

### Section 1: Nominator/Recommender Information

Name

Karlene Denby

LMSC or N/A

Gulf

Zone or N/A

South Central

USMS Permanent Member Number

02AAW

### Section 2: Candidate Information

Board Position Title

At-Large Director-South Central Zone

Candidate Name (as on their USMS registration)

Nicole Christensen

### Section 3: Nomination & Recommendation

#### How do you know the candidate?

Nicole and I have worked together for many years as fellow volunteers on the Gulf LMSC Board.

#### What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?

I would like to nominate Nicole Christensen for the position of At-Large Director - South Central Zone.

If there was a definition for "swim volunteer extraordinaire" in the dictionary, it would feature Nicole's picture beneath it. Nicole has been the consummate volunteer in the Gulf LMSC, the South Central Zone, and USMS for many years.

Nicole's can-do attitude has resulted in benefits for both the Gulf LMSC and the South Central Zone in the following ways.

- Nicole ensured that the Zone had LCM Championship meets from 2016 to 2019 when there was little interest by others in organizing and hosting the event. She was able to obtain a world-class facility at Texas A&M University, secure volunteers, provide an event social, and conduct a high-quality three-day competition despite the distance between her home in Houston and College Station.

- Nicole has set up and maintains both the Gulf LMSC and South Central Zone websites, keeping both sites up to date and easy to navigate. She has also set up email blasts and social media pages for both



organizations with the goal of providing better communication with all our swimmers.

· During her tenure as South Central Zone Chair, she organized a virtual Zone Championship meet during the pandemic. This was the gargantuan task of getting five different LMSCs to pick a common weekend, rent pool space, promote and conduct the meets, and then merge the results to determine our virtual Zone champions.

· There was a lack of open water swim opportunities in the Zone. Recognizing this, Nicole spearheaded a multi-event open water Zone swim series beginning in 2022 with three events in the Gulf, South Texas, and Arkansas LMSCs. The series expanded into North Texas in 2023, and it plans to host at least four swims in 2024.

· Nicole is currently the Gulf LMSC chair, ably organizing and overseeing the LMSC's efforts to provide multiple services to our membership, such as stroke development clinics, virtual fitness events, open water clinics, the annual Thanksgiving Day swim, Gulf Swim University, and multiple pool and open water competitions.

Nicole also volunteers on a national level. She has been a member of the LMSC Development Committee since 2020. Nicole's past committee memberships include the Championship Committee (2018-2019) and a previous stint on the LMSC Development Committee (2013). Her contributions have not gone unnoticed as Nicole was the recipient of the USMS Dorothy Donnelly Service Award in 2019 and the USMS June Krauser Communication Award in 2022. She has also been a Level 1 and Level 2 USMS Certified Coach since 2011.

Nicole would be a valuable addition to the USMS Board of Directors. She possesses a deep appreciation of USMS's history and procedures while also having the ability to think outside the box and come up with alternative and creative ways to tackle an issue

or problem. Nicole is open to other's input and points of view, rather than having an inflexible attitude. In serving with Nicole for many years, I can attest that she works well with the other LMSC board members and strives to achieve consensus as our LMSC Chair.

I offer my unreserved recommendation of Nicole Christensen as a worthy candidate for election to the USMS Board of Directors.

---

## **Section 4: Agreements & Submission**

### **Second Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink that reads "K. Denby". The signature is written in a cursive style with a large, stylized "D" and "y".

**Date Signed**

Sunday, June 2, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Candidate Application Form

Date Submitted Monday, June 10, 2024

### Section 1: Candidate Information

Board Position Title **At-Large Director-Southwest Zone**

Candidate Name (as on USMS registration) Jeff Commings

Preferred Pronouns He/Him/His



### Section 2: Qualification Questions

I am a current USMS member in good standing in this election year.

Yes

I have attended one or more annual meetings in the past five years.

Yes

USMS annual meetings attended in the last 5 years

Year Attended
2023
2022
2021
2020

Year Attended
2019

**I plan to attend the Annual Meeting this year.**

Yes

**I plan to attend all Annual Meetings, Board of Director meetings, and other assigned meetings during my tenure.**

Yes

**I have the technological capability to fully participate in USMS videoconference meetings.**

Yes

**For at-large director positions: I am a member of an LMSC within my zone of candidacy.**

Yes

### Section 3: Nomination and Recommendations

**First Nominator and Recommender**

**Recommender 1: Name**

Judy Gillies

**Second Recommender**

**Recommender 2: Name**

Steve Landau

**Recommender 2 LMSC or N/A**

Arizona

**Recommender 1 LMSC**

Arizona

### Section 4: USMS Background

**USMS Permanent Member Number** 0310T

**USMS Profile URL** <https://www.usms.org/people/0310T>

**Current LMSC** Arizona

**Years as a USMS Member** 25

**Service at the LMSC Level**

**How many years have you served your LMSC?** 6-10

## LMSC Service History

LMSC Position/Committee	Length of Service (Years)
Elections	6

### Service at the Zone Level

How many years have you served at the Zone level?

0

### Service at the National Level

How many years have you served at the National level?

6-10

## National Service History

National Position/Committee	Length of Service (Years)
Diversity and Inclusion Task Force/Committee	8
Board of directors	2

## Section 5: General Questions for all Candidates

**Please state why you are interested in serving on the USMS Board of Directors.**

I have enjoyed my first term on the board directors, and would like to continue serving in this role to help the organization realize its goals of being the best adult swimming organization in the country through its values and mission.

**What does USMS's mission mean to you? Please share a personal story.**

It means a lot the USMS works hard to foster an environment that makes people feel welcomed. As a person of color, it has not always been easy to feel that on a pool deck, but from the first moment I became a Masters swimmer, I have felt that sense of community. It is the reason why I have remained a Masters swimmer for 25 years.

**What do you consider to be USMS's greatest opportunities for the next 2 to 4 years? How would you advocate for these opportunities on the national board level?**

Opportunities for growth can happen if the organization strives to look beyond budgets and focus on the people. I understand that an organization's survival is dependent on a good financial statement, but a sports organization also needs to be very aware of its members.

## Section 6: Position-Specific Questions

**What makes you a good candidate for a USMS at-large director? What skills, experiences, and attributes do you have that will contribute to the success of USMS?**

I want to be a voice for the Southwest Zone, which has the second-largest LMSC in USMS, as well as one of the smallest. That enforces the idea that no area of the country should be left out because of its location or membership numbers. Everyone can thrive. My time as a member (and now chair) of the Diversity and Inclusion Committee has allowed me the opportunity to see the people in USMS and how we can make the membership look more like society.

**Describe a situation where you had to balance your own perspective with input from individuals representing various viewpoints, and how you ensured that all perspectives were considered.**

In conversations I have in our monthly Diversity and Inclusion meetings, I hear perspectives from the members who talk about their experiences as disabled people, or as women, or as people of color. It forces me to look outside my perceived bias, and allows me to understand that many issues are not simply either/or. That helps me in board meetings where I often hear from fellow board members with perspectives that I had not considered. I feel that I am able to listen with an open mind, which is a big asset for a member of the board of directors.

## **Section 7: Agreements and Submission**

**Election Operating Guidelines** Accepted

**Board Standards** Accepted

**Conflict of Interest Policy and Questionnaire** Accepted

**Code of Conduct** Accepted

**Unsporting Conduct** Accepted

**Attestation** Accepted

**Consent to Publish** Accepted

**Consent to Run** Accepted

**Signature**

A handwritten signature in black ink, appearing to read "Jen C.", written in a cursive style.

**Date Signed**

Monday, June 10, 2024



# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Monday, June 10, 2024

### Section 1: Nominator/Recommender Information

Name

Judy Gillies

LMSC or N/A

Arizona

Zone or N/A

Southwest

USMS Permanent Member Number

400FR

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Southwest Zone

Candidate Name (as on their USMS registration)

Jeff Commings

---

### Section 3: Nomination & Recommendation

**How do you know the candidate?**

I have know Jeff since he first moved to AZ about 30 years ago! As the AZ LMSC Chairman & a Referee, I watched & officiated Jeff for years! I've taken private lessons from him through his Dolphins of the Desert program!

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

Jeff, is perfect for this position because he has a huge background in swimming! He is a record breaking swimmer, a top coach & a great private teacher of swimming!

He is a good listener, and learner! He wants to become involved and share his experience & learn more about what is done & can be done at the national level! And he is a calm, rational person who is open to hearing all aspects is a subject!

---

### Section 4: Agreements & Submission

Nominator/First Recommender

Accepted

**Attestation**

Accepted

**Consent to Publish**

Accepted

**Signature**

A handwritten signature in black ink, appearing to read "Jon Fuller". The signature is written in a cursive style with a large initial "J" and "F".

**Date Signed**

Monday, June 10, 2024





# U.S. MASTERS SWIMMING

## Board of Directors Nomination/Recommendation Form

Submitted on

Monday, June 10, 2024

### Section 1: Nominator/Recommender Information

Name

Steve Landau

LMSC or N/A

Arizona

Zone or N/A

Southwest

USMS Permanent Member Number

02F7B

---

### Section 2: Candidate Information

Board Position Title

At-Large Director-Southwest Zone

Candidate Name (as on their USMS registration)

Jeff Commings

---

### Section 3: Nomination & Recommendation

**How do you know the candidate?**

I am a member of Jeff's swim team as well as his daily workout partner.

**What makes this person a good candidate for this position? What skills, experiences, or attributes do they bring that will contribute to the success of USMS in this role?**

Jeff bleeds swimming and he continually does everything he can do to insure that the sport thrives for all levels of swimmers. His passions lie in teaching, for some that so they are water safe and for others to rise in their abilities for competition.

I have yet to meet anyone who cares so much for the sport and that people from all walks of life have the opportunity to enjoy swimming. Inclusion seems to be his main goal.

Dolphins of the Desert is Jeff's swim team and it has grown exponentially over the past years. Last year there were maybe 7-10 Dolphin swimmers at USMS meets. This year, there have been nearly 30 at each event, with nearly 10 at national meets. The camaraderie he has encouraged has made this team one of inclusion, new friendships, and lots of good times together.

Our USMS board will always benefit from forward thinking people like Jeff Commings. I highly recommend him!

## **Section 4: Agreements & Submission**

### **Second Recommender**

Accepted

### **Attestation**

Accepted

### **Consent to Publish**

Accepted

### **Signature**

A handwritten signature in black ink, consisting of a large, stylized letter 'M' with a vertical line extending downwards from its center, and a horizontal line extending to the right from the top of the 'M'.

### **Date Signed**

Monday, June 10, 2024