

Ed Coates - Candidate for President



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

The candidate was nominated and recommended by *Peter Guadagni* and received a letter of recommendation from *Whitney Hedgepeth* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

I have attended the annual USAS convention and USMS Annual Meeting in 2005, 2007, 2008, 2010, 2012, 2013, 2014, 2015, 2016, 2017, 2018, and 2019. I attended the USMS Annual Meetings in 2020, 2021 and 2022

Section Three: Questions

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

USMS membership has had a significant impact on my life because of the great friendships I have developed within my swimming community and the health benefits related to swimming. I have benefited from the mission of USMS and my interest in this position is to help USMS

continue accomplishing its mission to promote health, wellness, fitness and competition through swimming. My services as a volunteer at both the local and national level, in combination with my professional leadership experience, has given me a solid background to lead USMS into the future. My volunteer roles with USMS have given me a good understanding of the governance and operational structure of USMS. I also have experience as a volunteer and board member for other organizations that will assist me in the leading the Board for Directors in the role as President.

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

USMS faced unexpected issues and challenges related to the pandemic, but with the steady leadership of staff and the Board during the pandemic helped lessen the potential harm to the organization. We have emerged from these challenging times on a good financial footing with many opportunities to grow in the future. USMS is now in a position to focus on our future. We have several opportunities to strengthen USMS going forward by maintaining our focus on our mission and pursuing key strategic opportunities, including:

Club Development – Clubs and coaches are the lifeline to our members. Having been a member of Longhorn Aquatics for nearly 30 years, I have seen how a strong club structure can attract and retain members over the long haul. As President, I would encourage the Board to continue to focus on this strategic pillar and provide resources to support club development and growth. This will lead to a positive overall membership experience.

Event Development – While not all of our members are competitive swimmers, local events are important to attract and retain members. Members who compete are more likely to remain members for the long haul. Just like with club development, we need to continue to support and promote event development into the future. We also need to be creative in offering new and unique event opportunities to attract a diverse array of swimmers and engage with a wider variety of potential participants.

Sustainable Governance – USMS has encountered a lot of change during our 50 plus years of existence. We need to continue to adapt our governance and oversight structure to allow us to grow and to compete in a dynamic business environment. We sometimes forget USMS is also a business, serving nearly 60,000 members with a multi-million dollar budget, a support staff of approximately 15 employees and several hundred volunteers. The organization must be agile enough to take advantage of emerging opportunities, while also having proper oversight in place to protect our brand and assets. We need to have a governance structure that is aligned with best practices so we can more effectively utilize volunteer time and focus on accomplishing our mission.

Effective utilization of volunteer resources – Over the years, we have evaluated how we have utilized and deployed volunteer resources. Volunteer contributions are valuable to our organization and have helped it become the strong organization it is today. But we can't rest on these laurels, we must continue to evolve into the future. We have made many changes in the past to place responsibilities for tasks and activities in the proper place, like the budget modernization process. Going forward we need to continue to reimagine how we do our business and provide volunteers opportunities to use their talents to do meaningful work that contributes to accomplishing our mission. Much of this volunteer focus probably should be at the local level, where we engage more directly with our membership. Providing meaningful volunteer work will ensure we are providing a positive experience for our volunteers.

Like the emergence of a global pandemic over three years ago, we have no insight to the undiscovered challenges and potential opportunities that may emerge in the future that impact USMS, but I will do my best to lead the organization and to accomplish its mission and strategic priorities. I think my past volunteer experience at both the local and national level has given me a strong foundation to lead the Board of Directors in the future.

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

I have served on the Compensation and Benefits Committee from 2011 to 2021. Sarah Welch was the committee chair when I joined the Committee. I have served as the Compensation and Benefits Committee Chair from 2013 -2019. After election to the VPLO role in 2019, I stepped down as chair of Compensation and Benefits Committee but I remained on the committee as a regular member, with Erica Braun taking over as chair. I left the committee after my second term was completed in accordance with the committee charter.

I am a current member of the Governance Committee, first appointed in 2018, and have served on the Education Sub-committee for several years. I have served on the convention task force in 2018 and served on a Grievance Review task force in late 2022 and early 2023.

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

I have served on the South Texas LMSC Board and as LMSC chair for many years, providing me valuable experience in understanding the needs of local operations. I also have served as chair of other local non-profit Boards and understand the relationship between the local and national governance structures. I served as chair of the Central Texas Compensation and Benefits Association Board, a local affiliate to WorldatWork and chair of the Wisconsin Alumni Association of Austin, an affiliate organization of the Wisconsin Alumni Association. Additionally, I have been an active volunteer in Scouts BSA for over 15 years as an adult leader

Please list any other information you would like included.

No response.

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

I personally have experienced the many benefits of USMS membership, that go beyond attending competition and being a member of a club. I have developed lifelong friends, found my first job when I moved to a new city, and reaped the health benefits of swimming as part of my living with coronary artery disease. I volunteered as a local and national leader to help promote these benefits and the organization's mission.

I believe that my time as a national and local volunteer, as well as my professional experience as a Human Resources executive has equipped me with the skills and competencies to lead USMS in the role of President. I look forward to working with the Board, volunteers, and staff to promote the USMS mission and vision. USMS is a unique organization, that offers invaluable benefits to its members and communities, and I look forward to helping it achieve success in the future.



**U.S. MASTERS
SWIMMING**

Nomination and Reference Letter

Peter Guadagni
Walnut Creek, CA 94596

It is an honor and pleasure to nominate and recommend Ed Coates to be the next president of U.S. Masters Swimming.

Ed is a longtime member with a passion for our organization and a record of service to it that is matched by few. He began his USMS volunteer journey 30 years ago first by attending South Texas LMSC meetings and then participating in the effort to rewrite their bylaws. Eventually he would become the LMSC's chair, a position he would hold for more than a decade. As chair he helped plan national and zone championships that were conducted in the area and introduced policies and programs to help support local clubs and events.

As a national level volunteer, he has been a delegate to the annual meeting, member and chair of the Compensation and Benefits Committee, at large director on the Board, member of the Convention Task Force, member of the Governance Committee, and Vice President of Local Operations. In all these roles, he has been a vocal advocate for our members and volunteers; pushing his various committees and the Board to adopt best practices to improve the experience of both of these important groups. Although much of Ed's time in recent years has been devoted to national service, he knows the heart of the USMS experience is found on the local pool deck, having been a member of Longhorn Aquatics for 30 years. He used his national platform to push for the local focus of our new strategic initiatives.

In the six years I have worked with Ed on the Board I have seen him earn the respect of his peers and demonstrate the organizational skills necessary to be president. He is always prepared, he listens, and the initiatives and recommendations he brings to the Board, committees, and task forces on which he has served are thought out and well planned.

Ed has the knowledge, skills, and passion to lead USMS into the future. I encourage you to join me in supporting his candidacy for president.

Sincerely,

Peter Guadagni
Walnut Creek Masters
Pacific LMSC



**U.S. MASTERS
SWIMMING**

Reference Letter

From: Whitney Hedgepeth
Longhorn Aquatics(TXLA)
Head Masters Swim Coach

April 1 ,2023

Subject: Recommendation for Ed Coates

To: The Election Committee

I would like to recommend Ed Coates for position of President on the USMS Board of Directors. Ed has always been a huge asset to the Longhorn Aquatics team, for which he has been a continuous member since 1993. He is our team leader and the person that keeps things running smoothly within our program. He is always the first to welcome new members when they show up at practice, he is the loudest cheerleader on deck when his teammates are in the water. He also works hard at events to ensure all attendees are included by organizing relays for the entire time and planning team outings. He worked tirelessly to make sure the 2008 spring Masters Nationals and most recently the 2018 Spring Zone Meet held at the University of Texas were run well and people enjoyed it. He was the most instrumental individual in the overall success of these meets. Ed's past leadership of the South Texas LMSC is outstanding, as he is continuously kept members informed of local meets, membership renewals and any masters upcoming events. Ed swims 4-5 days per week with the Longhorn Masters group and regularly attends Masters Nationals where he promotes the sport that he loves to others.

Sincerely,

Whitney Hedgepeth

Michael Heather - Candidate for President



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

The candidate was nominated and recommended by *C.J. Rushman* and received a letter of recommendation from *Skip Thompson* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

1986-2020 inclusive. Every day of every meeting.

Section Three: Questions

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

I have extensive experience in national committees, was a member of the bod for 23 years, including 8 years as an officer. USMS has lost its way and needs leadership now like no other time in its history. I am a great candidate because I know how all the committees are supposed to work and I will not ask them to do things outside their mandate. I also know how staff is

supposed to interact with volunteers and will ensure there is cooperation and excellent communication.

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

(1) Volunteers need to be appreciated and recognized regularly (delegate/LMSC/special awards). They are too precious to treat badly or take for granted. (2) Board of Directors need a leader (will seek strengths and appoint appropriately) to drive it toward positive and correct future policies and actions. (3) USMS needs to grow to 100,000 (new clubs and members) in order to attract serious sponsor money. (4) Humor seems to have been lost, I hope to help USMS find once again. It should be fun to serve your sport, I have witnessed little of that in the past few years. (5) Local meets need support and motivation. A few of our committees and LMSCs could be a great help getting more meets to happen, especially in new pools with new clubs.

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

I have served so long and in so many levels, that it would be easier to list the committees on which I have not served. That being said, I chaired the convention committee for 12 years, cochaired for 4 years. Was a member of Marketing (Rich Burns), Rules (June Krauser), Legislation (Kathy Casey), Long Distance, and a couple others that no longer exist. I was on two task forces, chair of one that examined membership dues, I was on the governance task force that created the very governing style we now use. As an officer, I oversaw (ex officio) 8-10 committees, including: Coaches, Championship, Fitness, LMSC Development, Officials and a few others.

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

Six year American Red Cross volunteer, Disaster team leader for 3 years. Owner of a successful business for 37 years.

Please list any other information you would like included.

USMS is a sporting organization that should keep a narrow focus on health, education, growth of the organization and social opportunities for its members. Virtual and Zoom meetings do nothing to help the members meet and learn about one another in a way that face to face meetings can. It is all too apparent that the disastrous effect of the health panic of 2020 has hurt USMS a great deal and we shall work hard to overcome latent misery and exclusion. USMS has a long history of social networking that has been set aside for no good reason.

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

Volunteers are a precious resource that cannot be misused, ignored or polarized. You all are meaningful participants in a great effort to bring swimming to every adult in the country, if not the world.

Your vote for me shall not be wasted. I will work hard to recreate the fun and energetic atmosphere we have all come to expect and treasure. I seek only to make USMS a great organization of which one would want to be a member once again. New growth does not mean more people in your lane, it means more opportunities for meets and friends that you have not yet met.

If we set and reach a goal of 100,000 members in the next five years, we will have returned all of the missed opportunities of the last 10 years. USMS has in the past seen 10-20% year after year growth. We can not expect to stay healthy and thrive as an organization if we do not begin to grow again. Growth is fine and well but not the ultimate goal. Adult swimming is a good source of healthy living for society. The more we grow, the more we help keep Americans healthy and drowning resistant!

In 2010, when FINA added several relays to Masters world record keeping, I was able to coax two clubs (Rose Bowl and Mission Viejo) to sanction relay meets and set almost 60 new World records. Although many have been eclipsed in time, they all have a first spot in the record book. Please look them up! I did not participate on any of those relays, being out of town at a USMS Board of Directors meeting.

In 2009, I created a round table for all US Masters aquatic sports to find common ground upon which we all could interact and grow our sports. Nearly everyone in Masters Synchro, Diving and Water Polo are USMS members! In 2010, there was a Masters diving exhibition during the SC Nationals in Washington.

Letter of Nomination and Recommendation

From: C.J. Rushman

Date: April 25th, 2023

Subject Line: Nomination of Michael Heather

To: The Elections Committee

I nominate Michael Heather for the office of president of USMS. I also recommend him for this office.

I first met Mike in 2009, and know him to be a devoted and impassioned advocate for the organization. We do not always agree on the issues, but his position is always the result of thoughtful deliberation, and he respects my opinion when we disagree.

I worked most closely with Mike on the Board of Directors, and found him to be unflappable in the face of ever-changing situations. He always came through, no matter how difficult or odd the request. In fact, he usually anticipated the needs of the committee chairs or delegates, and already had just what was needed in his handy briefcase. This is a quality that would serve him well as president.

Mike was a member of the Board of Directors for more than 20 years, worked long and hard in every position he has held and with every task he was given, and wants to continue to serve the organization.

Sincerely,

Christopher J. Rushman

C.J. Rushman, Rules & Investment Committee Member

Letter of Reference: For Michael Heather to the position of President USMS

To: USMS Elections Committee

Date: 4/25/23

I am happy and honored to recommend and endorse the nomination of Michael Heather for the position of President of United States Masters Swimming. I have known Michael since 1988 and have found his service to USMS to be without equal and without blemish. Over the years he has proven to be a loyal and determined board member, officer, national committee chair (and member) and task force chair (and member). He is always working and striving to improve USMS within its boundaries and policies. I believe he will be an excellent candidate and will add a great deal of institutional knowledge as well as perspective to the growth process.

Michael started his membership in 1976 and has contributed to the growth of Masters Swimming in Southern California through his participation and leadership with Southern Pacific Masters Swimming. On the National level he was a member of the Convention Committee for many years and then became Chair of that Committee from 1993 to 2005. From 2006 to 2009 he was elected Vice President of Community Service and from 2010 to 2013 he was elected Vice President of National Operations. That is a total of 20 Years on the United States Masters Swimming Board of Directors.

Mike has worked long and hard in every position he has held and with every task he was given, and wants to continue to serve the organization. He has made significant contributions in all leadership areas of US Masters Swimming and works diligently to create a positive result for all involved. He truly shows a lifelong passion for swimming by going above and beyond in his commitment to USMS.

I am pleased to endorse his candidacy give my permission for this letter to be published to our USMS delegates in the Convention packet.

Sincerely,

Skip Thompson

Julie Dusliere - Candidate for Vice President of Administration



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

The candidate was nominated and recommended by *Nadine Day* and received a letter of recommendation from *Chris Colburn* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

San Diego – 1999
Dallas – 2002
San Diego – 2003
Atlanta – 2008
Chicago – 2009
Dallas – 2010
Jacksonville – 2011
Anaheim – 2013
Jacksonville – 2014
Kansas City – 2015
Dallas – 2017
Jacksonville – 2018
Virtual – 2020
Virtual – 2021
Denver – 2022

Section Three: Questions

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

Swimming has been a life-long sport and passion. I'm committed to giving back to the sport that has given so much to me. I began competitive swimming at age 12, and have been consistently involved as an athlete, coach, and/or official ever since. I've had the privilege of being involved at all levels of the sport from the local community to the international stage.

I believe that my experience with rules and regulations, governance, and event management both professionally and as a volunteer make me a good candidate for the VP of Administration position. During my tenure at the USOPC I've had the opportunity to work with NGBs and International Federations across the Olympic and Paralympic Movements, and I have a strong understanding of best practices, non-profit management, and the sport business landscape. I feel that my experience on boards of directors both within the sport of swimming and in other areas of sport governance would be an asset to USMS.

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

While USMS is successfully emerging from the COVID-19 pandemic, there is still work to be done and many opportunities for future growth.

- **Membership:**
Continued growth and recruitment of new members is important for any sporting organization including USMS, however addressing the retention of current members must also be a priority. Listening to members and stakeholders is integral to understanding their needs and ensuring the organization is offering programs and services to meet those needs.
- **Coaches:**
The coach on deck is the primary, and in some cases may be the sole point of contact, for our member swimmers to USMS. Supporting coaches with education opportunities, resources, and information to strengthen the swimmer-coach-club-LMSC relationship will contribute to a stronger USMS.
- **Consistency:**
USMS offers a wonderful opportunity for those of us who love the sport of swimming. Developing templates, tools, and best practices to support clubs and LMSCs is important. While every local program will always have its own flavor, ensuring that the USMS member experience has consistencies regardless of locale is important.
- **Competition:**
As a competitive swimmer, I long for the opportunity to compete regularly without having to travel significantly to do so. Exploring possibilities to expand competitive opportunities is a tactic to retain current membership and engage new members. New and innovative ideas in combination with maintaining the currently strong schedule of national championships (pool, postal and OW) and long-standing meets is an opportunity to be considered.

- **Partnerships:**
The sport landscape is rife with opportunities for collaboration. While USMS has strong ties to USA Swimming, there are many other organizations in the ecosystem that could be beneficial partners to the growth and sustainable success of USMS.
- **Athlete Safety:**
While USMS is an adult-organization the boundaries of Safe Sport are not limited solely to minors. Governance and continued evolution of regulatory mandates in the safe sport arena could expand beyond the current scope. USMS should analyze, strategize, and pre-position the organization to be proactively prepared for the possibility of increased compliance in the future.

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

Governance Committee: 2021 – present
[Chair: Dr. Jim Miller 2021, Jeff Strahota 2022, Paige Buehler 2023]

Rules Committee: 2018 – present
[Chair: Charles Cockrell 2018-2020, Mollie Grover 2021-present]

Coaches Committee: 2000-2002
[Chair: Scott Rabalais 2000-2001, Michael Collins 2002]

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

Professional:

- U.S. Olympic & Paralympic Committee, 2003-present / current role: SVP, Chief of Paralympics & Internally Managed Sports
 - Chef de Mission Team USA – 2014 Sochi WPG; 2015 Toronto PPAG; 2016 Rio PG; 2018 PyeongChang WPG; 2019 Lima PPAG; 2020 Tokyo PG; 2022 Beijing WPG
 - Oversight and leadership of internally managed sports department where USOPC serves as the National Governing Body – currently 12 Olympic & Paralympic sports
 - Support NGBs in the areas of high performance, sport development, grassroots/pipeline, coaches and officials’ education, compliance, governance, events, athlete safety, and general business operations
 - Event director for various major national and international competitions across multiple sports including world championships, world cups, national championships, and Trials
- **Coaching Experience:**
 - Falfins Swim Team – age group – 2010
 - Castle Rock Swim Team – age group, senior, masters – 2005-2006
 - Rocket Aquatics – age group, senior, masters – 1999-2003

- Kansas City Blazers – age group – 1999
- Liverpool Jets Swim Team – age group, senior – 1997-1999
- West Coast Aquatics – age group, masters – 1995-1997
- Christian Brothers Academy – high school – 1997-2003
- Saratoga High School – high school – 1995-1996

Swimming:

- NCAA and CSOA – swimming and diving official – 2010-present
- NFHS – swimming and diving official – 2007-present
- IPC Swimming Technical Delegate and Technical Advisor – 2003-2012
 - Swimming Technical Delegate, 2010 Asian Para Games
 - Swimming Technical Delegate, 2011 Parapan American Games
- Meet Director:
 - UNSCSA Collegiate Swim/Dive Champs – 2002
 - NYSWCAA collegiate Swim/Dive Champs – 2002, 2003
 - U.S. Paralympics Swimming National Championships/Trials – 2005, 2006, 2007, 2008
- Honored by ISHOF in 2015 with the Paragon Award for Competitive Swimming
- International:
 - Vice Chair, IPC Swimming Sport Technical Committee 2007-2008
 - IPC Swimming Competition Program Working Group 2015-2017

Other Sport Organizations:

- International Paralympic Committee
 - Paralympic Games Committee – 2015-present
- Americas Paralympic Committee
 - Vice President – 2017-2018
 - President – 2018-2019
 - Treasurer – 2021-present
- Colorado Springs Sports Corporation Board of Directors – 2022-present
- Colorado Association of Swimming Officials Board of Directors – 2019-present

Please list any other information you would like included.

BA, Purdue University [Academic All-Big 10 Conference honoree in Swimming]

MA, Ohio State University

Olympic Sport Leadership Certification, Northwestern University – Kellogg School of Management

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

As a long-time member of USMS I believe in the strength and vision of the organization. My experience across all levels of the sport of swimming as an athlete, coach, official and administrator, both professionally and as a volunteer, will contribute knowledge and perspective to the Board of Directors. If elected, as a member of the Board of Directors I will strive to support the organization to be successful in meeting the needs of the membership and setting strategic direction through collaborative work with staff and volunteers.



**U.S. MASTERS
SWIMMING**

Both/Combo*** X

From: Nadine KM Day, World Aquatics Masters Chairperson, Past President of US Masters Swimming

Date: April 08, 2023

Subject Line: Nomination and Recommendation for Julie O'Neill Dusliere

Dear Elections Committee and the US Masters Swimming House of Delegates and Membership,

I am pleased to nominate Julie O'Neill Dusliere as the candidate of Vice President of Administration.

This letter serves as both a nomination and recommendation. US Masters Swimming needs a leader, who has a diverse background of skills from an athlete, a coach, an official, and a meet director perspective. She also has experience serving on the board for both sports and non profit organizations. Julie has been involved with strategic planning and governance. She has facilitated relationships within the various organizations by increasing awareness, marketing and philanthropy initiatives. She has proven her management skills working with various NGBs from Alpine skiing, cycling, nordic skiing, powerlifting, snow boarding, swimming, and track and field.

Julie has demonstrated her leadership skills in the growth of the Paralympic movement. She has shown her collaborative skills with various sports organizations. She is currently on the Board of Directors of the Colorado Springs Sports Corporation. She has led Paralympic sports outreach and development. Understanding that the grassroots and members are important, she is on an advisory committee addressing customer experience.

Julie is the SVP, Chief of Paralympics and Internally Manage Sports. She has shown her fiscal responsibility overseeing budgets and management of 150+ staff in addition to outside contracts. She is currently serving as Treasurer for the Americas Paralympic Committee Governing Board.

As Vice President of Administration, Julie would have oversight of Rules, Legislation, Championships, and Membership committees. Julie is a member of the US Masters Swimming Rules and Governance Committee. She has an exceptional understanding of oversight and policy. She has been the meet director for International meets, Paralympic Trials, National meets, and Collegiate meets. She has also served as a technical official at various levels. She was also instrumental in developing the ASCA Coaches certification for the Disability Coach certification. Julie developed and implemented National Paralympic Swimming Technical Officials certification.

U.S. Masters Swimming needs Julie O'Neill Dusliere. She is willing to help our organization and has a proven record of providing the leadership and serving members. It is my honor to recommend Julie for the office of Vice President of Administration.

Respectfully,

Nadine KM Day, World Aquatics Masters Chairperson, Past President of US Masters Swimming

To: The Elections Committee
Re: Letter of Recommendation for Julie Dusliere
Date: April 4, 2023

To the Elections Committee,

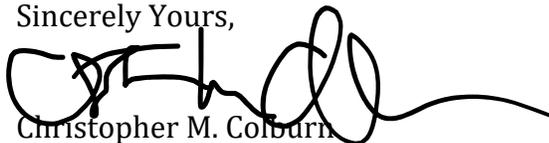
I am writing today to recommend Julie Dusliere as a candidate for the office of Vice President of Administration.

I have known and worked with Julie over the last four years through her service on the Rules and Governance Committees. Through her day job with the United States Olympic and Paralympic Committee (USOPC), Julie has demonstrated a superior knowledge of the inner workings of sports national governing bodies (NGBs); their rules and operations; and their governance structures. Julie has shown the abilities both to tie that knowledge into her USMS work, and to lead and teach her fellow volunteers about the nuances of the initiatives that can improve USMS as an organization moving forward. Her work with the Governance committee further shows that what she has learned from other NGBs will help guide USMS and its Board into the next two years as they implement the changes outlined in our Strategic Priorities.

Since Julie has done significant work at the highest of national and international levels, some might be concerned that she does not have the local focus espoused by our current strategic priorities. Julie has that covered as well! Her many years as a coach and official show that she also has experience with the grassroots levels of swimming. The many ages, levels of ability, and situations she has worked with help her to understand well the “one size doesn’t always fit all” philosophy required of our leaders.

As volunteers on the USMS Board of Directors, we often look to find successors who we feel can do a better job with the organization than we have been able to offer in our own service. It is my firm belief that Julie Dusliere not only will do a better job than I have in the role of Vice President of Administration, but will also provide solid leadership as a member of the Board of Directors and the Executive Committee for as long as she wishes to serve.

Sincerely Yours,

A handwritten signature in black ink, appearing to read 'Chris Colburn', with a long horizontal flourish extending to the right.

Christopher M. Colburn
USMS Secretary 2013-2017
Vice President of Local Operations 2017-2019
Vice President of Administration 2019-2023

Crystie McGrail - Candidate for Vice President of Local Operations



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

The candidate was nominated and recommended by *Guy Davis* and received a letter of recommendation from *Jeff Strahota* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

2017-TX, 2018-FL, 2019-St Louis, 2020-virtual, 2021-virtual, 2022-Denver

Section Three: Questions

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

I am interested in the VPLO position as an opportunity to expand my service to USMS utilizing everything I have learned and experienced over the past 10 years. My goal in this position is to listen to the needs of each of the committees I would oversee and advocate for them so they and the board can work together to effectively steward USMS into the future.

Identifying gaps in necessary resources, connecting people to solutions, and having a measurable impact are qualities that I have shown throughout my volunteer history with USMS. I am organized, diligent, and will consider multiple situations and outcomes when making decisions. I have worked with many amazing USMS volunteers over the years, and I hope to emulate their best attributes in this role.

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

I see three primary areas of focus for USMS:

1. Supporting our coaches, volunteers, and members in effective and innovative ways is something that I think USMS should continually strive to improve.
2. Continuing our post-pandemic efforts to recover events and programs.
3. Communication. Because USMS is a diffuse organization, each of us can get caught up in our own perspective. But I believe that we can improve this by listening and fostering more constructive conversations between all levels of the organization: national, regional, and local.

I have been fortunate to participate in and help plan the Volunteer Relay, where volunteers across the country come together and learn about and from each other. I strongly believe that one way we can best support USMS's mission moving forward is by continuing to leverage Relay to educate, motivate, and unify our volunteers.

The focus of our 2023 Volunteer Relay in October is Events. It is our hope that learning how others host and grow different events to engage current and prospective Masters swimmers will be both beneficial and impactful.

If I am elected, one of my goals will be to make sure that Relay and other similar initiatives are meeting our volunteers' and members' needs.

If I am elected, I will listen, learn, and strive to ensure that, when developing programs and policies, the board and national committees hear and represent the voices of all USMS members and volunteers.

If I am elected, I will advocate for clear, transparent communications that provide all members with the information they need to understand USMS governance decisions and operational changes.

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

2022 to Present – Governance Committee Member (Jeff Strahota, Paige Buhler)

2022 to Present – LMSC Development Committee Vice Chair (Dave Brancamp)

2019 to 2021 – LMSC Development Committee Member (Michael Moore, Lisa Brown, Maddie Sibilia)

2016 to 2018 – USMS Coaches Committee Member (Bob Jennings)

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

LMSC Positions:

- 2021 to 2022 – New England LMSC Immediate Past Board Chair
- 2019 to 2021 – New England LMSC Board Chair
- 2014 to 2019 – New England LMSC Coaches Chair. Created a series of local clinics for coaches and swimmers and scholarships for coach education.

- 2013 – New England LMSC Asst. Webmaster

Coaching Positions:

- 2010 to 2022 – Head Coach & Club Manager, Great Bay Masters Swimming, Inc. (GBM), Dover, N.H.
- 2018 – Started GBM’s annual “April is Adult Learn to Swim Month” program at the Dover pool, expanded to the Portsmouth pool

Meet Director Roles:

- 2022 – Portsmouth Mini Meet, Portsmouth, N.H. (30 participants)
- 2011 to 2022 – Jenny Thompson LCM Mini Meet, Dover, N.H. (80-100 participants)
- 2012 to 2020 – Exeter SCM Mini Meet, Exeter, N.H. (90-100 participants)
- 2010 to 2015 – New England LMSC SCM Championship Meet, Boston, Mass. (3 days, 400+ swimmers)

Other Assignments & Honors:

- 2016, 2018, 2020, 2022 – USMS National Coaches Clinic Attendee
- 2019 – USMS Dorothy Donnelly Service Award
- 2019 – New England LMSC Contributor of the Year Award
- 2018 – USMS Convention Task Force
- 2014 – New England LMSC Coach of The Year Award

Professional Experience:

Fitness industry and administrative, program management, and leadership training experience for nonprofit organizations.

Please list any other information you would like included.

In early 2023, I moved from New Hampshire to Colorado, where I started a new job and am gradually meeting new people and learning about the local Masters Swimming scene. Now that I have transitioned my prior club and LMSC obligations, I look forward to pivoting my energies to an expanded leadership role at the national level.

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

I am running for Vice President of Local Operations because I believe my 10+ years of experience running USMS events, coaching Masters swimmers, and serving in volunteer roles at the LMSC and national levels has prepared me to be a well-rounded leader and VPLO candidate. I have gained an in-depth understanding of what goes into creating, building, and sustaining local program operations through firsthand experience, including successfully leading my club through the pandemic. I have worked with amazing volunteers on various committees, projects, and events, who I hope to continue supporting on the USMS board. My goal as VPLO will be to listen, learn, and think and act holistically in the best interests of all USMS volunteers and members.

FROM: Guy Davis
TO: USMS Elections Committee
DATE: March 26, 2023
RE: Letter of Nomination and Recommendation for USMS Vice President of Local Operations Candidate, Crystie McGrail, Colorado LMSC

It is my great honor to nominate and recommend Crystie McGrail as a candidate for USMS Vice President of Local Operations.

I have worked with Crystie for over a decade in the governance and leadership of Great Bay Masters Swimming Club and the New England LMSC. Her record of service to Masters Swimming at the local, regional, and national levels speaks for itself, as do the special qualities that distinguish her contributions.

Crystie became involved in Masters Swimming shortly after college. She quickly assumed multiple responsibilities within our club as coach, team manager, and meet director, including running an annual 500-swimmer NELMSC championship. Our club thrived under her leadership. She then assumed key LMSC responsibilities, serving as Webmaster, Communications Chair, Coaches Chair, Board Chair, and mentor.

More recently, Crystie has contributed her expertise and experience in national roles, including the Convention Task Force, Coaches Committee, Governance Committee, and as the Vice Chair of the LMSC Development Committee. This breadth of service is remarkable, particularly for a younger USMS member.

Crystie is a quick learner and is very effective working in teams and getting the best from others. She continually invests in her professional, managerial, and coaching skills, and her peers inside and outside the swimming world commend her as "rock solid" her "ability to juggle multiple projects with quiet efficiency." In every role at every level, she brings focus, pragmatism, strong communication and organizational skills, and deep understanding of USMS and its members' needs.

Perhaps what I admire most is Crystie's innate ability to inspire enthusiasm and participation. On the pool deck and in the water she is a dedicated, much-appreciated teammate, coach, and role model who is equally effective in motivating and guiding seasoned competitors and newbies alike.

Crystie's knowledge of Masters Swimming governance, club development, and meet management and her understanding of USMS's strategic goals are excellent qualifications for the VP of Local Operations. I recommend her candidacy to you with my highest endorsement.

Respectfully Submitted By,

Guy Davis
Chair, USMS Finance Committee
Vice Chair, New England LMSC
Member, Great Bay Masters Swimming, Inc.





**U.S. MASTERS
SWIMMING**

Letter of

Nomination * _____
Recommendation** X
Both/Combo*** _____

From: Jeff Strahota

Date: 3 April 2023

Subject Line: Letter of Recommendation for Crystie McGrail - VPLO

To: The Elections Committee

It is my pleasure to recommend Crystie for the position of Vice President of Local Operations for U.S. Masters Swimming.

Crystie and I first came in contact in the early 2010s through our roles as meet directors of large regional meets, both sharing the vision of having successful events at amazing facilities with our swim communities. What started as more of a marketing and operations best practice sharing relationship continued to grow and broaden to USMS as a whole as she began national-level service in the latter half of the last decade, as she joined the Coaches Committee, then LMSC Development Committee, on concurrent task forces in 2018, and then as we served together on the Governance Committee in 2022.

Throughout this time, her vision and ideas for the committees and USMS have been gold star. It seemed that every convention, we'd spend an hour chatting about something – breaking down an idea and rebuilding with a stronger foundation once we were done.

While I was Chair/Vice Chair of the Governance Committee, and into the pandemic when we couldn't have convention conversations, I could count on a phone call from Crystie every few months to discuss something – and again, an hour or so later, we (and USMS) were both better off. During our Unified Fee discussions, after spending an hour with the New England LMSC, Crystie took me up on my offer to call with additional questions and concerns, and addressing her points was key into getting LMSC buy-in from New England and ultimately getting the legislation passed.

USMS will benefit greatly from someone like Crystie in this position. She is an amazing leader and someone who is willing to listen, eager to make improvements, always with the organization's best interests in mind.

I look forward to the results of her leadership both on the Board and with the VPLO committees.

Thanks,

Jeff Strahota, Potomac Valley LMSC Secretary

Robin Smith - Candidate for Vice President of Programs



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

The candidate was nominated and recommended by *Phyllis Quinn and Catherine Rust* and received a letter of recommendation from *Kenny Brisbin* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

- 2022 Hybrid / Denver, CO (Sep 16-18, 2022) – attended in person
- 2021 Virtual (Sep 24-26, 2021)
- 2020 Virtual (Aug 30-Sep 27, 2020)
- 2019 St. Louis, MO (Sep 11-15, 2019)
- 2018 Jacksonville, FL (Sep 26-30, 2018)
- 2017 Dallas, TX (Sep 13-17, 2017)
- 2016 Atlanta, GA (Sep 21-25, 2016)
- 2015 Kansas City, MO (Sep 30- Oct 4, 2015)
- 2013 Anaheim, CA (Sep 11-15, 2013)

Section Three: Questions

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

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

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

The major issue facing USMS now and in the future is effective and sustainable growth of the Organization. USMS has been experiencing “growing pains” for a while now and has been looking into various ways to create a new business model. This is important in order to be able to sustain USMS into the next 50 years and beyond. All businesses and organizations face the challenges of scalability and adaptability, when assessing their ability to grow. In order for USMS to grow its membership, the ability to change and adapt is imperative. As a person holding an elected position within USMS, I will continue to use this platform to listen, learn, and to really hear what is being said. And I will continue to use this information, in combination with lessons learned and best business practices, to help drive new ideas and processes forward that support and value each of our members, and that will guide USMS into its future.

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

Investment Committee (2023) – Chair: Ralph Davis
Long Distance Committee (2021) – Chair: Ali Hall
Long Distance Committee (2020) – Chair: Ali Hall
Long Distance Committee (2019) – Chair: Ali Hall
Long Distance Committee (2018) – Chair: Ali Hall
Fitness Education Committee (2016) – Chair: Mary Jurey

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

Southern Pacific LMSC Open Water Committee Chair (Jan 2018 to Dec 2021)
Southern California Swimming LSC Open Water Committee Chair (Jan 2020 to Dec 2022)
Collaborate with LMSC and LSC Officials Committees to support certification activities and provide training opportunities for Open Water Officials.

Please list any other information you would like included.

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

Southern Pacific LMSC Vice Chair and Sanctions Chair (Jan 2022 to present)

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

Southern Pacific LMSC Secretary (Jul 2012 to Dec 2017)

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

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

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

Certified USMS Adult Learn to Swim Instructor (Mar 2015)

USA Swimming Certified Coach (Sep 2019 to present)

USMS Coach-on-Deck (2015, 2017, 2019, 2022, 2023)

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

Recipient of USMS Dorothy Donnelly Service Award (2015)

Recipient of USMS Open Water Service Award (2021)

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

Hello Everyone! My name is Robin Smith from the Southern Pacific LMSC. I am seeking re-election to the Office of Vice President of Programs because I want to continue the work of assisting USMS in carrying out its Mission and Vision. My thirteen years of volunteer experience has been at both the local and the national levels of USMS, and has included oversight and support of Open Water, Long Distance, and Officials. I am a swimmer, a Certified USMS and USA Swimming Coach, and a Certified USMS Adult Learn to Swim Instructor. I believe that the breadth of my volunteer experiences, along with my recent term on the Board of Directors, will continue to bring additional knowledge and expertise to the Organization, as we continue to move USMS into its future. Thank you for your consideration.



**U.S. MASTERS
SWIMMING**

Nomination and Recommendation for Robin Smith, Vice President of Programs

From: Phyllis Quinn, Chair USMS Long Distance Committee
Catherine Rust, Vice Chair USMS Long Distance Committee

April 25, 2023

To: The Elections Committee

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

Robin is currently serving (2021-2023) as USMS Vice President of Programs. During her term at this position, Robin has consistently shown responsibility, leadership and vision for USMS.

Achievements of her Executive Committee liaison with the USMS Long Distance Committee include: Supporting the new LDC Chairperson and new Vice Chairperson offering guidance as needed to the committee leadership; Facilitated and represented the Long Distance Committee to the Board of Directors and National Office throughout the process to the Virtual National Championships (previously Postal) and the pandemic/weather/climate issues facing Open Water National Championship hosts; Currently involvement in the process of facilitating committee discussions with the National Office on changes to the Open Water National Championships; Worked with presentation of an emergency rules proposals with Open Water National Championship hosts and the Board of Directors.

In connection to the USMS Long Distance Committee, Robin has always been available to discuss any issue that arises. She is experienced and thoughtful so her advice is always welcome. She is very diplomatic when dealing with conflict and helps resolve issues making sure all voices are heard.

Robin has volunteered on all levels of USMS, National, LMSC and Club Level. Along with Vice President Programs she is currently the Southern Pacific LMSC Vice Chair and Sanctions Chair. In prior years she served on the USMS Fitness Education Committee and the USMS Long Distance Committee. Because of her many years of outstanding service, Robin has received the Dorothy Donnelly Service Award and the USMS Open Water Service Award. Also, she is a USMS Certified Level 3 USMS Coach, Certified USA Swimming Coach and Certified USMS ALTS Instructor.

Robin's qualifications for the Vice President – Programs is outstanding. Her extensive volunteering gives her knowledge and experience and shows a deep commitment to the continued success of USMS.

We endorse Robin wholeheartedly as Vice President – Programs and look forward to her contributions and participation with the Long Distance Committee and the USMS mission.

Closing,
Phyllis Quinn, Chair Long Distance Committee
Catherine Rust, Vice Chair Long Distance Committee



**U.S. MASTERS
SWIMMING**

From: Kenny Brisbin

Date: April 22nd 2023

Subject: Recommendation for Robin Smith for Vice President of Programs

To: The Elections Committee

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

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

Sincerely,

Ken Brisbin

Kenny Brisbin

USMS Chair Coaches Committee

SPMS Chair

Long Beach Grunions Head Coach

Kenny Brisbin - Candidate for Vice President of Community Services



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

The candidate was nominated and recommended by *Robin Smith* and received a letter of recommendation from *Trey Taylor* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

- 2015 Kansas City, MO. Sept 30th - Oct 4th
- 2016 Atlanta, GA Sept 21st – 25th
- 2017 Dallas, TX Sept. 13th – 17th
- 2018 Jacksonville, FL Sept 25th - 30th
- 2019 St Louis, MO Sept. 11th – 15th
- 2020 Virtual Sept 14th - 16th
- 2021 Virtual Sept 24th - 26th
- 2022 Denver, Co. Sept 16th - 18th

Section Three: Questions

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

I'm interested in continuing to drive USMS to be a viable organization. With my wide range of knowledge and contacts, I have a good pulse of what drives Coaches and members. I'm the perfect candidate for this position with my years of experience as a USMS Coach of an LGBTQ+ team, USMS Committee member, Vice Chair, and Chair of the USMS Coaches Committee, Chair of one of the largest LMSCs, and my countless hours of volunteering at the local regional and national level.

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

We need to be able to support our large, self-sufficient LMSCs and maintain focus on the smaller LMSCs as their needs differ. In addition, we need more communication between elected local and national volunteers.

We must also focus and adjust directives based on the younger generations, which we must capture in our organization. I would use my elected position as the Vice Chair over the Coaches Committee and Diversity and Inclusion to ensure what we do has a focus on the above.

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

Coaches Committee Chair 2020 - 2023 - Me

Coaches Committee Vice Chair 2016 - 2019 Bob Jennings

Coaches Committee Member 2013 - 2015 Scott Bay

Championship Committee Member 2012 - 2012 -Jeff Rodin

Championship Committee Member 2010 - 2010 - Jeff Rodin

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

I have been coaching for 20 years and volunteering at the local, regional, and national levels. As a result, I have excellent communication skills, can work well with people, and am a great listener.

Please list any other information you would like included.

No response.

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

My name is Kenny Brisbin, and I'm running for the USMS VP of Communications. As the Head Coach of the Long Beach Grunions, Chair of Southern Pacific Masters Swimming, and Chair of the USMS Coaches Committee, I will bring a broad knowledge base from local, regional, and national levels. In addition, as a leader, I have the drive, knowledge, and communication skills that suit this VP role requirement. I am a great listener to all parties and will use that knowledge to help steer and grow this organization. I have a focus on bringing the next generations into this organization as we must adapt and pivot to capture new members.



**U.S. MASTERS
SWIMMING**

From: Robin Smith

Date: April 25, 2023

Subject: Nomination and Endorsement of Ken Brisbin for Vice President of Community Services

To: The Elections Committee

It is my honor to nominate and endorse Ken (Kenny) Brisbin for the Office of Vice President of Community Services.

I have worked closely with Kenny for over 10 years, both at the USMS National level and locally in our Southern Pacific LMSC. His enthusiasm and willingness to listen helps to bridge differences and allows for effective communication and compromise across a variety of circumstances.

As the Meet Director for our Annual SCM Championship Meet, his attention to detail and excellent organizational skills brings together the best group of volunteers to make this meet a favorite destination for many swimmers from around the country and beyond. And as the USMS Coaches Committee Chair, he has mentored several of our LMSC Coaches Chairs and set up the USMS Mentoring Program for Masters Coaches nationally. Kenny has served Southern Pacific LMSC as Vice Chair and Chair. He has handled many issues in these positions with grace and professionalism.

The wide range of local, national, and international volunteer experiences in Kenny's background will be a great asset to the USMS Board of Directors. I enthusiastically endorse Ken Brisbin for the Office of Vice President of Community Services.

Thank you,

Robin Smith
Southern Pacific LMSC Vice Chair
Southern Pacific LMSC Sanctions Chair
USMS Vice President of Programs



**U.S. MASTERS
SWIMMING**

Letter of Recommendation

Nomination: **Kenny Brisbin**

Recommendation: **Board of Directions – Vice President of Community Services**

From: **Trey Taylor**

Date: **4/24/2023**

Subject Line: Letter of Recommendation

To: The Elections Committee

Esteemed members of the elections committee, it is both an honor and a privilege to nominate Kenny Brisbin for the position of VP of Community Services. Kenny has a long history of volunteer service with USMS. He began his volunteer journey on the Championship committee in 2010 and has worked tirelessly since. Mr. Brisbin has been recognized for his service with a Dot Donnelly Service Award, as well as the Ted Haartz USMS Staff Appreciation Award. In addition to his years on the Championship Committee, Kenny has served on the USMS Coaches Committee since 2016 and was made chair of said committee in 2020. Kenny also currently serves as the USMS liaison to IGLA (international Gay & Lesbian Aquatics) and has helped to host that organizations championship meet on multiple occasions. Ken is currently the Chair of SPMS and has served on his LSC board for many years in various roles. He also still manages to find time to Coach the Long Beach Grunions (an LGBTQ+ focused Masters Team).

In supervising the Coaches, Diversity & Inclusion, and Fitness Education Committees, I can think of no one better suited for the role. As a current Coach himself, current Chair of the Coaches Committee and a lifelong swimmer, Kenny is finely attuned to the needs of Coaches and to what USMS can do to further support Coaches and foster growth of that profession within our organization. He has championed many causes of the Coaches Committee and pressed to maintain services for coaches throughout his time on the committee. Kenny was instrumental in getting the long delayed 2022 National Coaches Clinic to finally come to fruition, he has supported On Deck Coaches at multiple National Championships and has represented the Coaches Committees interest in Annual Meetings and at Relay. Ken's role in IGLA, his LGBTQ+ focused team and his tireless advocacy for swimmers of all Races, Backgrounds, and Lifestyles makes him uniquely suited to supervise the D&I committee. Mr. Brisbin has championed swimming and access to swimming for everyone. He is an advocate for sport and for the broadest participation possible within it. He will strive daily to make sure that USMS serves it's unique and diverse membership in a way that no other organization can. For Fitness, Ken will assist in promoting the Fitness Series (a main goal of the Fitness Education Committee) through his coaching connections and his supervision of the Coaches and D&I committees. The greatest strength he can provide for the Fitness Education Committee is access. Access to more coaches and access to a more diverse audience for the fitness series as well as different ways to promote participation in those events across a broader cross section of the membership.

Kenny Brisbin is a great leader and a fantastic asset to USMS. Having him in the role of VP of Community Services will provide a new voice, a strong voice, and a clear direction for the future of the organization. His leadership will provide new pathways forward towards our membership, outreach, and service goals. If the mission of USMS still remains to Promote Health, Wellness, Fitness and Competition through swimming then you need look no further than Kenny Brisbin.

With Gratitude,

Trey Taylor

NCMS Chair, Coaches Committee Member, Head Coach Gaston Gators Masters Team, Level 4 Coach,
Vice Chair Gaston Aquatics

Jill Gellatly - Candidate for Treasurer



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

The candidate was nominated by *Kenny Brisbin* and received letters of recommendation from *Tom Boak* and *Nadine Day* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

All conventions from 2006-2022 except 2017

Section Three: Questions

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

My passion for the sport of swimming and desire to make USMS the best it can be is second to none. Volunteering takes time and effort to be impactful. I believe I am just getting started on making my footprint in the current environment. The Treasurer position as part of the Executive Committee is a natural progression for me and strongly complements my professional background in the finance/accounting industry. I have been licensed as a CPA since 1991, spent 12 years as an auditor with a Big 4 firm and worked over 14 years in industry specializing in financial reporting for publicly traded companies.

My diverse involvement in various committees at both the local and national level since 2006 has exposed me to many facets of USMS and allowed me to gain valuable insights. These experiences, including past BOD experience and local LMSC leadership positions, combined with my financial expertise and passion for swimming make me the ideal candidate for the position.

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

Membership will always be a top priority. Equally important to membership is the development of our on-deck coaches and our ability to deliver consistent programming at the local levels. This will be accomplished by further strengthening our coaches training programs and continued outreach to local leaders. We will continue to be challenged by limited pool space and it will be our responsibility as a BOD and organization to build partnerships and use creativity to provide more water access, events and programming for our members. Last, staying current with technology and social media are at the forefront of almost all businesses and we are no different. Building these platforms will become increasingly important to the future success of USMS. As a BOD member and Treasurer, I will ensure that our financial resources and efforts are directed towards advancing all these directives

My twenty-five years of various financial accounting roles and three years of athletic administration provide me with the skillset to lead these tasks at the BOD level. If elected, I use my financial background to protect the financial interests of the organization to ensure long-term viability. Most important, my experience leading the 2016 Strategic Task force and assisting with planning the inaugural Relay event demonstrates my knowledge of the organizations current mission, values and goals.

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

Board of Directors- At-Large Director, Southwest Zone (2019-2021)

Board of Directors – At -Large Director, South Central Zone (2012-2016)

Strategic Plan Task Force- Chair 2016; Member 2011- Chair Patty Miller

Leadership Summit Task Force Chair- 2015; Vice Chair 2017 (Paige Buehler Chair 2017)

Inaugural Volunteer Relay (Summit) Planning Task Force Member 2021-Chair Stacey Abrams (2021)

Audit Committee (2010-2022); Chair 2010-2014; Vice Chair 2015; Elyce Dilworth (Chair 2016-2021); Brandon Franklin (Chair 2022)

Finance Committee- (2019- Current)- Vice Chair (2023)- Chair Jeanne Ensign (2019-2021/Guy Davis (2022-Current);

Finance Committee-(2010-2012)- Chair Homer Lane

Membership Services/Products Task Force Chair- 2012

South Central Zone Chair- 2007-2011

Championship Committee (2008-2009)- Chair Mark Moore

Long Distance Committee (2007)- Chair Marcia Cleveland

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

CPA license (Registered in Texas since 1991)

Gulf LMSC, Chairman 2011-2015

Gulf LMSC, Secretary- 2006-2010

Masters in Sports Management (M Ed, University of Georgia)

Bachelor Business, Accounting (BBA, Texas A&M University)

University of Houston Athletics- 1997-2000, Assistant Ticket Manager 1997-1998/ Men's Basketball Administration (1998-2000)

Please list any other information you would like included.

See above.

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

As detailed above, I have served in a variety of volunteer and leadership positions at both the LMSC and National level during my 16 plus years of service within the USMS community.

I am strongly committed to further my appointment on the USMS Board of Directors and Executive Committee as Treasurer in order to continue promoting the organization's missions, values and strategic goals while preserving its financial assets.

My love for the sport of swimming combined with my experience are the perfect combination to lead USMS in the post-pandemic environment.



Date: April 24, 2023

Subject Line: Jill Gellatly Treasurer Nomination

To: The Elections Committee

I nominate Jill Gellatly for the position of USMS Treasurer.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Brisbin", with a long horizontal line extending to the right.

Kenny Brisbin

USMS Coaches Chair

SPMS Chair

Long Beach Grunions Head Coach



**U.S. MASTERS
SWIMMING**

Template for Letter of

Nomination * _____

Recommendation** _____

Both/Combo*** _____

Thomas D. Boak Jr.

April 26, 2023

To: Chair of the USMS Election Committee

Re: Recommendation for Jill Gellatly

Position of USMS Treasurer

Sometimes when you're asked to write a letter of recommendation, you're not sure that you're the right person to submit one. However, in this case there is no doubt. Jill Gellatly grew up just down the street from my house. I have known her and her family since she was seven years old. I watched her compete as a young girl, through high school and as a Masters athlete. A number of years ago, recognizing that she had a lot to contribute to our organization, I encouraged her to get involved. The rest is history.

Jill loves the challenge of long-distance swims and has had the luxury of being able to travel to events both inside and outside the United States. She has been a great ambassador for our sport, both as a great swimmer but also as a great person.

In the area of Finance, she has few equals - a Bachelor's Degree in Business, Accounting; a Master's Degree in Sports Management, and a licensed CPA plus years of work experience. In USMS, she has spent many years serving on both the Audit Committee and the Finance Committee. But her experience is not limited to the area of Finance. She has served on Long Distance and Championship Committees; she has served on the Membership Services, Leadership Summit and Strategic Plan Task Forces; was the South Central Zone Chair from 2007-2011; and was a member of the Board of Directors from 2012-2016, representing the South Central Zone and most recently finished another three years on the Board representing the Southwest Zone. Jill has also been active at the local level, serving as Gulf LMSC Secretary and Chair for nine years.

While it is nice for the Treasurer of USMS to have financial expertise, the job is much more than numbers. As a member of the Board, it is important for this person to have a broad knowledge of the organization – Jill certainly has that. Just in case my message isn't totally clear, I cannot think of anyone more qualified to serve as Treasurer of United States Masters Swimming. I highly recommend her for this position.

Yours truly,

Thomas D. Boak Jr.

USAS Treasurer, USMS Past President,

Former USMS Treasurer, Chair of Finance Committee and BOD Member



**U.S. MASTERS
SWIMMING**

Letter of Recommendation

From: Nadine Day, World Aquatics Chairperson

Date: April 24, 2023

Subject Line: Jill Gellatly Treasurer Recommendation

To: The Elections Committee, House of Delegates and the U.S. Masters Swimming Membership

It is my honor to write this letter of recommendation for Jill Gellatly to the U.S. Masters Swimming House of Delegates as the U.S. Masters Swimming Treasurer. Jill has the financial background required to be our organization's Treasurer. She also has the leadership skills necessary to be on the USMS BOD.

Jill has been on the Finance committee and Audit committee. She has been a leader in the strategic planning of our organization. Jill has led the LMSC Summit, in which LMSC were able to gather and discuss issues of LMSCs and provide an opportunity for collaboration. This was important for our organization to hear from our local leaders and members. Jill understands the LMSC needs. She was a previous chair of the Gulf LMSC. She also served on National committees from Finance, Long Distance, Championships. She was a previous board member serving as an At-Large Director. When she was on the board, she was an active board member and led various task forces.

More recently this past season, Jill started coaching college club swimming at Texas A&M. She has obtained her Level 1 and 2 USMS coaching certifications.

The U.S. Masters Swimming Treasurer needs to have the financial skills; however, it is just as important for the Treasurer to understand the programs of USMS. The Treasurer should also have LMSC, club and coach knowledge to help support our organization.

Jill's ability to lead and make strategic decision combined with her financial background is vital for the success of our organization. I fully support Jill Gellatly's candidacy for U.S. Masters Swimming Treasurer.

Swimcerely

Nadine Day,
World Aquatics Chairperson,
Pan Am Aquatics Masters Technical Committee member
Past President of USMS

Frank "Skip" Thompson - Candidate for Treasurer



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

The candidate was nominated by *Daniel Cox* and received letters of recommendation from *Sally Guthrie and Sandi Rousseau* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

Attended all from 1988 to Present.

Section Three: Questions

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

I have been a USMS member for 42 years and have served as an Officer at the Club and LMSC level for 41 years. I have been a National delegate and active committee member for 36 years. I served as a member of the USMS Board of Directors for 12 years, from 1992 through

1999 as the Zone Representative and from 2016 to 2019 as Vice President of Community Services. I have held every elected position in the Michigan LMSC except Registrar/Membership Coordinator. During my tenure with USMS I have been a Swimmer, Coach, Event Host, Meet Director, Official, and Championship Liaison; all of which gives me experience to address the issues and opportunities that best serve our membership.

I had worked in the finance area back in the 1970's and 1980's in automotive manufacturing. The areas that I specialized in were budgets, forecasting, cost estimating, and transfer pricing. I have always had an interest in this area of USMS but I seemed to always be directed to other committees. As a convention delegate in USMS, I have always followed and studied the finance function of the organization with the emphasis on budgeting and forecasting.

As Treasurer, along with the Executive Committee and Board of Directors, the focus would be on how the larger financial issues and policies that will affect USMS in the future. I believe I have the skills and experience necessary to benefit USMS as the organization faces these challenges in the future.

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

A major issue is the transition from a volunteer lead organization to one in which the Chief Executive Officer and the National Office staff perform operational duties and manage the day to day affairs of USMS. How do we most appropriately balance the workload between staff and the volunteer base? How rapidly should we transfer duties from the volunteers to staff? And, in the future years, does USMS envision itself someday as having the majority or all of the volunteer positions become staff positions? How do the LMSCs and Committees fit into this structure?

Committees and their structure must be reviewed as to the value they serve the USMS organization. If USMS BOD decides to eliminate committees, is there a reliable work plan to keep the services going to enhance the value of the membership. Effective planning must be communicated when monitoring and strengthening programs and services.

The Governance Committee and Task forces assigned by BOD is currently working on solutions to this challenge of volunteer engagement. In the future, a balance of volunteer and staff functions must be determined for the overall health of the organization. USMS is dealing with this now and this is one of the main issues to be resolved in the next 5 years.

The growth and survival of Open Water Swimming is, and continues to be, a major issue. In the last 11 years the increase in open water events insurance have created Open Water surcharges for USMS, LMSCs, and host Clubs. This has definitely impacted the vigor and growth of Open Water Swimming (that has been a tradition in USMS). The Open Water Task forces and Long Distance Committees are working hard to take USMS Open Water to the next level but we as an organization need to solve this problem because it is not going away. USMS is providing grants to cover sanction fees to get new Open Water events going in the LMSC's and that is a start in the right direction.

Another major issue that impacts the future success of USMS (and even the LMSC) is the development of programs for the large part of our membership that does not participate in competition. The Swim.com E-Postal Fitness Series and the "Go the Distance" are great programs as starts. As an organization, we have a commitment to provide programs in fitness for these members.

Membership retention and growth are two areas that are critical to the future health of USMS. We need to attract new members as well as retaining those who have joined in the past and we must develop a consistent balance of interests to both groups for their continued membership in USMS. The provision of consistent programs for both groups will ensure that we can deliver a valued product, the worth of which can best be reflected by our members' continuing support and membership.

USMS should become more involved and have successful interaction with other bodies such as the YMCA, NSG, FINA, USA-S, USAT, Health Clubs, Fitness Centers, and Park Departments. Our involvement with these organizations could carry USMS to the next level in membership and allow our many resources to be utilized by a much larger constituency. The partnerships with USA-S in the past couple of years is a start with the USMS Adult Learn to Swim Foundation grants.

In addition to developing programs that will increase our membership, we have to continue to expand our 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 sought to assist us as loyal partners needs to be continued and explored in the future. Signing sponsorship agreements has become more challenging and USMS does not have the level of support that it had pre-pandemic due to a challenging marketplace.

Partnerships with USA-S to act as a sales agent for USMS is a start in the right direction for increased sponsorship because there are synergies of both organizations. Alliances must be performed with sponsors that are mutually advantageous for both parties to achieve success in the future.

We need to ensure effective communication between all levels of the organization from the National Office to LMSCs and the LMSCs to the members. The development of effective lines of communication with LMSCs and their respective members is imperative. The LMSC Development Committee's peer to peer conference call meetings is a tremendous start for the LMSCs in the different operation functions as well as the Volunteer Relay Summits that have taken place (Club Development) in the last year and the two that are planned in the future (Event Development and Community). The BOD, National Office, and the LMSCs must be partners in achieving the goals of the 5 year strategic plan for that to be a success.

Another major issue I see is the lack of enough younger and newer volunteer talent to contribute at both the local and national level. The selection of the 2023 USMS Ambassador Team made up of younger members is a great start for strategic direction to recruit newer and younger members for volunteer positions in the future. This is very important because these individuals will be the leaders of USMS in future. If we do not achieve this, it will become increasingly difficult to acquire adequate leadership for future success of USMS.

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

Championship Committee – 1989 to 1993 Bill Barthold.

Zone Committee – 1992 to 1995 Betsy Durrant, 1996 – 1997 Stephanie Walsh Beilman, 1998 – 1999 Hugh Moore.

Planning Committee – 1994 to 1995 Stephanie Walsh Beilman, 1996 – 2000 Nancy Miller, 2001 Betsy Durant.

Ad Hoc Professional Management Committee 1998 – 1999 Hugh Moore.

Coaches Committee 2000 – 2001, Scott Rabalais, 2002 – 2003, Michael Collins, 2004 – 2006
Bob Bruce, 2007 Mo Chambers.

Rules Committee 2008 – 2011 Kathy Casey

Legislation Committee 2012 – 2013 Sean Fitzgerald, 2014 – 2015 Meg Smath.

History and Archives Committee 2013 – 2015 Megan Wilson.

USMS BOD Executive Committee as VP of Community Services responsible for Coaches,
Diversity & Inclusion, Fitness Education, and Sports Medicine Science Committees 2015 –
2019 Patty Miller.

History and Archives Committee Chair 2020 – 2022 Ed Coates.

History and Archives Committee 2023 – Present Kirk Clear.

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

LMSC Responsibilities

1987 - 1991 - Treasurer of the Michigan LMSC
1989 - 1991 - Vice Chairman of the Michigan LMSC
1991 - 1993 - Chairman of the Michigan LMSC
1993 - 1995 - Fitness Chairman of the Michigan LMSC
1993 - 1997 - Records & Top Ten Chairman of the Michigan LMSC.
1999 - 2001 - Secretary of the Michigan LMSC.
2001 - 2003 - Vice Chairman of the Michigan LMSC
2003 - 2005 – Chairman of the Michigan LMSC
2005 - 2013 - Sanctions Chairman of the Michigan LMSC
2009 - 2013 - Officials Chairman of the Michigan LMSC
2010 - 2020 - Records & Top Ten Chairman of the Michigan LMSC
1984 - 2019 – Coach – Team Representative of the Michigan Masters Club
2013 - 2015 - Vice Chairman of the Michigan LMSC
2015 - 2017 - Chairman of the Michigan LMSC

USMS Responsibilities

1992 - 1999 - Great Lakes Zone Representative
2016 - 2019 - Vice President of Community Services
2020 - 2023 - History and Archives Chairman

Meet Administration

Meet Director – Michigan Masters State Championship Meet – 1985, 1989, 1992, 1996, 1997,
1999, 2002, 2004, 2005, 2006, 2008, 2013, 2015, 2016, and 2018

Meet Director - Great Lakes Zone Championship Meet - 1988 LCM, 1990 SCM, and 1997 SCY.

Meet Director - Local SCY South Oakland Seals Swim Team Meet - 1984 - 2019

Meet Director – Local LCM Meet – 1984 – Present

National Championships Meet Administration

Records/Top Ten National Liaison - 1996 USMS Long Course Nationals – University of Michigan

USMS Championship Committee - Served as a Meet Evaluator/Liaison for the following USMS National Championships - 1990 SC Nationals USC Los Angeles, 1991 LC Nationals Elizabethtown KY, 1992 LC Nationals Federal Way, WA and 1993 LC Nationals, University of Minnesota, Minneapolis, MN.

USMS Rules Committee – Served as a Rules Evaluator/Liaison for the following USMS National Championships - 2008 SC Nationals, University of Texas, Austin, 2009 LC Nationals, IUPUI Indianapolis, 2010 SC Nationals, Georgia Tech University, Atlanta, 2011 SC Nationals, Mesa, Arizona and 2011 LC Nationals, Auburn University.

Coaching – Team Accomplishments

Coach/Team Representative of the South Oakland Seals from 1984 until 2008. Responsible for administrating workouts 12 months a year. The team has been Michigan Masters State Champions 15 times (82, 85, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 00, 02) more than any other team in Michigan Masters history.

Coach/Team Representative of the Plymouth YMCA from 1988 until 2009. Overall Team Combined National YMCA Champions (1993). Men's National YMCA Championships (1993) and Women's National YMCA Champions (1994).

Coach/Team Representative of the Michigan Masters Club from 1984 until 2019. 1996 USMS Long Course National Champions in Women, Men, and Combined Categories. 2002 USMS Long Course Nationals - Highest Scoring Visiting Club in Women, Men, and Combined Categories. 2004 USMS Short Course Nationals – Women's National Champions. 2009 USMS Long Course Nationals – Regional Club National Champions. 2013 USMS Short Course Nationals – Regional Club National Champions. 2014 Canadian National Championships - Highest scoring Club in the meet. 2015 USMS Long Course Nationals – Regional Club National Champions. 2018 Regional Club 2nd place finish with the highest attendance of 185 swimmers in the highest attended National Championship meet in USMS history.

Committee Projects Assignments and Accomplishments

Championships Committee – USMS Time Standards for National Championship Meets.

Planning and Zone Committee - USMS Election Survey for National Officers.

Great Lakes Zone – Implemented a Zone Championship Meet for all 3 courses.

History and Archives Committee – As Chair, implemented a start to the Living History Project.

Coaches Committee - Chair of the USMS Coach of the Year subcommittee from 2001 – 2008.

National Board Review – 2011 Served on the Grievance Panel.

Achieved Level 4 USMS Certification – April 2015.

Selected to serve as a Coach for the 2015 USMS High Performance Camp in Greensboro, North Carolina.

Achieved USMS Officials certification as a Starter and Stroke/Turn official – March 2022.

USMS and Michigan Masters Achievement Awards

1987 - Received the YMCA Service Award from the Greater Detroit Metropolitan YMCA.

1990 - Received the YMCA Appreciation Award from the Battle Creek YMCA for performances at YMCA Nationals.

1991 - Received the Chetrick Award for Outstanding Service to the Michigan LMSC.
1995 - Received the Lawrence Award for Outstanding Swimming Performances in the Michigan LMSC.
1999 - Received the USMS Dorothy Donnelly Service Award for Outstanding Service to USMS.
2000 - Received the USMS National Coach of the Year Award from the USMS Coaches Committee.
2010 - Received the USMS Kerry O'Brien Coaching Award from the USMS Coaches Committee.
2011 - Received the Michigan Masters Lifetime Achievement Award from the Michigan LMSC.
2011 - Received the USMS Club of the Year as part of the Michigan Masters Club as Coaches Rep.
2013 - Received the Michigan Masters Coach of the Year Award at the LMSC Awards Banquet.
2014 - Received the USMS June Krauser Communications Award from USMS Awards Committee.
2018 - Received the Kalamazoo ZOOM Coaching Award for the 2018 USMS Spring Nationals.
2019 - Received the Meet Partner Award from the Michigan LMSC for being a Meet Director for 36 years.
2020 - Received the USMS Ransom J. Arthur Award from the USMS Awards Committee.

Please list any other information you would like included.

Longest tenured LMSC Volunteer at both the Local and National level in the Michigan LMSC. I have been the Meet Director of the Michigan LMSC State Championships on 15 different occasions. During this time period, the meet had the largest participation per registered swimmer in the LMSC than any meet in USMS. I, along with Sally Guthrie, initiated one of the most comprehensive LMSC Awards Banquets in USMS. The primary Award given at the banquet is the Continuous Loyalty Membership Award where LMSC members are honored for their continuous loyalty by renewing their LMSC membership for continuous years. Awards are given for 5 to 30 years of membership and swimmers are eligible for awards at 5, 10, 15, 20, 25, and 30 years. I organized two stroke clinics with the 2013 NCAA Championship University of Michigan Men's team that featured Mike Bottom and his Olympic-caliber coaches. With 72 swimmers, it was the largest sanctioned clinic that the Michigan LMSC has ever held.

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

I am excited to have the opportunity to run for the position of Treasurer of USMS. My membership in USMS for 42 years and my involvement as a volunteer at the USMS and LMSC level for over 38 years qualifies me to help lead USMS in the future. USMS faces a lot of challenges in the future and I believe I can be an asset to helping USMS address those challenges. USMS has shown great initiative in creating new programs, but will need to continue to create and expand programs to offer new opportunities for adult swimming. USMS has shown great progress to achieve the goal to become the best adult aquatic fitness organization in the world. USMS is a great organization and has greatly added to my quality of life. I want to give back to this organization that has given me so much. I have worked with many outstanding volunteers and USMS Staff in the past and want continue to help build USMS to be the best primary fitness organization in the country. I look forward to helping to promote USMS's mission and values in the future.

April, 24, 2023

Dear Election Committee:

It's My Honor to Nominate Frank "skip" Thompson for the officer position of Treasurer of U.S Masters. You may publish this letter

Sincerely

A handwritten signature in black ink that reads "Daniel Cox". The signature is written in a cursive style with a large initial "D" and a long, sweeping underline.

Daniel Cox, USMS member in good standing

Letter of Recommendation for Frank 'Skip' Thompson for Treasurer

From: Sally Guthrie, Date: April 22, 2023

To: The Election Committee

When I first joined USMS in 2000, Frank 'Skip' Thompson was one of the first people I met. He seemed to know everyone in, and everything about, Michigan Masters swimming. As I grew to know him better, I realized that he was also deeply involved in USMS. A quick glance at his nomination form will detail the many capacities in which he has served both his LMSC and USMS.

Skip has always placed the health and functioning of USMS as an organization at the forefront of his motivation for service. He has an encyclopedic knowledge of USMS history and swimming history in general. Whenever I take part in swimming trivia quizzes, I try to make sure I am near Skip because he always knows the correct answers! Since he has a long and extensive involvement in USMS he can provide an insight that enables him to combine the overall direction and mission of our organization with a good understanding of its functioning at the granular level. This perspective on the needs and functioning of all parts of the USMS organization will allow him to judge the amount of funding any specific sector might need as well as how the actions of this sector will affect and contribute to the overall advancement of USMS.

Although Skip has served as Treasurer at the local level, he has, oddly, not served nationally as a member of the USMS Finance. I say 'oddly' because he is so highly qualified to serve in this capacity. He earned both a Bachelor of Science in Engineering and a Master of Business Administration in college. He worked in management positions in both the steel and auto industries in Michigan. He effectively and efficiently managed and coached his sizable local swim team to 14 Michigan Masters State Championship wins. He also served as local meet director for over 18 Michigan Masters State Championship and Great Lakes Zone Championship meets. Over the years Skip has shown an ability to adapt to changing conditions and he is uniquely qualified to help steer USMS through its new phase of growth.

Respectfully submitted,

Sally Guthrie, Professor Emeritus of Pharmacy and Psychiatry, The University of Michigan
Long-time USMS swimmer and winner of 2013 June Krauser Communications Award



**U.S. MASTERS
SWIMMING**

From: Sandi Rousseau, Oregon LMSC

Date: April 22, 2023

Subject Line: Letter of Recommendation for Frank 'Skip' Thompson for U.S. Masters Swimming Treasurer

To: The Elections Committee

It is my privilege to endorse Frank 'Skip' Thompson for the office of Treasurer of U.S. Masters Swimming. Skip has been heavily involved in Masters swimming since 1983. Starting at the local and club level, he quickly expanded his involvement in 1988 to the national level and has never stepped back from that involvement. Skip continued to participate on a variety of committees and then stepped up to a position on the Board of Directors and eventually a Vice President of Community Affairs from 2016-2019. Even after leaving the position of Vice President, he has remained involved in national level committees as Chair and committee member of the History and Archives Committee.

Skip has the financial background to assume this position. In his work career in the automotive industry, he specialized in budgets, forecasting, cost estimating, and transfer pricing. He has always had an interest in the USMS Finance Committee but also had other areas of interest and expertise in which he participated at the national level. He also served as the Michigan LMSC Treasurer from 1987 to 1991.

Perhaps more importantly is that he has experience on our BOD from 1992 to 1999 when the HOD was involved in approving the budget. Then from 2016 to 2019, Skip served as Vice President of Community Services on the BOD and was actively involved in evaluating and approving the annual budget for Finance Committee review. Since the Budget Modernization process, it is even more critical that qualified eyes from our elected officers and BOD review the budget. I have been listening to the BOD meetings over the past three years, and crucial decisions that affect all of our swimmers and the organization's future are being made now and will continue to be made over the next few years.

Skip is a good listener, willing to hear all viewpoints, but not afraid to speak up with questions and counterpoints. I have personally observed his interactions and contributions on the Championship Committee, at the annual convention, and in USMS Board of Director meetings, and he speaks up when it is appropriate to question the organization's course of action. He has demonstrated an institutional knowledge base about USMS that few other members have. He has the ability to focus on the overall financial picture of our organization that brings value to us as members.

He has a love and concern for Masters swimming and realizes that decisions made at the Board level can impact local programs and has never faltered in his support of USMS programs at all levels. Skip is truly an ambassador for our sport and has the best interests of USMS in his heart. Skip is a passionate promoter of USMS and will serve our members well as Treasurer.

Respectfully submitted,

Sandi Rousseau

Oregon LMSC BOD - USMS Liaison

Carrie Stolar - Candidate for Secretary



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

The candidate was nominated and recommended by *Tom Moore* and received a letter of recommendation from *Teddy Decker* in accordance with the USMS Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

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

2015 Kansas City 2016 Atlanta 2017 Dallas 2018 Jacksonville 2019 St. Louis
2020 Virtual 2021 Virtual 2022 Denver

Section Three: Questions

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

I am interested in the office of USMS secretary because I want to continue to give back to the sport that has helped shape me into who I am today. I have served as USMS secretary for the last 2 years and understand the workload required and have the capacity for this position. In addition, during my tenure on the BOD, I have formed good working relationships with many

members of both the volunteer and staff leadership that will help me to continue the work I have accomplished in my first term as secretary.

I have volunteered at the local, LMSC, and national levels of USMS, and this position allows me to continue to serve at the national level and while still being involved at the other levels. I would be a good candidate for secretary because of my USMS volunteer experience and my work background which includes project management and event planning, both of which require strong organization, communication, and people skills.

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

How can USMS sustain and grow its membership? USMS needs to offer relevant and timely benefits and programming to enhance the experience of its existing membership to retain them, from fitness and independent swimmers to competitive (pool and open water) swimmers. The programs don't necessarily need to be offered at a national level but can be designed by an LMSC or club to attract and retain swimmers. While many members say that they initially join USMS to swim in meets or because their club requires it, we need to give these swimmers reasons to stay actively involved in USMS. Sometimes those reasons are the sense of community and the social events that come along with the swimming! With the adoption of the new strategic priorities, the momentum is starting. Once the strategic priority of independent swimmer support takes center stage, we as an organization can focus on converting the independent swimmers to committed USMS members and unattached swimmers to club members.

Volunteers play a vital role in success of USMS. We all need to entice more of our younger members to get involved as volunteers. By attracting both new and younger volunteers, USMS will continue to evolve as an organization. In this progression, USMS will move along the path of attracting a broader, more diverse membership base as well. Sometimes a simple, personal ask is all it takes to change a member into a member-volunteer. At the local level, we need to understand our members passions and skill to facilitate that member-only to member-volunteer transformation.

We can't forget that the face of USMS to most members is the coach on deck. That coach might be the only interaction with USMS that they will have. As such, USMS needs to continue to work to develop, support, and in some cases, reengage coaches. With the planned outreach by the Coaches Committee to the LMSC coaches chairs, the communication flow should be smoother as those relationships are created and renewed.

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

Board of Directors (2018 – present) (1.5 terms as Breadbasket At-Large Director, 1 term as Secretary)

SSLF 2020, 2021, (Jay Definis, chair)

ALTS Programming Committee 2020 (chair), 2021 (chair), 2022 (Marlys Cappaert, chair), 2023 (Sue Nutty, chair)

Volunteer Committee Review Ad hoc Committee (chair), April 2021 – July 2021

Strategic Planning Ad hoc Committee (chair), November 2021-March 2022

Mission Vision Values Task Force (chair), (October 2022-March 2023)

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

Swimming:

USMS: Breadbasket Zone, At-Large Director (2018 – 2021)

MN LMSC: Board Member (2015 – present), Chair (2022- present), Secretary (3/2016 – 12/2018), ALTS Program Founder and Current Co-Chair (2016 – present); Coordinator for swim angels for local triathlons (2015 – present), Pool Committee (2022 – present), Open Water Committee (2023 - present)

Steering Committee, 2017 USMS Summer National Championships

Coach (USMS Level I, II and III and USA-S certified) at Minnetonka Masters

Certified ALTS Instructor

Attendee, 2016 USMS National Coaches Clinic

Attendee, 2019 LMSC Leadership Summit

Attendee, 2022 Relay

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

Volunteer, 2018 NCAA Men's Division I Swimming Championships and 2020 Mountain West Swimming Championships, held at the University of Minnesota

Other Volunteer Experience:

Captain (Volunteer supervisor), 2018 Super Bowl VII in Minneapolis; Point Guard (Volunteer supervisor), 2019 NCAA Basketball Final Four, Minneapolis; Team Manager, Excelsior Legion Baseball, Summers (2012-2016, 2018-2019); Treasurer, Minnetonka Volleyball Booster Club (2018-2020), Vanderbilt University Class Agent (2020 -2022), Big Ten Women's Basketball Championships Volunteer 2023, Vanderbilt University Reunion Committee 2023

Professional:

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

Please list any other information you would like included.

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

Recipient of the Dorothy Donnelly Service Award, 2016

BA, Vanderbilt University

MBA, Kellogg Graduate School of Management, Northwestern University

Avid tennis player and world traveler

Mom to 3 humans and a canine and a feline

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

I am currently active in USMS at the local level with my team as a coach and swimmer and as chair of my LMSC, Minnesota Masters. I also currently serve on the national level as the secretary for the Board of Directors of USMS. I enjoy volunteering at each level and am fortunate to have the time and energy to do so. I would like to continue to give back to the sport that I love by volunteering and trying to help our organization serve its members in the best way possible. I look forward to getting to know even more amazing swimmers, coaches, and volunteers and am excited by the opportunity to continue to serve USMS and its members as secretary.



**U.S. MASTERS
SWIMMING**

Letter of Nomination and Recommendation

From: Tom Moore, Minnesota Masters Swimming

Date: 4/3/2023

To: The Elections Committee

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

Carrie is also a coach as well as an open water swimmer and pool competitor and is able to bring her perspective and experience to the table while thoughtfully problem solving and keeping the “big picture” in mind. Carrie is a dedicated volunteer with a proven track record, and I have observed her thoroughness and attention to detail when serving as Chair and as Secretary to the Minnesota LMSC, and throughout her first term in the role she has demonstrated her capacity to serve effectively as USMS Secretary.

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

Sincerely,

Tom Moore
Minnesota Masters Swimming



**U.S. MASTERS
SWIMMING**

From: Teddy Decker, USMS Treasurer

Date: 04 April 2023

Subject Line: Recommendation for Carrie Stolar for Secretary

To: The Elections Committee

I am pleased to wholeheartedly recommend Carrie Stolar for the position of Secretary of the Board of Directors (BOD) for United States Masters Swimming (USMS). Carrie has served with me as Secretary for the last two years and has done a stellar job at organizing and keeping track of the myriad of meetings, notes, minutes, and other goings-on with the BOD.

In addition to her specific duties as secretary, Carrie has served on the mission, vision, and values task force and has used her considerable skill in marketing and business organization to assist in updating the guiding principles and documents of USMS.

Carrie is definitely an asset to USMS and we should continue to utilize her knowledge and expertise in the position of Secretary.

Sincerely,

Teddy Decker, USMS Treasurer