



mission, its members, and its volunteers has grown, so has my desire to provide a leadership platform from which the organization and its dedicated volunteers can succeed as never before.

I believe that USMS's volunteers can contribute at their best – and get the most satisfaction – when they know what is expected, have the resources to perform their role, have a voice, and have an articulated and shared vision to inspire them. This requires big picture thinking and clear communication from leaders.

And these are two things at which I excel. My role as Legal Counsel has provided me with the opportunity to serve on the USMS Board of Directors and Executive Committee. In those contexts, I have been able to help shape the conversation – whether by framing questions or adding clarifying comments – to help us see the broader view and be clear in our goals and outcomes. In my leadership opportunities, from chairing the Ad Hoc Legal Counselors Committee that approved the use of electronic signatures, clearing the way for on-line registration; to chairing USMS's first Governance Committee that helped shape USMS's evolving governance structure; to chairing the Strategic Planning Committee that created USMS's current strategic plan, I have used a big picture orientation and clear communication to lead and inspire volunteers to achieve success.

But the ultimate reason that I am interested in being President of USMS is that I love swimming. I love to participate for the aesthetic pleasure of being in the water. I love the camaraderie and fun of being with Masters swimmers. I love seeing adults improve their fitness and skills in swimming because of the opportunity that we have provided for them. Being President of USMS would allow me to lead others who have this same passion to enhance the joy of swimming and spread it to others.

***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?***

Two words come to mind regarding USMS's major issues: relevance and balance.

**Relevance –**

USMS's challenge, now and in the future, is to stay relevant to its members, prospective members and volunteers. As many things compete for the attention of our members, whether new fitness regimes (CrossFit, for example), multi-sport, extreme events, or even the draw of the couch for binge-watching, USMS needs to find ways to continue to appeal to members. This includes the “what”, that is the content of our offering. For example, since more of USMS's members consider themselves fitness swimmers than competitive swimmers, what programming will we offer to keep Masters Swimming as a valued fitness activity for them? It also includes the “how”, that is how will we communicate what USMS has to offer, especially as the information and communication preferences of younger members change?

USMS also needs to make itself relevant to prospective members. As obesity erodes the health of the U.S. population and as that population ages, USMS needs to find ways to have an impact, not only by offering programs that appeal to prospective members and encourage adults to swim, but also by communicating the benefits of the healthy and social life that Masters swimming can provide. In addition, USMS needs to make itself relevant to diverse populations, so that our members experiencing the joy of being in the swimming pool can more closely resemble the make-up of the U.S. adult population.

As President, I would address these issues by first recognizing that USMS has a very competent and motivated staff that can create and implement the programming and communication developments that are needed to stay relevant. We also have passionate volunteers in our LMSCs who can execute our programs and outreach at the most direct level. With that recognition, I would lead the Board of Directors to provide strategic direction and prioritization so that our staff and volunteers know where to direct their energies to keep USMS relevant now and in the future.

**Balance –**

For much of my tenure volunteering with USMS, we have described the organization as transitioning from a volunteer-driven organization to a professionally managed organization. We should all be proud of the thoughtful hiring that has brought us an energetic and strong Executive Director who has solidified the USMS brand, established a headquarters and hired an incredible staff. The transition for USMS in

just eight years since we decided to hire a full-time Executive Director has been incredible. But we need to realize, no matter how good our staff, USMS will always rely upon volunteers – to run our LMSCs; to host swim meets; to build and maintain the clubs that provide affiliation for our members; and to implement our programming such as Adult Learn to Swim.

So, I believe a key issue going forward is finding the optimal balance between the activities that are best developed and maintained by professional staff and the activities that are best conducted by volunteers. As President, I would address this pursuit of balance by first recognizing that we are a dual-driven organization and then fostering an open and respectful dialogue about how to achieve the right balance. I hope to inspire a constructive dialogue rather than a polarizing conversation or an “us” vs. “them” mentality. All stakeholders – both staff and volunteers – are trying to do what is best for USMS and its mission.

For the optimal balance, USMS needs to continue to develop, support, recruit and recognize volunteers. I am passionate about good nonprofit governance, volunteer training, clear communication, and shared vision. I hope we can enhance the volunteer experience at USMS, making it even more fun and rewarding, and tailor the experience to new generations to build our leadership for 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:** 2008 – Present

Chair – 2008-2009

Chairs served under – Anthony Thompson; Hugh Moore; Leianne Crittenden

**Ad Hoc Legal Counselors Committee:** 1999–2005

Chair – 2003-2005

Chairs served under – Jeanne Crouse; Jack Geoghegan

**Safety Education Committee:** 1999 – 2002

Chair – 2002

Chairs served under – Julie Heather

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

I have served as USMS’s Legal Counsel from 2002 to 2009 and then from 2011 to the present time. Key events to which I contributed during this tenure include revisions to USMS governance structure; preparation for and hiring of an Executive Director; allowance for electronic signatures that facilitated adoption of on-line registration; establishment of a national headquarters; adoption of the Code of Conduct and refinement of the grievance process in Part 4; and establishment of the Board of Directors Governance Committee.

In addition to USMS committees, I have served on many USMS task forces, including the following:

- Executive Director Succession Task Force - Current
- National Headquarters Task Force - 2015
- Ineligible Persons Task Force (Chair) – 2012 – 2013
- Strategic Planning Task Force (Chair) – 2011
- Board of Review Task Force – 2011
- Branding Task Force – 2007-2008
- Executive Director Hiring Task Force – 2006-2007
- Executive Director Funding Task Force (Chair) – 2005

I also have experience at the very important local level. I was Chair of the Virginia LMSC from 2010 to 2014, served as President of Virginia Masters Swim Team, and was co-director of the Chris Green Lake Swim.

In the swimming world outside of USMS, I serve on the Board of Directors of USA Swimming as USMS’s liaison, and I am on the Ethics Committee for United States Synchronized Swimming.

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

I believe that USMS's volunteers can contribute at their best – and get the most satisfaction – when they know what is expected, have the resources to perform their role, have a voice, and have an articulated and shared vision to inspire them. This requires big picture thinking and clear communication from leaders. I hope to lead USMS as President by helping refine strategic priorities, and driving for clarity so we can be the best at promoting health, wellness, fitness and competition for adults through swimming.

From: Ed Tsuzuki, Vice President of Administration  
Date: April 20, 2015  
Subject: Letter of Nomination and Recommendation

To: The Elections Committee:

It is my honor and privilege to nominate and recommend Patty Miller for the office of President of U. S. Masters Swimming.

I have worked with Patty in her capacity as Legal Counsel since 2011 and continue to be impressed with Patty's incredible dedication to USMS and perhaps most importantly, Patty's "big picture" orientation. Patty continuously challenges the Executive Committee and the Board of Directors to maintain a strategic focus and stimulates intelligent debate by asking thought-provoking questions and suggesting "what if" scenarios. Patty is a strong leader, an outstanding communicator and is also an active listener – as she seeks to understand other points of view – and has earned the respect of those she works with.

As USMS continues to evolve, Patty has been invaluable in providing USMS leadership guidance in critically important areas such as governance and risk management. Patty brings a wealth of experience to USMS and has helped lead the reshaping of our governance structure, the enhancement of our on-line registration process and the refinement of our grievance process.

Patty is the 2013 recipient of the Captain Ransom J. Arthur Award and the depth of her experience has prepared her extremely well to lead USMS as President. Patty has been a long-time volunteer, serving as LMSC chair, chair and member of several national committees and task forces, and she is also currently serving on the Board of Directors (as the USMS Liaison) of USA Swimming.

Patty's passion for swimming and her commitment to USMS shines through all of her actions, as she gives tirelessly of herself. It is this passion, along with her insight and intelligence that make Patty such an outstanding candidate for President of U.S. Masters Swimming.

Respectfully submitted,



Ed Tsuzuki

*This letter may be used publicly in the nomination process.*

TO: Cheryl Gettelfinger  
Election Committee Chair  
U.S. Masters Swimming

It is a great honor to recommend Patty Miller for the office of President of United States Masters Swimming (USMS). Over the past fifteen years, Patty has played an instrumental role in the success and growth of USMS at both the national and local levels. Her numerous years of experience in various roles have given her the understanding of USMS in order to lead the organization to the next level. In 2013, as a result of her significant contributions to USMS, Patty was the recipient of the Capt. J. Ransom Arthur Award, the highest award bestowed to a volunteer within the organization.

Patty's accomplishments and leadership roles within the organization are as extensive as they are diverse. This is evident in that she has served on the USMS Board of Directors as legal counsel for over twelve years as well as served on numerous committees and task forces. As Chair of the Governance Committee, she successfully shaped what was a new committee to play a key role in USMS governance structure and board education. In addition, she was part of the First Executive Director Search Task Force. Most notably, she was the chair of the 2011 Strategic Task Force, chaired the Government and Safety Education Committees and is currently serving as the USMS liaison to the USA Swimming Board of Directors.

In 2011, I was fortunate to serve on the Strategic Task Force under Patty's leadership. This task force's purpose was to create and establish the current USMS mission statement, values and forward-looking goals. Her detailed organization, creative vision and ability to effectively listen to all viewpoints were major contributors to the success of the task force. Her leadership made it one of the most rewarding USMS volunteer experiences I have had.

Outside of her contributions at the National level, Patty has left a footprint in her local LMSC and at the club level. She served as the Virginia LMSC chair for four years (2010-2014) and President of Virginia Masters Swim Team for two years. These leadership experiences at the LMSC and club level give Patty a well-rounded perspective to all aspects and operations of USMS, which will be important as the organization continues to grow and face new challenges. Most recently, Patty served on the Leadership Summit Task Force which brought together over 45 leaders of our LMSC's for a weekend summit aimed at educating our local volunteer leaders. The first summit was a huge success and Patty's contributions were invaluable.

Patty's background, knowledge of USMS, professionalism as a leader, and drive to be successful will undoubtedly take USMS to the next level. It is with extreme pleasure that I recommend Patty as our next President of USMS.

Respectfully,

Jill Gellatly

At-Large Board of Directors South Central Zone

Note: I consent to this letter to be published.



Vice President of Administration for the last 2 years. I bring a tremendous amount of passion and energy to USMS at both the local and National levels and am very interested in continuing to extend my experience in the leadership role of Vice President of Administration and member of the USMS Board of Directors.

***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?***

Our organization continues to grow in both membership as well as our product and service offerings. I think a major issue facing the organization is its ability to manage this growth and specifically how to optimize both the value of the national office staff and the tremendous contributions of our volunteers. I have long been personally committed to improving the awareness and understanding of our volunteer base and have most recently become involved in improving the communication between our LMSC leadership and both the national office and USMS leadership (at the first LMSC Leadership Summit). I am determined to continue improving the back and forth communication and understanding because I believe this will lead to an even more productive and motivated group of volunteers. In turn, this will improve the USMS membership experience.

***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:***

Records and Tabulation Committee  
Chair – Pieter Cath (1999-2004)  
Chair – Mary Beth Windrath (2005-2007)  
Chair – Ed Tsuzuki (2008-2009)  
Computer On-Line (1999-2000)  
End-to-End Event Management Task Force (Chair 2010-2012)

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

In addition to serving on the Executive Committee and Board of Directors for the last six years, I have served as Chair or Vice Chair of the Records and Tabulation Committee for 10 years. I have also led the End-to-End Event Management task force which has been responsible for the development of the on-line meets database, event rankings, automation of the top ten tabulation process and most recently the on-line sanctions request and integrated calendar of events.

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

I live and breathe swimming. In addition to the “administrative” involvement detailed in this bid, I am an active pool and open water competitor and have been the head coach of the Bernards High School (New Jersey) girls and boys swim teams for the past 27 years.

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

I have been a USMS member for 21 years, served as an officer at the LMSC level for 18 years, and as a national delegate and active committee member for the last 16 years. The most recent 6 years have allowed me to serve with great passion and energy as a member of the Executive Committee and Board of Directors. I am very proud of the close working relationships I have been able to develop with our committee chairs as well as with the National Office staff and I look forward to the opportunity to extend that to our LMSC leaders. I believe we have an incredibly enthusiastic and dedicated volunteer base and would like to continue to promote the development of and growth of United States Masters Swimming.





passionate people and I want to do my best to encourage and guide them to provide the best experience possible for our coaches and athletes. Through USMS and the different programs the Coaches, Fitness, and Sports Science and Medicine committees provide, thousands of lives have been changed for the better. I want to be a part of that.

***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?***

Communication between the Volunteers and Staff of USMS; I do not feel like they have the same vision in mind. For example, during a Coaches Certification course, they repeatedly emphasized that our mission was to grow membership. At the leadership summit, the goal was to make sure we are providing the most we can for our current members; growing membership was not a priority.

I would make sure that the mission and vision of USMS are clear and kept in mind at committee meetings when they edit, or create programs administered by USMS Staff.

I also foresee the quality of coaches decreasing. Passion is a must when it comes to coaching masters swimmers. The future of USMS is in the hands of those on deck who are passionate. I think creating more coaches is great, but I think we should be trying to make better coaches. Great coaches are also great people. Programs with self-improvement and preventing burnout as priorities will keep great coaches in our sport, and continue to attract new and experienced swimmers to our community.

I believe a solution to this is creating an environment where asking questions of more experienced coaches is encouraged. USMS already has a great forum platform in place. Perhaps enrolling in a mentorship program can become a requirement to becoming Level 3 or 4 certified.

***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:***

Legislation Committee, Fall 2013 – Present, Meg Smath

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

Founder and Head Coach of the Wahoos of Wellington Masters (WOW-FG). Sept 2012 – May 2nd, 2015.

Head Age Group Coach for the Wahoos of Wellington Swim Team. September 2012 – May 2nd, 2015.

19 years of experience as a swimmer.

7 years of experience as a coach.

Head Coach for the FGC at the 2015 All Star Dual Meet. In charge of 122 swimmers and 6 coaches.

Zones Coach for the FGC 2011 – 2014.

Level 3 Certified and Recognized USMS Coach. 4 is the goal!

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

I was one of the Kerry O'Brien Coaches Award recipients in 2014.

B.A. in Psychology and Interdisciplinary Studies

B.A. in Sociology

Minor in Business

Certificate in Women's Studies

Graduated Magna Cum Laude and a member of 4 different honors societies

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

Good Morning! Welcome to Kansas City! My name is Richard Garza and I am running for VP of Community Services. I have been involved in the sport of swimming for almost 20 years and basically breathe swimming. I have board experience working as the FGC LMSC Vice-Chair and Co-Vice Chair of the Legislation Committee. My goal in life is to help people improve their well-being, and I currently do this through swimming. I wish to have the opportunity to help more people on a national level, please help me help you! Feel free to approach me and ask any questions you'd like, I'm an open book! Have a great weekend!

4/16/15

Nomination Letter

To the USMS Elections committee,

I, Nadine Day, nominate Richard Garza for the position of USMS Vice President of Community Service.

A handwritten signature in black ink, appearing to read "Nadine KM Day". The signature is stylized and cursive.

Nadine KM Day

April 30, 2015

Members of the USMS House of Delegates,

It is not often I get to write a letter of recommendation about a person that I have worked with in so many capacities over the past five years; initially as a coworker coaching for the same club, then subordinate when he added a Masters workout group to his location, then as a peer when he branched out and started a brand new Masters club and ultimately working together on our LMSC Board. Richard Garza impressed me when I first met him as an age group coach. From that point on I realized his talents are unending, as was his motivation and determination to do the right thing to promote adult swimming! Richard will make a fantastic VP of Community Services for USMS.

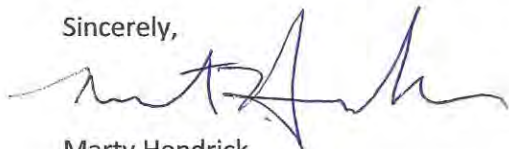
Always welcoming new challenges, Richard, who is an accomplished age group coach with FLA Aquatics, added a Masters Workout group at a remote location in 2011. In 2013 he moved on to create a brand new Master's Club, Wahoos of Wellington (WOW) which quickly became the fastest growing club in the LMSC growing to over 100 registered swimmers in 2014. He accomplished this all before the age of 26.

My observation of Richard is he is a "student of the business" of coaching adults, constantly striving to learn as much as he can to be the best coach to his swimmers. His workouts address all levels of the sport from the Novice to Fitness to the Elite Competitive swimmer & Triathlete. For a man so young to understand the Adult swimmer so quickly is phenomenal. I have always introduced him as the "Future of Masters Swimming". I knew early on what he could bring to our sport. His maturity and knowledge of the Adult Swimming market go well beyond his years.


Upon being elected as the Florida Gold Coast LMSC Vice-Chair in 2013, his first task was to update the LMSC By-Laws, which were much talked about over the years and desperately in need of modernization. He methodically approached this project by forming a task group. Utilizing skills he has learned from being on the USMS Legislative Committee, he laid out the updates in a clear and concise format that made it very easy for the LMSC to understand and vote on!

To meet Richard, you quickly will understand his compassion for the adult swimmer and USMS. He is a man of substance, unending energy and forward thinking! As candidate for VP of Community Services his willingness to seek out guidance and ultimately his fairness in addressing issues set him apart from all others. **Richard Garza is the right person for the position of VP of Community Services.**

Sincerely,



Marty Hendrick  
Head Coach, Swim Fort Lauderdale  
Florida Gold Coast LMSC Chair  
USMS Level 4 Certified Coach

This letter may be published by USMS. 

April 29, 2015  
Lisa Dahl  
LDahl@usms.org

TO: Election Chair Cheryl Gettelfinger  
US Masters Swimming  
Elections Committee

Dear Cheryl,

I am writing to recommend Richard Garza as a USMS Board Candidate for the position of Vice President of Community Services. I have known Richard as a fellow coach, a leader in his LMSC, and as a leader in USMS at convention.

Richard is just the type of leader we need for USMS. Richard does not shy away from the inner workings of USMS, he will embrace the chance to get involved at the national level with hard work and enthusiasm. He came to his first convention three years ago and has demonstrated his leadership abilities by seeking out the Legislation Committee for his area of focus, serving on the committee and assuming the Co-Vice Chair role by his third convention. Richard is a coach for masters swimmers and for USA swimming. As a coach he demonstrates the ability to reach out to others, learn from them and listen and then coach them at the next opportunity. He does this for his swimmers and also for his peers in Masters Swimming.

Richard would make an excellent Vice President of Community Services. The Vice President for Community Services focuses on coaches, fitness education and sports medicines and science. Richard is uniquely suited to these areas having been a lifelong swimmer and coach, with personally committed to adult fitness and he has dedicated his career to the sport of swimming.

Recently I had a chance to watch Richard in his role as a leader among his peers at the LSMC Leadership Summit in Arizona and what I observed is a young man whom has strong leadership qualities and potential. His quiet demeanor with his observant skills with a service attitude where refreshing.

I highly recommend Richard as a prospective Vice President for Community Services. Please see me if you have any questions.

Lisa Dahl  
Immediate Past President PNA  
President Puget Sound Masters

I agree that this reference is posted



### **III. Section Three: Questions**

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

I have been a member of USMS for 24 years, serving as an officer in every capacity at the LMSC level for 15 years. I am a National delegate and have been an active in various committees for the last ten years.

My devotion to swimming is infinite and it has been a driving force in my life. The coaches, fitness and sports medicine committee all point to the betterment and quality of life for our athletes. As I coach my young swimmers and my college team, I remind them that this is a permanent lifestyle, not a temporary stop. We must make this a need not a want. Everyone has a different reason for being here, but the love of swimming and what we do as an organization for the participant is what keeps them coming back.

#### ***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?***

As we move forward and our population ages, we need to make USMS irresistible, attainable, and needed by every age group. I like the idea of a mentor program, where our experienced coaches, mentor a new coach, so we have succession in place, when someone moves on to a different role. This is also relevant in our LMCS's, so positions are altered and new ideas are brought in to update and further the future of the LMSC.

Master coaches who specialize and give the older athlete the tools to succeed and literally feel better after their swim are the ones who will continue to support our membership. In the same vein, we need to continue to build our young membership by encouraging the lifestyle that swimming provides. They want to see different venues like open water succeed, because many of the younger swimmers are transitioning to triathlons. Swimmers rely on each other when there is no direction, but we must continue to develop a reliable path to success.

We should continue to market to all ages and emphasis interaction with other groups to build camaraderie amongst other fitness organizations.

Coaching + fitness hopefully avoids injury, and sustains the road to encouragement and happiness in the pool or the open water venues.

#### ***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 Barry Fasbender 2006-2008  
LMSC Development Doug Adamovich 2009-2011  
Recognition and Awards Sally Dillon/Ray Novitske 2012-present  
LMSC Development Paige Buehler 2014-present

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

I have been a member of some type of committee for ten years. I am well rounded and well versed on many levels of USMS. I attend as many meetings as possible during convention so I can stay current with changes within the committees. I assist in workshops and lead Peer to Peer teleconferences. I continue to educate myself so I can represent USMS properly.

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

I have been a coach for the last 27 years. I am a level 3 certified Masters coach as well as Maryville University's D2 head men and women's coach. I have a degree in sports management and can do any facet of event planning, organization and management as demonstrated as an assistant to the last recent national championships (2012, 2013, 2015)

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

My goal is to have everyone know what USMS is about, like they do the Super Bowl. I want to continue to build and encourage all walks of life to take that first stroke. Retention through program development is what will encourage people to come and stay. As our organization continues to grow, we need to provide the tools for their success, and that includes coaching, a fitness program and a sports medicine program to explain how our sport makes you fit for life.

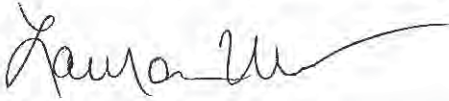


April 30, 2015

TO : Cheryl Gettelfinger  
United States Masters Swimming

Dear Cheryl,

I nominate Lori Payne for the position of Vice President – Community Services.  
I consent for this nomination to be published.

A handwritten signature in black ink, appearing to read "Laura Winslow", with a long, sweeping flourish extending to the right.

Laura Winslow  
Board of Directors, At-Large Director from the Southwest Zone

## **Rob Copeland**

100 Grouse Point  
Fayetteville GA 30215  
April 27, 2015

TO: Cheryl Gettelfinger  
Election Committee Chair  
U.S. Masters Swimming

It is my privilege to write this letter of recommendation for Lori Payne to be our next U.S. Masters Swimming Vice President of Community Services.

Through her work on numerous USMS national committees (Championship, Recognition & Awards, LMSC Development and Marketing) and with her experience as a Masters and college coach; I believe Lori posses the background, skills, aptitude and experience to lead our Community Services division. In addition, Lori has shown a passion for our sport and is a committed volunteer and leader at the local, zone and national levels.

As VP of Community Services, Lori will have responsibilities over our Coaches, Fitness Education, and Sports Medicine committees. With Lori's interpersonal skills, leadership and enthusiasm I know she will be able to work with and challenge these committees and USMS staff to set and achieve their goals; expanding services to our members and the adult swimming public.

In the years I've known Lori; she has always been positive force within Masters Swimming and has shown an amazing volunteer spirit. I am confident this spirit will continue to shine as Lori steps up to the next level of service leadership in U. S. Masters Swimming.

Lori will be an advocate for her committees, a strong voice on the USMS Board and a vital member of our leadership team. I recommend Lori without reservation to serve as our Vice President of Community Services for U.S. Masters Swimming.

Very truly yours,



Rob Copeland  
U.S. Masters Swimming Board Member

p.s. The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

TO: Cheryl Gettelfinger  
Election Committee Chair  
U.S. Masters Swimming

It is my pleasure to recommend Lori Payne for the office of Vice President- Community Services. Lori has been involved with United States Masters Swimming (“USMS”) in a volunteer capacity since 2006. Her increasing responsibility over the last nine years and passion for the sport of swimming make her an outstanding candidate for the VP- Community Services role. In 2012, Lori was awarded the Dorothy Donnelly Service award demonstrating her commitment and leadership to the organization.

At the National level, Lori has served on the Championship Committee, LMSC Development (Vice Chair 2009-2011), and Awards and Recognition. This diversity of committee volunteerism will enable her to successfully lead the organization at the Executive level. In addition to these committees, Lori is currently serving as the Breadbasket Zone Chair (second term), has served as Chair of Ozark Swimming for six years during two different terms and President of St. Louis Masters. These experiences at the National, Regional and Club level well position her for the next step of serving on the BOD and Executive Committee of USMS.

On the pool deck, Lori has been instrumental in the development of a brand new Division Two swimming program at Maryville University in St. Louis and coached summer league for over twenty-five years. She holds a Level 3 USMS coaching certification.

When you combine these contributions, with her Bachelor of Science in Sports Management, Lori has the perfect complement of experiences and talent to lead USMS into the future. Her enthusiasm and dedication for the sport of swimming are second to none.

Respectfully,

Jill Gellatly

At-Large Board of Directors South Central Zone

Note: I consent to this letter to be published.



***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 Executive Director 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 of volunteer positions become staff positions? How do the LMSCs and Committees fit into this structure? 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 3 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 BOD Task forces and the Open Water 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.

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. 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. The provision of these programs 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.

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.

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. 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. 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-1989-1993 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.

***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  
2010-2013- Records & Top Ten Chairman of the Michigan LMSC  
1984 - 2015- Coach- Team Representative of the Michigan Masters Club  
2013 - 2015- Vice Chairman of the Michigan LMSC

### **Meet Administration**

Meet Director - Michigan Masters State Championship Meet - 1985, 1989, 1992, 1996, 1997, 1999, 2002, 2004, 2005, 2006, 2008, 2013, and 2015.  
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 - 2014  
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, and 2011 SC Nationals, Mesa, Arizona.

### **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 the Present. 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.

### **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 -Contributed as a key member in the early stages of the project. Coaches

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

### **USMS and Michigan Masters Achievement Awards**

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

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

### ***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 a Meet Director of the Michigan LMSC State Championships on 13 different occasions. This meet has 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 a stroke clinic with the NCAA Championship University of Michigan Men's team that featured Mike Bottom and his Olympic-caliber coaches. With 65 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 Vice President of Community Services. My membership in USMS for 34 years and my involvement as a volunteer at the USMS and LMSC level for over 30 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 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.

Daniel Cox  
12295 Aldersyde  
Valley View, OH 44125

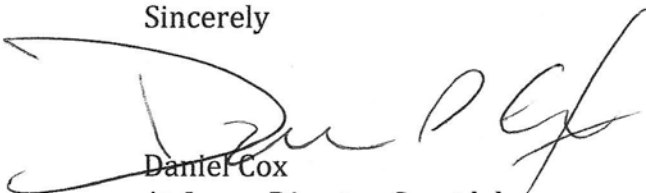
April 10, 2015

Cheryl Gettelfinger  
Chair of Election Committee  
[Elections@usms.org](mailto:Elections@usms.org)

Dear Cheryl:

It is my honor to nominate Frank "skip" Thompson for the officer position of Vice President of Programs of the USMS. You may publish this nomination letter.

Sincerely



Daniel Cox  
At-Large Director Great lakes



April 27, 2015

To the USMS Officer Nominating Committee

Re: Recommendation for Frank Thompson

Frank 'Skip' Thompson is exactly the right fit for the role of Vice President of Community Services and as a member of the USMS Board of Directors. Frank has been an important resource to the organization for over three decades. His participation, engagement and contributions, as presented in this nomination package, cross all avenues within the organization. He is mister everything and everywhere within his LMSC. His national involvement is equally prodigious. His breath of USMS organizational experience has allowed him to become conversant with all facets of the organization's operations. He is especially qualified for the role of Vice President of Community Services. He knows the work and responsibilities of the committees that fall within the purview of this position. Franks coaching background means he knows what coaches and athletes, both competitors and fitness, need to excel and he is well positioned to provide guidance, support and above all innovation.

Frank is a consummate student of the sport, of the organization and of the legacy of swimming. He could be swimming's and USMS's institutional memory which is to say, he has a perspective that is valuable and applicable to the responsibilities this position requires. Above all, Frank is a selfless and tireless worker for the sport he loves and a gentle and sensitive leader.

I have watched Frank's commitment and engagement with USMS since we, along with Rob Copeland and Mike Heather shared the stage in front of 1000 people for a Ransom Arthur skit, playing German steroid induced women swimmers, clad only in women's bathing suits. While sounding frivolous, this act of selfless humiliation was one small testimonial to the length Frank will go to serve the organization. It is also an example of Frank's affection and commitment for his fellow swimmers.

He will be great in this position. I give my permission for this letter to be published in the HOD packet.

Respectfully

Richard Burns

**Letter of Reference:** For Frank "Skip" Thompson for his nomination to USMS VP, Community Services  
**To:** USMS Elections Committee  
**Date:** 4/30/15

I am providing a Letter of Reference for Frank "Skip" Thompson for the position of Vice President, Community Services, of US Masters Swimming.

I have personally known Skip for several decades, dating back to the 1980's. He has always been a strong and positive leader within U.S. Masters Swimming both at the local and national level. In addition to his own accomplishments as a Masters competitor (All-American several times over), Skip has served as coach of the Michigan Masters team for more than 30 years!

At the LMSC level, Skip is currently LMSC Vice Chair and previously has held virtually every LMSC position of importance except Registrar, and he will assume the role of Chair later this year.

Skip has been recognized on a national basis for his distinguished leadership in US Masters Swimming. In 1999 he received the Dot Donnelly Award for Service and just last year he received the June Krauser Communications Award. In addition to having served as a Zone Representative, Skip has served on a majority of the USMS Committees (including Championships, Coaches, and Rules, among others). Skip led the Michigan Masters hosting of the US Masters Swimming National Championships and he has served as local meet director for an amazing 28 years (including 13 Michigan state championships!)

Clearly since the time he first joined USMS in 1982, a very significant majority of Skip's life has been dedicated to Masters Swimming. He is passionate about the sport, a leader in every aspect of USMS, and he remains forever upbeat and positive about the future of our organization.

Personally I have particularly enjoyed Skip's participation in the Ransom Arthur annual skit, and am delighted that he will be serving as one of our coaches at the 2015 USMS High Performance Camp. With his prior USMS Coach of the Year recognition, and his long-standing and outstanding Michigan Masters coaching tenure, Skip will make an excellent addition to this year's camp.

With his love of Masters, his proven track record, and his great attitude, there is no doubt Skip will make a top-rate officer of US Masters Swimming and I cannot recommend him strongly enough.

Thank you for this opportunity to provide support to Skip's candidacy for VP, Community Services, and I am looking forward hopefully to having Skip leading our organization forward in the coming years.

I give my permission for this letter to be published to our USMS delegates in the Convention packet.

Sincerely,

Hill Carrow

Raleigh Area Masters Swim Team (registered coach)

USMS Board of Directors Compensation & Benefits Committee

2015 USMS High Performance Camp Director

2016 Nationwide USMS Spring National Championships Local Organizing Committee Chairman



**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?**

One of the major challenges is **communication and coordination**: between volunteers and national office staff, between volunteers at the LMSC and national levels, and between members and their LMSC volunteers. While there is plenty of top-down communication – for example, *Streamlines* newsletters and published committee minutes – I think that communication in the other direction is less well developed.

Another challenge is **volunteer training and retention**. In all too many LMSCs the burden of conducting LMSC business falls on too few people, many of whom may feel overwhelmed and underappreciated. This might lead to burn-out and frantic replacement by inexperienced members who are not well prepared. Training resources exist but can be intimidating to new volunteers.

A final challenge is presented by **balancing the needs** of open water swimmers, pool swimmers, and swimmers who do not regularly participate in competitive events. We are all “one USMS,” but we do not have unlimited resources and there are challenges inherent in the equitable allocation of resources to these different (and overlapping) buckets. This requires strategic thinking on the part of the Board, and strong two-way communication with committees and with the HOD about how such allocation will benefit ALL members of the organization, now and in the future. In the past few years I think I have been addressing these challenges in a variety of ways in my role as board member, member of the OW Task Force, and as liaison to the committees in my jurisdiction.

**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:**

**USMS Board of Directors and Executive Committee**, 2013-present, as Vice President of Local Operations, under Nadine Day.

**Local Operations Committees**, 2013-present, as *ex officio* member and liaison to the BOD. The Local Ops committees are: History and Archives (Meegan Wilson, chair), Recognition and Awards (Ray Novitske), LMSC Development (Paige Buehler), Records and Tabulation (Jeanne Seidler).

**Records and Tabulation**, 2007-present. Served under Ed Tsuzuki 2007-2009, served as vice chair 2008-9, serving as chair 2009-2013.

**Championship**, 2009-present (*ex-officio*) under Jeff Roddin.

**USMS 2.0 Task Force**, 2013-2015 under Hill Carrow.

**Open Water Task Force**, 2014-present under Jim Miller.

**Leadership Summit Task Force**, 2014-2015 under Jill Gellatley

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

I have been very involved at the LMSC level:

**Top 10 Recorder** since 2006, responsible for maintaining LMSC records and submitting times for Top 10 consideration for all three courses.

**LMSC Webmaster** since 2010, during which time I completely redesigned the website ([www.vaswim.org](http://www.vaswim.org)) to use the WordPress content management system. Beyond updating and maintaining the website I am in charge of electronic communications within the LMSC. As part of these duties I post “what’s new” items every 3-5 days on the website and compose the monthly email newsletter digest of these posts that is sent to the entire LMSC. I also work with the LMSC Registrar to maintain the monthly mailing addresses for the print newsletter, including managing an “opt out” program to receive only the electronic version of the print newsletter.

**LMSC Vice-chair** 2006-2008

**LMSC Chair** 2008-2010

With my wife I was co-director of 2013 Colonies Zone LCM Championship meet.

Since 2010 I have maintained the Colonies Zone records and Colonies Zone Championship records.

In my “real” job I have been a chemistry professor for over 20 years. I have had a significant amount of administrative and management experience. I was the Environmental Studies program coordinator for 10 years, a position that required coordinating the activities of departments from five different schools across the university. I also served as the Geography department chair for three years.

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

I have been a USMS member for 25 years and have been involved with USMS as a volunteer since 2006. I have served in many roles at both the LMSC and national level, including as Vice President of Local Operations for the past two years. My greatest passion is to encourage volunteerism and effective management at local levels and I hope to continue to do that as VP of Local Operations for the next two years.



with such a passionate group of volunteer leaders. I have learned a lot and wish to continue to advance that learning through collaboration and by focusing on making the USMS membership experience even better.

**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?**

In my view, USMS and its volunteers (Club, LMSC and National) really do a fantastic job supporting the USMS mission "to promote health, wellness, fitness and competition for adults through swimming." Like any organization, I feel that we aspire to be better and there are a few areas that deserve attention. First, I wish to continue supporting the great work performed by our USMS IT staff. As a member of the BOD IT Liaison team, it is my goal to work with the other VP's to balance the work requests from committees with the work that already exists supporting the operational and strategic needs of the organization. In some cases, there is clear and mutual fit, and then an easier path into the delivery pipeline. Other times, it can be challenging to move other valuable concepts forward. Since our successful implementation of the USMS Registration System ("Esther"), there has been no shortage of priority IT work as our committees can now see with the quarterly distribution of the USMS IT Project List. I look forward to continuing the work with the other VPs, Jim Matysek, Rob Butcher, and the IT Staff and to see how we can improve our strategies for managing the workload and delivering more benefits to our members.

Second, with the help of my colleagues on the BOD Open Water Task Force (OWTF), I am committed to finding a solution to the current issue of our high insurance costs. The OWTF is in the process of finalizing a sustainable funding model for Board of Directors' consideration, and then onto the House of Delegates for their review/discussion/vote. Our Open Water Sanction product has endured three consecutive years of insurance surcharge billing - an expense that impacted a large number of our LMSCs, their Event Directors, and the wider open water member community. It is time to view the cost of General and Umbrella/Excess Liability differently, and to allocate its funding in a more equitable manner. I look forward to working with my colleagues at the Board level to get these changes drafted, and with a clear rationale, so that my fellow HOD volunteers can support it based on its merits.

Last, as I have said in a prior nomination packet, I worry about our progress related to improving access to swimming facilities for our members and for our future, potential members. There seems to be stories every year of pools getting closed, collegiate varsity programs shutting down, and others that speak to the challenges retaining Masters/Adult Aquatic Fitness programs. I urge us not to be complacent and not to overlook this issue. While new concepts like USMS Adult Learn To Swim programs take flight, we need to secure our facility connections and work at building new ones if we expect membership to grow more than 5% each year. Yes, we spend time/resources on encouraging adults to swim, but we need to broaden that vision to include encouraging more and stronger connections to the facilities that will enable us to sustain it.

**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:**

USMS Legislation Committee member (under Rob Copeland and Sean Fitzgerald): 2005 - 2011  
USMS Marketing Committee member (under Tom Boyd): 2006-2007  
USMS Marketing Committee Chair: 2008 - 2009  
USMS LMSC Development Committee member (currently under Paige Buehler): 2010-2013  
USMS Board of Directors, At-Large Director, Colonies Zone: 2011-2013  
USMS Board of Directors, VP Programs, 2014 – present

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

Continuous USMS Member since 1995 (20 years!!): Berkeley Aquatic Masters, Berkeley Heights, NJ  
National Top Ten finisher  
LMSC Record holder  
Club Planner for Annual Holiday Party  
Club Treasurer  
Club Coach - USMS Level 2 Certified  
NJ LMSC Chair: 2004 - 2009  
NJ LMSC Vice Chair: 2010-present  
NJ LMSC Co-Registrar: 2011-present  
Facilitated LMSC bylaw updates  
Implemented LMSC Membership Promotion Campaign

Developed an LMSC Continuous Membership Recognition Awards Program  
Helped to create the Lou Abel Distinguished Service Award  
Helped to create an Annual LMSC Awards Banquet  
Led efforts to sanction the first LMSC Open Water event  
Club Development Workshop: Mentor program (Dallas, TX) attendee/graduate  
BOD Experience:  
    Served as a member of multiple BOD Grievance Panels  
    Served as Chair of the Volunteer Roles Task Force (VRTF)  
    Serving as member of the BOD IT Liaisons  
    Serving as a member of the BOD Open Water Task Force

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

Chris McGiffin, candidate for USMS Vice President of Programs. As a USMS member since 1995, I have served or currently serve in volunteer and leadership positions at the Club, LMSC, and national levels of the USMS organization. I am committed to working with the USMS Board of Directors and other volunteer leaders across the country to serve our membership and to support the mission, vision and values of USMS.





### III. Section Three: Questions

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

I continue to be interested in the office of USMS Secretary because I firmly believe in giving back to the sport that has had such a positive impact on my life. Besides the obvious health and wellness benefits of swimming, Masters Swimming has given me lasting friendships and an extended family of like-minded individuals who are passionate about participating in and giving back to the sport we love. I am honored to serve among their ranks.

Apart from the experience gained in my first term, I believe I would make a good candidate because I maintain a deep interest in the strategic and operational workings of U.S. Masters Swimming. As Secretary, I am and would continue to be honored to work with all levels of our volunteer infrastructure and our staff to bring about a better future for our sport. In my "day job" as an IT professional, I have extensive experience with compiling and organizing meeting notes, project plans, and documentation to ensure the success of our team and corporate operations. As a linguist with a background in writing, I have done research on developing effective communication for a myriad of audiences. As a long-time coach and volunteer, I understand both the operational and functional processes of the office. I have formed good working relationships with many members of both the volunteer and staff leadership that will facilitate my ability to continue the work I have accomplished in my first term.

***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?***

With respect to the first question, three major issues I see for USMS include member retention, management of insurance costs for our events, and the evolution of roles within our volunteer infrastructure. We have done a great job attracting new members to Masters Swimming in the past few years. If we want to grow our membership more consistently, we need to continue to strengthen the products and services that keep those members coming back while identifying new initiatives to bring aquatic fitness to a wider audience of adults. As our insurance costs rise, we must take steps to mitigate our risks by developing processes to run safer, efficient, and fun events while finding ways to manage the increasing costs. As we better define the roles of the National Office staff, we need to continue our efforts to include, engage, and recognize the similarly evolving roles of the passionate volunteers who wish to devote their time and talents to U.S. Masters Swimming.

On the second question, as a person holding an elected office within USMS, I would continue to identify and implement ways to focus our programs on a two-pronged approach that addresses both membership growth and member retention. As your Secretary, I will continue to work diligently with the Board of Directors, the National Office, and the Masters Swimming community both to manage costs and processes as effectively as possible while helping define clear, engaging roles for our volunteers.

***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:

Secretary, September 2013 – present (Nadine Day, President)

Coaches Committee:

2000 (Scott Rabalais, Chair)

2007 – May 2008 (Vice Chair; Mo Chambers, Chair)

June 2008 – 2010 (Chair; Chuck Burr, Scott Bay, Kerry O'Brien, Vice Chairs)

2011 (Craig Keller, Chair)

Registration Committee:

2014 (Leo Letendre, Chair)

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

Head Coach, Delaware Swim Team Old Dawgs, 1996-1999

Pilot Coordinator, Colonies Zone Regional On-Deck Coaching Program, 1999

USMS On-Deck Coaching Coordinator, 2000, 2007-2010

Illinois LMSC Vice Chair, 2005-2009

Illinois LMSC Webmaster/IT Director, 2005-2011

Head Coach, Academy Bullets Masters, 2006-present

USMS Club Development Task Force, 2008-2009

Illinois LMSC Chair, 2009-2011  
Illinois LMSC/ILMSA Coach of the Year, 2009  
USMS Kerry O'Brien Coaching Award, 2009  
USMS Dorothy Donnelly Service Award, 2009  
Allegheny Mountain LMSC Vice-Chair, 2011  
USMS Discussion Forums Task Force, 2014  
USMS Discussion Forums Moderator, 2014-present

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

When I'm not hanging out with my kids, coaching, swimming, or working with technology, my hobbies include driving (especially Blue Mustangs); cycling (on- and off-road); watching reruns (*Dr. Who* is a current favorite); checking out new and different eateries; and NEVER wearing a red shirt on an away mission.

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

In addition to coaching Masters swimmers for over 25 years, I have worked actively at the local, regional, and national levels in three different LMSCs over the past 17 years, and most recently am finishing my first term as USMS Secretary. I have given back to Masters Swimming wherever possible in coaching, leadership, and communications-related roles, and hope to continue to do so. I have a deep interest in the strategic and operational workings of U.S. Masters Swimming. My experiences with technology, linguistics, and coaching have given me the organizational, communications, and strategic thinking skills to succeed in this position. If I am re-elected Secretary, I will continue to work with all levels of our staff and volunteer infrastructure to bring about a better future for our sport.



### III. 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 ***Treasurer position*** because of my love for Masters swimming and my desire to serve USMS in a capacity that I am professionally qualified.

I am a senior finance executive with over 35 years of experience in accounting, financial management. My scope of career experience ranges from working for a large multi-national corporation to company start-ups and business consulting. I have managed domestic and international financial operations coupled with developing local and worldwide strategies for their performance. I have served on Boards of Directors of various corporations, both domestic and international, combining diverse cultural and differing traditions to achieve corporate objectives. I believe that I can continue to provide a fresh and unique perspective to the ***Treasurer*** position. My International Board experience should complement the responsibilities of the position's requirements. ***I'm confident I can continue to add value*** to USMS and look forward to the opportunity to serve ***Treasurer***.

I have served on the Finance Committee for 16 years, and two years as the Chairman. I have been USMS Treasurer for 4 years, consequently, I am well versed with the financial and operations of USMS. I am currently Chair of the Investment Committee and member of the Audit Committee.

My current career status enables great flexibility to serve USMS. I have a passion to volunteer my time at this stage of my life to give something back for all that I have obtained. I feel fortunate to have received a gift of life when I acquired my transplanted heart in February 2006.

Education qualifications:

Master of Business Administration, Western Michigan University, 1970

Bachelor of Business Administration, Western Michigan University, 1969

***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?***

**Engage new volunteers and develop new leaders for USMS.** We must determine how we are going to get new volunteers involved in the organization and develop them to become the future leadership. We need to develop a program specific to local LMSCs that encourages new members to attend the national convention and become more willingly involved in our organization. We may need to assist certain LMSCs with funding, but we need to have a precise USMS program that supports getting new faces to our convention. If we avoid setting a proactive agenda to this issue, I believe it may become increasingly difficult to acquire adequate leadership for the future success of USMS.

**Organization structure for the guidance of USMS.** We embarked on a new era for USMS in 2009 hiring a new Executive Director, established its National Office in Sarasota, Florida and implemented a new 5 Year plan for the organization. We are in an excellent financial position as an organization after our first Five Year Plan. We grew membership from 48,310 to 59,063.

The Board has the Challenge of a new five year plan (2015-2019) for the organization. USMS has developed a great strategic plan for USMS, but now Corporate Office with the support of the Board, need to develop the operation tactics to lay the foundation to achieve our strategic plan that supports a goal of growing to 100,000 members. I look forward to the opportunity of helping support the Strategic Plan and the mission 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:***

I have served on the Finance Committee since 2000. My Committee chairs have been Doug Church, Jeff Moxie, Tom Boak, and currently Chair Jeanne Ensign. I was Vice-Chair under Tom Boak. I was the Chairman of the Finance Committee 2007 to 2009.

I have been a member of the Audit Committee since its formation in 2009. The first Chair was Jill Gellatly and second and current Chair is Elyce Dilworth.

I have been a member of the Investment Committee since its formation in 2009. Dave Burgio was the Chair from 2009 to September of 2013. I am the current Investment Committee Chair.

I served on the Executive Committee from 2009 to 2013. The Chairs of the committee were Jeff Moxie and Nadine Day.

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

I have enjoyed two careers; my first as finance executive of Federal-Mogul (23 years) with direct responsibility for all financial activities of diverse manufacturing businesses in the United States and 12 foreign countries generating \$600 million in sales. I possess extensive experience in managing global financial staffs, analyzing and monitoring individual unit performance, developing local and worldwide strategies, organizing joint venture/licensing agreements, managing foreign exchange exposure, directing treasury function at international locations and counseling the Group President as well as the location General Managers. I recruited and trained highly successful Directors of Finance for eight foreign subsidiaries.

My second career involves administering and operating a management and financial consulting company of which I have co-ownership. My financial consulting company served industry on domestic and international projects led and managed a number of successful business turnarounds and started up a high-tech pharmaceutical venture. Thru My consulting Company for the last 7 years, I have managed and directed the operations of a software company with operations in India and the United States.

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

Age 68, excellent health, new heart, married 49 years, three daughters and five grandchildren.

Hobbies: competitive swimming, golf, and financial advising.

Treasurer, Michigan LMSC, 1997 to 2007

Vice-Chair, Michigan LMSC, 2007 to 2009

Chair, Michigan LMSC, 2009 to 2011

Chair, Michigan Masters Swimming Endowment Committee 2008 to Present

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

I am a senior finance executive with over 35 years of experience in accounting and financial management. My scope of career experience ranges from working for a large multinational corporation to start-ups and business consulting. I have managed both domestic and international financial operations. I have served on Boards of Directors of various corporations, both domestic and international, bringing diverse cultural and differing traditions together to achieve corporate goals. I believe that I can continue to bring a fresh and unique perspective to USMS as ***Treasurer***. My International Board experience should complement the responsibilities of the ***Treasurer's*** position's requirements. I firmly believe I can continue to add value to USMS and look forward to the opportunity to serve as ***Treasurer***.

Phil Dodson  
USMS Treasurer

April 30, 2015

To the Elections Committee  
c/o Cheryl Gettelfinger  
Chair of the Election Committee

Dear Cheryl,

I am writing to nominate and highly recommend Ralph Davis for the officer position of Treasurer for United States Masters Swimming. Ralph is uniquely qualified for this position because of his 35 years professional experience in accounting and financial management coupled with 16 years of volunteer experience with USMS in the Finance, Audit and Investment Committees, including Chairmanships and 4 years as USMS Treasurer.

Yours Truly,

A handwritten signature in black ink that reads "Phil Dodson". The signature is written in a cursive, flowing style.

Phil  
Dodson  
USMS Treasurer

The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.

Kennard A. Kinzler

208 Oohleeno Lane,  
Loudon, TN 37774

TO: Ms. Cheryl Gettelfinger

April 21, 2015

Chair, Election Committee

USMS

Dear Ms. Grettelfinger,

I am honored to be able to heartily recommend Mr. Ralph Davis for the position of Treasurer of the USMS.

I have had the privilege of knowing Mr. Davis since the early 1990's, when we worked together as a team for over a decade in a consulting business which we owned jointly. In that business, and particularly as a partner, I had the opportunity to observe many attributes of Mr. Davis' ability to manage, create solutions to problems, implement new programs, communicate with the banking community, the legal community, our clients, and their customers. Our specialty was in helping businesses that were in financial and legal difficulties, restoring them to become healthy and sustainable. In that duty, there were many times we faced formidable challenges, including struggling, at times, with the very people we were hired to help! Even in the most trying circumstances, Mr. Davis conducted himself with the highest degree of professionalism, a trait not often found in many people. I had never once seen him to be dishonest, exhibit inappropriate behavior, or offer solutions that were incorrect.

To his credit, I would rank him a straight "A" performer, in all the categories listed above.

If I had to do it all over again, he would be my first choice as a business partner.

I know he has also had a longtime passion and respect for the USMS, and would wholeheartedly recommend his speedy approval for the task. He will serve you well!

Please do not hesitate to contact me for any other assistance I may be able to offer, should you have any further questions.

Very truly yours,

Kennard Kinzler

The USMS ad hoc Election Committee has my permission to reproduce and distribute this letter.