



U.S. MASTERS SWIMMING

Board of Directors Candidate Application Form

Date Submitted Sunday, June 1, 2025

Section 1: Candidate Information

Board Position Title Vice President of Local Operations

Candidate Name (as on USMS registration) Crystie McGrail

Preferred Name Crystie

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
2021
2020

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

Committee(s)
LMSC Development Committee
Governance Committee

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

Position
NELMSC Chairperson
NELMSC Past Chairperson
COMSA Webmaster

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

Elizabeth Nymeyer

Recommender 1 LMSC

Minnesota

Second Recommender

Recommender 2: Name

Douglas Sayles

Recommender 2 LMSC or N/A

New England

Section 4: USMS Background

USMS Permanent Member Number 065E7

USMS Profile URL <https://www.usms.org/people/065E7>

Current LMSC Colorado

Years as a USMS Member 15

Service at the LMSC Level

How many years have you served your LMSC? 10+

LMSC Service History

LMSC Position/Committee	Length of Service (Years)
Coaches Chair	6
Chairperson	2
Past Chairperson	2
Webmaster	2

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)
Coaches Committee	3
LMSC Development	5
VPLO	2

Section 5: General Questions for all Candidates

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

Over the past two years in the role of VPLO I have delved even deeper into the workings of USMS and I feel compelled to continue to build on this knowledge and work to support the organization. I believe wholeheartedly in the mission of USMS to empower adults to improve their lives through swimming. Serving on the Board of Directors is an opportunity for me to give back to an organization that has helped improve my own life for the past 15 years.

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

Fifteen years ago when I walked on deck for my first masters workout I had no idea what I was getting into. I didn't realise that this group of people were going to become the multi-generational family network that I needed after moving to a new area. I didn't know that this group was bigger than just showing up for a swim workout and then leaving to go back to the separate rest of your life. We celebrated birthdays, new jobs and new families together, we scheduled going out to dinner as a group just because it's fun to hang out. We managed a pandemic together by meeting for virtual workouts, virtual game nights, outdoor dryland workouts and very early season open water swimming for the more adventurous.

The lifelong friends I've made and the comfort level I have as soon as I walk on a pool deck is a direct effect of being a part of USMS. The quality of community and the enhancements they have led to in my life are a direct result showing how being a member of USMS has improved my life!

What do you consider to be USMS's greatest opportunities for the next 2-4 years? How might the Board support these opportunities?

Continuing to build additional products to meet adult swimmers where they are and get them involved is our greatest opportunity. Grown Up Swimming, College Club and Lanemate are all expanding how we can tailor

services to adults in a way that gets them excited and engaged with swimming. As a board member I will support the evolution of these products through learning about how our volunteers and members are leveraging them and keeping an ear out on how to continuously improve them.

The Volunteer Relay also continues to be one of our greatest opportunities to engage, train and share best practices with our robust community of local volunteers and local leaders. As a board member participating in the conference as well as connecting with volunteers and leaders during the event is important to living into the goals and understanding the impact it can have.

Section 6: Position-Specific Questions

What makes you a good candidate for a USMS vice president? What skills, experiences, and attributes do you have that will contribute to the success of USMS?

I have volunteered at the club level, at the LMSC level and at the National level in a variety of ways for the past 10 years. Coach, Learn to Swim Instructor, Event Director, Team Manager, Volunteer Coordinator, LMSC Coaches Chair, LMSC Chairperson, LMSC Webmaster, and Committee Member for National Coaches, LMSC Development and Governance Committees are all roles I have filled. These roles have provided a broad understanding of the different experiences and needs our members have and provides the lens through which I evaluate the initiatives and ideas brought to the board for consideration.

Describe your experiences within or outside of USMS that would help you act as a liaison to the standing committees overseen by this position.

Working with these committees over the past two years, and having been a member of committees prior to joining the board have given me insight into the projects and the support needed. I do my best to advocate for each idea that will be most beneficial to our membership as well as encourage our volunteers to collaborate across committees and resources so that work isn't duplicated and is instead improved through broader knowledge. The committees overseen by this role are some of the most active volunteer & member oriented outreach groups and the experience and knowledge they share is integral information needed for a board of directors member. I would be honored to continue to support and advocate for the great work that they 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, consisting of a stylized 'A' followed by a series of loops and a final vertical stroke.

Date Signed

Sunday, June 1, 2025



Board of Directors Nomination/Recommendation Form

Submitted on

Sunday, June 1, 2025

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

Vice President of Local Operations

Candidate Name (as on their USMS registration)

Crystie McGrail

Section 3: Nomination & Recommendation

How do you know the candidate?

I am pleased to write this letter of recommendation for Crystie McGrail, whom I have had the pleasure of knowing for the past eight years in my capacity as a fellow USMS volunteer. During this time, I have observed her remarkable contributions both as a volunteer and a leader, particularly in her role at a national level as VPLO.

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?

Crystie has consistently demonstrated an exceptional ability to listen to multiple points of view, which is a critical skill in any collaborative environment. Her open-minded approach fosters a culture of inclusivity and respect among her peers and athletes, allowing for a richer dialogue and stronger team dynamics, most notably on the Awards and Recognition Committee.

Her extensive service at both the local and national levels speaks volumes about her commitment to the sport and her community. She has actively participated in numerous events and initiatives, such as Relay for Volunteers, showcasing her ability to manage complex responsibilities while maintaining a positive and encouraging atmosphere. Her long resume in both Colorado and New England demonstrates she recognizes the unique challenges USMS faces locally and in diverse parts of the country. Her organizational skills are evident in the way she plans and executes strategic planning, ensuring that every volunteer feels valued and supported.

Moreover, Crystie's warm and friendly demeanor makes her approachable and relatable to everyone she

interacts with. She has a unique ability to connect with individuals from diverse backgrounds, which not only enhances team cohesion but also inspires those around her to strive for excellence.

In summary, I wholeheartedly recommend Crystie McGrail for consideration by the USMS Board of Directors. I am confident that her dedication, leadership qualities, and interpersonal skills will continue to make a significant positive impact on our organization.

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 'C' followed by a flourish.

Date Signed

Sunday, June 1, 2025



Board of Directors Nomination/Recommendation Form

Submitted on

Monday, June 2, 2025

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

Vice President of Local Operations

Candidate Name (as on their USMS registration)

Crystie McGrail

Section 3: Nomination & Recommendation

How do you know the candidate?

Crystie McGrail is a trusted governance partner and friend whom I first met in 2011 and worked closely with on the New England LMSC board from 2013 to 2022. We have jointly attended NELMSC events, USMS annual meetings, the National Coaches Clinic, and the Volunteer Relay. Since she moved to Colorado, we have continued to collaborate on USMS initiatives. I chair the LMSC Development Committee and the Colonies Zone, while Crystie, as vice president of local operations, serves as an ex officio member of the committee and liaison to the USMS 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?

Since joining USMS in 2009, Crystie McGrail has consistently excelled in numerous roles — coaching and managing Great Bay Masters in New Hampshire and Longmont Masters in Colorado, directing mini meets and large LMSC championships, and serving in various local and national governance positions. Her leadership and many contributions have been recognized with honors and awards, including her 2023 induction into the New England LMSC Hall of Fame.

Crystie is an effective planner and communicator who does her homework, seeks input from others, and is quick to learn. She asserts her perspective directly but respectfully, and her collaborative approach and incisive questions are valuable assets. When disagreements arise, she remains constructive and solution oriented.

Crystie initially volunteered to support the New England LMSC board as webmaster in 2013. When she

became coaches chair in 2014, she immediately introduced well-considered proposals with a clear plan, budget, and goals to educate and energize New England’s coaches. When she succeeded me as board chair in 2019, the transition was seamless due to her preparation and engagement.

As NELMSC board chair from 2019 to 2021, Crystie addressed issues and challenges with her usual methodical, value-added approach. This modus operandi served us well when we voluntarily adopted the USMS Unified Fee without incident by clearly communicating the reasoning to members. It also helped during the pandemic, when we circulated reliable information, provided useful open water swimming and dryland training resources, and thoughtfully implemented a club and workout group grant program.

Crystie is continually learning, leading, and lending support. She has attended annual meetings, local and national coaches clinics, and the Volunteer Relay, which she has helped plan. Her service on the Coaches, LMSC Development, and Governance committees and current role as vice president of local operations has enabled her to align best practices with USMS’s strategic priorities. She has also “walked the walk” by personally participating and helping implement USMS initiatives at the local level, including meets, certification courses, clinics, and Adult Learn to Swim and Grown Up Swimming programs.

In summary, Crystie consistently demonstrates professionalism, thoughtfulness, and effectiveness, and her proactive approach and commitment to continuous improvement position her to help guide USMS through future opportunities and challenges. I highly recommend Crystie for re-election as VPLO and encourage every delegate to consider her qualifications, leadership, and deep understanding of USMS.

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

Section 4: Agreements & Submission

Second Recommender

Accepted

Attestation

Accepted

Consent to Publish

Accepted

Signature



Date Signed

Monday, June 2, 2025