



U.S. MASTERS SWIMMING

Board of Directors Candidate Application Form

Date Submitted

Saturday, June 7, 2025

Section 1: Candidate Information

Board Position Title

Secretary

Candidate Name (as on USMS registration)

Erika Braun

LinkedIn Profile URL

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

Profile Photo Upload



Section 2: Qualification Questions

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

Yes

I have completed ONE of the following in the past five years: A) Attended one or more annual meetings, B) Been on a standing committee or permanent committee of the Board of Directors, or C) Been a member of my LMSC Board of Directors.

Yes

USMS annual meetings attended in the last 5 years

Year Attended
2024
2023
2022

USMS standing or permanent committee(s) served on in the last five years

Committee(s)
Chair, Vice Chair, Committee Member, USMS Comp & Benefits Committee

LMSC Board position(s) served on in the last five years

Position
President, Vice President, Board Member, Raleigh Area Masters Swimming
Board member and Secretary - Current North Carolina Masters Swimming

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

Section 3: Nomination and Recommendations

First Nominator and Recommender

Recommender 1: Name

Sara Dunn

Recommender 1 LMSC

North Carolina

Second Recommender

Recommender 2: Name

Mark Rubacky

Recommender 2 LMSC or N/A

North Carolina

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

22

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)
President, Vice President, Board Member, Raleigh Area Masters Swimming	8
Secretary, Board Member, NCMS	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?

10+

National Service History

National Position/Committee	Length of Service (Years)
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.

In addition, I was recently appointed Secretary and board member on our LMSC, North Carolina Masters

Swimming.

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

Please share a personal story about what USMS's mission means to you.

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 2-4 years? How might the Board support these opportunities?

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 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 USMS secretary? What skills, experiences, and attributes do you have that will contribute to the success of USMS?

As the current secretary of our NC LMSC, I understand the importance of attention to detail, follow up and organizational skills. I would also plan to utilize AI technology in this role to bring more efficiencies and accuracy to record-keeping for the organization.

Another reason I feel I am an overall strong candidate for the USMS BOD is that I am passionate about the organization and a positive ambassador for our sport. I feel it is 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 an experience of how you have (or would have) communicated within an organization, ensuring that all members received unbiased and accurate information.

Effective communication is the cornerstone of any successful organization. As secretary, it is imperative to ensure that all members receive unbiased and accurate information, which promotes transparency and fosters trust.

In my role, I would ensure all documents are clear, concise, and free from bias. I would maintain accurate records of all Board activities, decisions, and communications and ensure that discussions are well-documented. Before disseminating any information, I would confer with leadership to verify the facts to maintain the integrity of the information shared.

My objective as secretary would be to adhere to the principles of clear language, fact-checking, consistent messaging, regular updates, and comprehensive documentation.

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 Saturday, June 7, 2025



Board of Directors Nomination/Recommendation Form

Submitted on Sunday, June 8, 2025

Section 1: Nominator/Recommender Information

Name	Sara Dunn
LMSC or N/A	North Carolina
Zone or N/A	Southeast
USMS Permanent Member Number	023M2

Section 2: Candidate Information

Board Position Title	Secretary
Candidate Name (as on their USMS registration)	Erika Braun

Section 3: Nomination & Recommendation

How do you know the candidate?

I've had the pleasure of knowing Erika since 2016 when I swam at my first Nationals meet in Greensboro. Since then, we've traveled to many meets together, competed on several relays, and raced next to each other at countless meets.

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 tremendous experience serving on boards within the swimming community. She was on the board of Raleigh Area Masters for 8 years. She is the Co-Chair of the North Carolina Swimming Hall of Fame committee. She serves on the board for the 2029 World University Games. On a national level, she served on the USMS Comp and Benefits Committee for 10 years. She is currently the Secretary of the NCMS board.

Professionally, Erika has spent the majority of her career working in Human Resources, with an emphasis in compensation and strategic planning. This experience gives Erika vast knowledge of working with people. She is able to hear all sides of a discussion, allowing her to help parties reach a compromise amenable to all groups.

Erika has a passion for swimming and seeing people succeed. She is one of our sports biggest cheerleaders and advocates. She truly loves swimming, and gives back to the sport at every opportunity afforded to her. As her teammate and friend, I can honestly say Erika is one of the most genuine people you will ever meet. She is fair, open minded, driven, gracious, and supportive. Erika will be a great asset to

Section 4: Agreements & Submission

Nominator/First Recommender

Accepted

Attestation

Accepted

Consent to Publish

Accepted

Signature

A handwritten signature in black ink, appearing to read "SDum", is written on the page.

Date Signed

Sunday, June 8, 2025



Board of Directors Nomination/Recommendation Form

Submitted on

Thursday, June 12, 2025

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

Secretary

Candidate Name (as on their USMS registration)

Erika Braun

Section 3: Nomination & Recommendation

How do you know the candidate?

I have spent the past 12 years swimming with Erika on the Raleigh Area Masters swim team. Not only have we attended many competitions together but we've worked closely on some other projects with the swimming community.

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 is not only a great swimmer but an excellent leader. She served as President of the Raleigh Area Masters and has been on several USMS committees. She has helped me with hosting several USMS events including USMS SCY Nationals in 2021. When you give a task to Erika you know it will be done. Erika is an excellent teammate and is super friendly. She will cheer you on at meets, gives a positive attitude even if things do not go her way and is a joy to be around. I believe her skills as an HR professional allow Erika to always look to do the right thing.

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 'M. S. R. K.' with a long horizontal stroke extending to the right.

Date Signed

Thursday, June 12, 2025