

Nadine Day – Candidate for President



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

The candidate was nominated by Jeff Moxie and received letters of recommendation from Jeff Moxie and CJ Rushman, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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

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

2002-present

III. Section Three: Questions

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

Leadership, advocacy and administrative roles in my professional occupation have prepared me to be a leader. I have been a healthcare administrator and worked with orthopedic physicians, rehabilitation staff and nursing. I have worked under budgetary constraints and in supervisory positions. I am viewed as a doer because I follow through and focus on the completion of tasks.

As President of USMS, I will be committed fully and responsible to lead USMS and follow the USMS mission “To promote health, wellness, fitness and competition for adults through swimming.”

As part of the United States Masters Swimming House of Delegates, we decided that it would be in the best interest for USMS to hire an executive director to run our organizations daily operations. We felt that USMS had grown and needed someone to lead our organization on a daily basis. By doing this, we gave our organization professional status and prestige. I have worked on collaborative projects with paid staff and volunteers and feel that we can and need to work together.

Being a member of the USMS BOD for the past six years and the executive committee member for the past two years, I have gained knowledge of the leadership process. I will make sure that adequate resources are available to facilitate good, quick decisions. When I felt that I did not have enough information, rationale or justification to make a decision; I requested for reconsideration until supporting documentation could be reviewed and clarification could be given.

As members of the executive committee and BOD, we do our best to function in the best interest of the organization. We are entrusted to establish policies for this organization. I also understand that I will not be able to please everyone. With this knowledge, I will ensure that we will provide follow up to initiatives that we have established. I will be accountable for quality control of our organization’s resources and financial management.

I am interested in running for the office of USMS President because I feel that I can lead this organization through this transitional period of a volunteer organization to a volunteer/staff organization. I believe that I can work with the current board of directors and the executive director. I am familiar with the current initiatives of membership growth, open water and IT services and will make sure other programs and initiatives do not get lost with prioritization. We must continuously assess our performance and initiatives.

I have been an officer at the club level, local level and national level. This experience has provided me with insight of the challenges that our organization faces at various levels. Our volunteers at the grassroots level are the key component to ensure our organizations success and I believe working together will foster our growth. If elected, I will provide the leadership to the volunteers to continue to strive to promote USMS’s mission, vision, and objectives.

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 major issue that I am keenly aware of is the perception of how our organization is managed. We did hire an executive director to lead USMS, however the HOD and BOD provides the initiatives. While we should not micromanage the executive director, we do hold him accountable for every outcome that occurs on a multitude of levels. He has done an excellent job and has been fiscally responsible. I am committed to ensure the success of the executive director and the organization. A successful executive director will make our organization successful. I will perform my due diligence and communicate our concerns with the executive director on a weekly basis. We need to work together to better serve the

organization. I believe that it is the role of the President to collaborate with the EC to define roles and responsibilities within the organization.

Another issue that I would like to champion as president is membership growth. This is always a concern as this provides our organization the revenue to operate. This past year USMS focused efforts on retaining members. I do believe that if USMS provides quality programs and services, we will retain members and attract new members. I also believe that the leadership at the local level and clubs are the driving force for growth and need to provide a consistent message to our members. USMS also needs to provide the resources necessary to the local leadership and communicate effectively the message that we want our members to receive. In addition, providing and enhancing programs and services to our members will promote growth. An issue that we have addressed but not fully supported is providing exclusive benefits to clubs and members. This will create a value for our membership.

We have begun investing in our coaches. We have initiated a coach's certification, various swim clinics and educational opportunities for both coaches and swimmers. Coach's education will help provide a consistent message and promote our mission, vision and objectives to our members. Coaches interact with swimmers every day. Programs that succeed have coaches that are dedicated in promoting masters swimming. USMS/LMSC have to continue to invest in their coaches. I am committed to ensuring that coaches are recognized for their efforts and provide resources to promote masters swimming.

With the Governance Committee becoming a standing committee of the BOD, we have recognized the importance of monitoring the structure of our organization. They will assist with recommendations on defining roles and responsibilities. I value our longstanding members as they provide important historical value and leadership. How do we keep these members engaged in the new process? I will work with committees, leaders, and members on planning and succession of our organization. While I know I cannot please everyone, I will definitely take everyone's input into consideration. I do believe and have demonstrated my belief that decisions should not be made unilaterally. I also believe that while the governance committee is responsible for the organization as a whole. We have to look at the governance structure at the LMSC level. The LMSC Development committee, zone chairs, membership staff and club and coach services must collaborate, however the same consistent message must be relayed. LMSC's provide the volunteer experience that is necessary for the organization to operate. How do we attract more volunteers? How do we engage current volunteers? Providing opportunities for our members to participate and to volunteer by utilizing the expertise of our membership is critical for our leadership success.

Another issue is Information Technology-IT enhancement and IT services. We have had three task forces that have informed the BOD that our IT staff is not adequate and more staff is necessary to meet the demands of the committee requests and BOD initiatives, while it is not our job to hire the personnel; it is our fiscal responsibility to allow the ED to hire the staff with the approved budget. Our web presence is outdated. We need to modernize our web presence and make some programs member exclusive. Web technology is leading the way of communication.

We recently surveyed our membership and as a result a strategic planning task force was established. This will help USMS gain an understanding of our membership and what they want. We need to figure out how to be more effective. This will help with establishing goals for our organization's future and with long term planning. I will support and promote the initiatives that are recommended by the strategic task force, BOD and HOD.

The national office is hosting the 2012 USMS LCM National Championships at the same venue as the USA Swimming Olympic Trials, which is an amazing opportunity for us. While I have run events before, I will admit that I do not have the experience of hosting a national championship. I will ensure that the national office is accountable. There is an understanding that this event will have a deficit budget. I will create a task force and utilized the experts of the Championship Committee and Finance Committee to have oversight of the event. We are making a financial investment in an event that will have a lifelong impact.

I am committed to ensure communication occurs in two directions. I will keep the leaders of the organization informed. If elected, I will work continuously to promote quality assurance and strive to enhance programs and services for our members. I will lead our volunteers to promote USMS's mission and vision.

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:

- o Marketing Committee 2003 to 2008: Chair-Doug Garcia, Tom Boyd, Chris McGriffin
- o Sports Medicine 2003-2007: Chair-Jessica Seaton, Jody Welborn
 - 2005 USMS Convention-Sport Medicine Presentation on "Rehabilitation of Common Swimming Injuries"
- o Safety Education 2004-2006: Chair-Julie Heather, Shannon Sullivan
- o Publications Committee 2005-2007: Chair-Lynn Hazelwood
- o BOD Committee
 - Compensation and Benefits 2007-present: Chair. Committee was responsible for Employees Benefit Policy, Paid Time Off Policy, Severance Package, Executive Bonus, Employee Handbook and Relocation Package of USMS Staff.

- o BOD Task Force
 - Workout Group Task Force: 2011-Chair present, 2010 Chair-Rob Copeland
 - Club Development/Mentor: 2006-2009 Chair-Julie Heather, Jeanne Ensign
 - Executive Director Search: 2008 Chair-Jim Miller
 - Executive Director Transition Team: 2008 Chair-Jim Miller
 - National Office Search: 2008 Mike Heather

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

I have been a member of the US Masters Swimming BOD for the past six years with two of those years as a member of the Executive Committee. I have been involved with the policy making of the organization, including the strategic plan in 2007. For the past two years, I have served as Vice President of Community Service, which has oversight of the coaches committee, sports medicine and science committee and fitness education committee and various task forces. NIRSA (National Intramural Recreational and Sports Association) USMS representative 2006, 2007, 2008; Dorothy Donnelly Service Award 2007, Great Lakes Zone Director 2005-2009; Illinois LMSC Chair-2005-2009 Illinois Vice Chair 2002-2005, Illinois Sanction Chair 2001-2005.

Please list any other information you would like included.

I am a physical therapist and co-own a private practice, which gives me the flexibility to serve this organization. I have been a coach for the past 12 years and have an ASCA Level 3 certification. I have worked in the administrative level of health facilities serving as a clinical administrator, rehabilitation director and director of physical therapy. I have been on a YMCA BOD, and I am currently on the programs and member's service BOD committee at the Danville YMCA.

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

United States Swimming is an outstanding organization dedicated to life long swimming. The leadership at the Club, LMSC, Zone, National and Administration are passionate about this organization. We all want USMS to excel and be successful. We are proud to be members of USMS.

If elected, I would be honored to serve as your USMS President. I will help lead our board of directors and volunteers to follow the initiatives that the HOD will establish for the coming years. I have been active in the leadership of the organization for the past six years. I feel that I can provide stability with the current executive committee members and work with USMS Executive Director. I will maintain open communication and welcome feedback from our members. I will work continuously to promote quality assurance and strive to enhance programs and services for our members. I will lead our volunteers to promote USMS's mission and vision.

Michael Moore – Candidate for President



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

The candidate was nominated by Anthony Thompson and received letters of recommendation from Anthony Thompson and Jerry Clark, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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

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

1993-2000, 2002-present

III. Section Three: Questions

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

US Masters Swimming is a great athletic and wellness organization. 20% of our membership competes in local regional, and national pool or open water meets. But there is 80% who come to practice for the benefits of exercise, swimming is always challenging us to do better. I have been blessed to be part of our local LMSC and I have served in different capacities in the national organization. I believe I am a good candidate for president of United States Masters Swimming. I have had extensive experience in the local level, I have been part of many different meet organizing committees, I have worked as deck official in local, regional and national meets. I have been in leadership positions in our local LMSC for the past 20 years. I will bring my skills and what I have learned to the presidency of the USMS.

There are many challenges that face Masters swimming. I have had experience at the local and national level. I have the experience to help expand our organization. We are a non-profit, but in that context we still have to run it in a professional businesslike manner. I have the local experience and the business experience to help guide the leadership of US Masters Swimming.

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?

There are many challenges that face us, we are still in a transition from an all volunteer organization to an organization where the volunteers are the leaders, and we have staff to carry out the day to day running of Masters Swimming.

The three main challenges that I believe Masters Swimming face are:

One: To provide value for members, clubs and coaches and LMSCs. It is only the rarest of birds that joins US Masters Swimming just to receive our national magazine. We join our local clubs and LMSCs to participate in the swimming and competition that is offered in our local area.

It has always been my view that the LMSC is there to support the clubs and coaches; and national to support the LMSCs, then clubs and coaches.

In Pacific, in support of our clubs, we sent twenty-five coaches to SwimFest 10 in San Diego. We did that as an investment in our coaching. The leadership thought this was a great opportunity for the coaches to network and learn from each other. This year under the leadership of our coaches chair, we are organizing a coaches / swimmers clinic. Again this is for the coaches to network and to learn from each other.

We have to know where there is value. In our USMS "Places to Swim" web page, Jim Matysek did a great job of programming. Organizing the information about clubs and places to swim in a geographical manner on the web is no small feat. The presentation of this information is a way we can add value for a club (Join us and we promote your club on our website). I believe that for the non-USMS member, the only information that should come up is information about US Masters Swimming clubs and work out groups. For the USMS member, in My-USMS he can get all the information about what swimming opportunities there are in a specific locale. We have created value – for the clubs – join USMS and we will point adult swimmers with a very desirable demographic to your swimming pool. For the USMS members, they get all the information about swimming pools in that area. We have created value for the club and value for the members. This is a reason to join USMS.

Most of our members do not go to our open water or pool competitions. In reading Tom Boyd's analysis of a survey he did four years ago, he said that many of our athletes do not want to compete. In our premiere fitness event "Go the Distance," the "leaders" are the ones who have swum the most millage, for some this is just another competition.

We know the non-competitive swimmer is very interested in fitness. A recent CDC report said that adults should have 2.5 hours of moderate aerobic exercise a week. The fitness swimmer might be more engaged where the metric is how many times you have swum and met the health metric. We would encourage our non-competitive members to work on the health metric rather than compete in the distance metric.

Two - Engage the Volunteers – We are still transitioning from an all-volunteer organization to a volunteer led organization with professional staff to help with the day-to-day running of the corporation. When on the governance committee, I looked at other non-profits, there is always going to be stress between the volunteers and the staff. We have a great Executive Director in Rob Butcher, but there are going to be times when staff in their anxiety to get things done, will over step their bounds. It is the job of the president to work with the executive director to keep peace in the family.

In Pacific, we work hard to recognize our volunteers for the work that they have done. Each year we recognize some of our volunteers for the work they have contributed to the success of Pacific Masters. Nationally we have the Dorothy Donnelly award to recognize contributions at the LMSC level. Where we can we should recognize the outstanding contribution of our volunteers.

In the last couple of years we have instituted LMSC minimum standards - our expectation of what services we expect the LMSCs to provide and how to provide them. Our challenge will be to provide a consistent professional service within the context of 52 LMSCs.

The USMS leadership team must provide the direction. Our national committees provide the basic leadership and work of the organization. To me as a volunteer, at convention, I would get excited about the challenges facing USMS and the committee that I had been on or wanted to be on, but it would always seem that committee assignments were never done until the first of year. As your president, one of my duties would be to staff the committees as soon as possible.

Three: Strategic vision to get to expand the organization – we have committed to expand the organization to 100,000 athletes. I do not see Master’s Swimming have the infrastructure to support that goal - yet. When totaling the number of clubs and workout groups, we have over 1,500 groups. Only a small percentage of them are economically viable (able to support at least one full time coach). Economically viable clubs provide a stream of income for the aquatic facility (which pleases the aquatic director in this time of scarce resources), and money to support a coach. We need coaches who are interested in growing their program, then work with them to help them succeed.

We know that swimmers who swim with a club re-register at a higher rate than those who swim “unattached.” Our goal has to be to try to get the unattached to swim with a club –providing value for the team, the swimmer and the LMSC.

United States Masters Swimming has been a leader in the Masters swimming arena. Two years ago, when reviewing the standing Committees, the House voted to eliminate the International Committee and to have the work done by the national office and the executive committee. As president, I will outreach to the international Masters groups.

Many have spoken about trying to outreach to the Triathlete groups as a way to bring in new members. As chair of Pacific I have been negotiating with Tri-California, the largest triathlete group in California. We will advertise their triathlons and they will promote Masters swimming. We have also set up a Triathlete Coaches Committee as part of our coaches committee. A partnership is one way to put Masters swimming in front of the triathlete community.

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:

- Officials 1994- 2000 Sally Dillon, Bill Tingly, David Diehl
- Championship 1996- present – Sandi Rousseau, Barry Fasbender, Mark Moore, Jeff Rodin
- Rules – 1996-1998, 2002-2003 Tom Boak, Leo Letendre
- Communication 2002 - 2008 Hugh Moore
- Computer on-line 1995-2000 Jim Matysek
- International Committee 2004- 2007 Sandi Rousseau
- Board of Directors 2005 – 2010 Rob Copeland , Jeff Moxie
- Work Out Groups 2009 – present; Rob Copeland, Nadine Day
- Governance 2008 – present; Patty Miller, Anthony Thompson

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

Helped organized the first Open Water Swimming Safety Conference in Burlingame, California (2011), which brought together over 100 open water experts from around the world to discuss how to protect the athletes

Helped organize the first LMSC set of workshops at Convention (2004). LMSC are our regional governing unit. By training our LMSC officers, we can make the more efficient and better able to carry the mission of US Masters Swimming. We help them succeed.

Swim Meet Chair and Referee for the 2009 US Senior Games National Championship at Stanford, California; Senior games swimmers are very much interested in wellness and good health.

Meet Referee for the 2003 IGLA Championships, Stanford, California

Chairman, Pacific Masters LMSC, 2002 to present

Webmaster, Pacific Masters LMSC 1995 to present

Officials Chair, Pacific Masters 1994—1995

Meet Operations Chair 1992-1993

Certified Deck Official (Stroke and Turn, Starter, Referee) 1991 to present

Chairman, Organizing Committee XI FINA World Masters Championships, 2006, Stanford California; The committee was awarded the FINA Certificate of Merit for the organizing the World Championships. The US was able to bid and awarded two FINA championships because of the way the meet was run.

Please list any other information you would like included.

Board of Directors, Secretary, Mission National Bank (1998-2010) took a national bank that had come under a Cease and Desist Order to become a top 50 Independent Community Bank in the United States.

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 President of United States Masters Swimming. We have a great athletic and wellness program for adult swimmers. As all of you know, the benefits of swimming include reduced risk of premature death, coronary heart disease, stroke and high blood pressure as well as improved ability to think and get on with the tasks of daily living.

For the past twenty years, I have worked on our LMSC serving in various capacities, the last eight years as Chairman. I don't want to be the president of the best kept exercise secret. I want to get the word out there to non-members to tell them about swimming and how it improves your life. I want to help expand Masters swimming. We need to get swimmers to coaches; to educate our coaches; and to find more places to swim.

We have a great volunteer base, our volunteers are committed to Masters swimming, the executive committee is made up of great people who are passionate about swimming, our Board of Directors is awesome; Rob Butcher is great marketer of Masters swimming with a strong national office behind him.

The Board of Directors has said they want Masters swimming to grow to 100,000 swimmers. We are not ready for that – yet. We can be. We can grow the organization. We can put in the infrastructure. We need to find coaches who want to work with adult athletes. We need to educate and train those coaches. For our LMSC officers and volunteers we need to help and train them where we can. We want continue our professional service and improve where we can.

We can do this, we can grow to 100,000 members, we can improve service to our members. I will work to make this happen.

Michael Heather – Candidate for Vice President of Administration



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 HOD Meeting for this election year and is planning to attend all HOD Meetings during his tenure in office.

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

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

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

1986 – present

III. Section Three: Questions

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

Currently hold position, have intimate knowledge of the corporation and its culture, history and procedures.

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?

Access to more pool facilities for growth potential. I have and continue to promote membership in pool operator associations in order to make our name and potential known to them.

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:

Rules, 1988-1990, Convention, 1986-2005, Marketing, Planning.

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

Current holder of position, VP of community services, 2005-2009, convention committee chair, 1992-2005

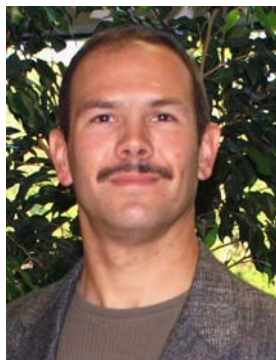
Please list any other information you would like included.

None Provided.

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

I stand for honor, honesty, dignity, integrity and humor. One of us isn't as smart as all of us.

Al Prescott – Candidate for Vice President of Community Services



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

The candidate was nominated by Matthew Mulrooney and received letters of recommendation from Matthew Mulrooney and Matt Denehy, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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

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

2003-2005, 2007-present

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 involved with USMS at a local level and National level for over a decade now. During that time I have served locally as a Director of Marketing, Director of Communications, and a Board member of the New England Masters Swim Club. I am currently the Chair of the New England LMSC with my term expiring in 2011. I have also served on the USMS Marketing Committee, and the USMS task force of Workout Groups.

In my ten years of involvement, I have focused on building bridges between core masters swimmers, members of USA Swimming, and the USA Triathlon Communities. During my tenure in the local program I have overhauled the NE-LMSC's governance procedures, re-tooled membership communication, and coordinated outreach efforts to our current and new members in New England. Most important to me though, is the number of new people have helped recruit into positions of leadership throughout New England. The result has been a membership that was stagnating in 2003-2005, to a membership that has grown almost two fold since that time.

I would like to take this model of organization building and outreach to the National Level so more of the USMS community, both current and future may benefit.

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 single largest issue ALL of USMS faces is access to pools and facilities. Every time an economic crisis hits, and many times even when it does not, the first thing a municipality does is to suggest closing an aquatics facility. In New England, we have seen this happen in almost a half a dozen communities. Though I have seen a tremendous response from the "grass roots" level, there is no national response, no national resource, and no national knowledge base where USMS members can get support for these critical issues.

My solution to this problem is to create a national response (or organization), with USMS as a key player and including other organizations affected by pool access (USA Swimming and USA Triathlon). We would create a model whereby if a pool facility is threatened with closure, a non-profit private/public partnership can be created to effectively "take over" the pool facility, remove it from the municipalities' cost structure, and preserve it with the eye to providing swimmers (USMS members in particular) access to the facility. I can think of no great Community Service.

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 Communications Committee 2007 to 2008 –Hugh Moore Chair
USMS Workout Group Task Force 2010 to Present –Nadine Day Chair

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

Past Director of Communications, New England Masters Swim Club
Past and Current Board Member, New England Masters Swim Club
Past Vice Chair, New England LMSC, two terms.
Current Chair New England LMSC, completing second term.

Please list any other information you would like included.

In Addition to the above, I have played a major role along with others in creating a “Hall of Fame” for masters swimmers in New England. Our first induction ceremony is slated for later this year and we have used this to leverage additional donations to the LMSC and expanding our financial base beyond simple dues.

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

My name is Al Prescott, and many of you know me simple as “Big Al” from New England. I am running for Vice President of Community Service. I have been involved with USMS at a local level and National level for over a decade now. The single largest issue ALL of USMS faces is access to pools and facilities. Every time an economic crisis hits, and many times even when it does not, the first thing a municipality does is to suggest closing an aquatics facility. Though I have seen a tremendous response from the “grass roots” level, there is no national response, no national resource, and no national knowledge base where USMS members can get support for these critical issues. My solution to this problem is to create a national response (or organization), with USMS as a key play and including other organizations affected by pool access (USA Swimming and USA Triathlon). We would create a model whereby if a pool facility is threatened with closure, a non-profit private/public partnership can be created to effectively “take over” the pool facility, remove it from the municipalities’ cost structure, and preserve it with the eye to providing swimmers (USMS members in particular) access to the facility. I can think of no great Community Service.

Jody Smith – Candidate for Vice President of Community Services



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

The candidate was nominated by *Nadine Day* and received letters of recommendation from *Jeff Roddin* and *Michael Moore*, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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

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

2007 – present. Also attended USAS Convention in 2004, 2005 and 2006.

III. Section Three: Questions

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

My interest in serving USMS as the VP of Community Services stems from my desire to improve the experience of our members, coaches and programs, grow our membership and support our volunteer efforts both locally and nationally. From the day I joined my first Masters program over eleven years ago my passion for Masters Swimming has continued to grow from year to year. As my enthusiasm for the sport has grown, so has my involvement at both the local and national level. My experiences as a swimmer, event host, facility manager and coach provide me a multifaceted perspective on the issues and opportunities facing USMS and our members. I serve on the Pacific Masters Board and the San Jose Arena Authority (mayor appointed) and report to the Board of Mountain View Masters Swimming so I’m versed in the roles and responsibilities of board members. I have a strong understanding of the current USMS landscape and have worked with numerous volunteers and staff members on USMS projects and events.

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 challenges I see USMS facing as we update our Strategic Plan and continue to grow from a completely volunteer organization to a combination of staff and volunteers all center around communication and consistency in implementing our plans and programming. This breaks down into three areas:

- Clear communication between the board of directors, USMS committees, staff, LMSC's and volunteers.
- Consistency in the execution of plans and initiatives at the national and local levels.
- Continued redefining and realignment of volunteer and staff responsibilities.

As the Vice President of Community Services and a member of the Board of Directors I will invest the time to ensure I'm aware of and adhere to our mission and goals as determined by the membership and our updated Strategic Plan. As liaison to the Sports Medicine and Science, Fitness and Coaches Committees, I will work with these teams of volunteers to align with our overall objectives and assist in the communication of the committee's plans at a national and LMSC level. And I will address each issue and opportunity with the philosophy, "what is the best and most efficient way to achieve the goal or implement the plan" and not be limited by what has been done historically.

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, Jan 2008-Current, Chairs Mark Moore (2008-2010) & Jeff Roddin (2010-Current)
Coaches Committee, Nov 2010 – Current, Chair Craig Keller

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

Other relevant work, event and sports governing body experience:

- Associate Athletic Director – San Jose State University
- Special Events Manager & Avery Aquatic Center Manager – Stanford University
- Meet Director – USA Swimming National Championships, NCAA Water Polo Championships
- Tournament Director – NCAA Men's Basketball, First and Second Rounds
- Associate Director – USA Track & Field National Championships

Please list any other information you would like included.

None Provided.

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

As an active member of this community and someone that plans on "Swimming for Life", I submit my nomination to serve USMS as the Vice President of Community Services. Within our organization I've been a participant, an event host, a large aquatic facility manager and most recently a coach. And I will bring the knowledge and understanding gained in these functions to this position. I will also bring my experience as a leader, organizer and administrator to this role. As a volunteer, I have been involved at the club, LMSC and national level and have devoted time to be aware of the dynamics of our organization, our history and our plans for the future. I look forward to the opportunity to work directly with the USMS Fitness, Sports Medicine and Science and Coaches Committees. I'm passionate about USMS, our members and our programs, and I'm committed to serving our community as an active member of the Executive Committee.

Laura Winslow – Candidate for Vice President of Community Services



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

The candidate was nominated by Nadine Day and received letters of recommendation from Nadine Day and Tom and Carolyn Boak, in accordance with our Election Operating Guidelines. These letters are published in the Election section of the USMS web site.

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

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

2003 – present

III. Section Three: Questions

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

I am passionate about masters swimming and USMS. Since 2003 I have been a USMS volunteer on the local and national level. I have a strong desire to serve USMS, grow the organization, and give back to the sport and organization that has given me so much.

With my unique background as a CPA, masters swim coach, head high school swim and dive coach, and assistant organizer of the 2003 and 2011 spring short course nationals, I offer the organization key knowledge and energy in areas that are important for its growth.

As a previous at-large BOD member I have had the opportunity to participate on numerous committees/task forces, chairing some of them.

I have enjoyed my previous service and demonstrated that I can get the job done. In assisting with the running of the 2011 short course nationals, I demonstrated my organizational skills. Having been on the board, I know how it works and what is expected of its members. If elected, I would be able to start fulfilling my duties from day one.

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?

Growth, communication, leadership, club and LMSC development, coaching and member services are areas I see as critical to the health of our organization. Over the last few years, our membership has grown. In order to maintain that growth, we need effective communication among the BOD, Executive Director and staff, the committees, and LMSCs. We need to assist in the development of clubs and LMSCs using models that have worked well for others. We also need coaches who are properly trained to provide guidance, leadership and training for members. Coaches are a contributing factor in retaining existing members.

The VP Community Services is responsible for three committees: the Coaches Committee, which recruits, educates, and supports coaches for USMS members; the Fitness Committee, which provides fun yet challenging ways to help members achieve their goals; and the Sports Medicine and Science Committee, which stimulates and encourages research on masters swimming and educates members and the public on sports medicine and science. All three areas are important for the growth of masters swimming.

As VP Community Services, I will provide the necessary leadership for these areas so they can be successful in providing beneficial services to help USMS grow.

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:

International 2003 – 2005; Sandy Rousseau
Championship 2004 – 2005; Barry Fasbender
Long Distance/Open Water 2007 – 2009; Marcia Cleveland
Coaches 2010 – 2011; Craig Keller

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

I am a certified public accountant with over 25 years' experience in the business world, having practiced both accounting and executive compensation. In these roles, I have worked as part of a team as well as being the leader. I was also the previous controller for a kids swim team, helping to meet budgetary constraints. In addition, I have been coaching masters for the last five years and high school swimming for the past four.

Please list any other information you would like included.

Former Arizona Sanctions Chair
Former Arizona LMSC Competition Committee Chair
Chaired the first Executive Director Search Committee; 2005 – 2007
Chaired the Employee Compensation Task Force; 2005 - 2007
Chaired the Dues Increase Task Force; 2006
Member of Long Course Nationals Evaluation Committee - 2005

Member of National Headquarters Task Force
Member of Membership Dues Task Force

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

USMS is continuing to undergo numerous changes. I want to assist by continuing to help lead the organization and taking us to the next level.

Ed Tsuzuki – Candidate for Vice President of Local Operations



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

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

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

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

1999, 2000, 2002 – present

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 USMS member for 17 years and have served as an officer at the LMSC level for 14 years and also as a national delegate and active committee member for the last 12 years. I have also served as the Vice President of Local Operations for the last 2 years and bring a tremendous amount of passion and energy to the USMS organization at the LMSC, Zone and National levels.

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 first major issue facing USMS is membership growth and retention. We must continuously strengthen the value of membership and deliver consistent, positive membership experiences – for all of our member profiles – the pool or open water competitor, the fitness swimmer, the triathlete, and the coach. We can improve the member experience by continuing to improve our LMSC support efforts in meeting our minimum standards as well as providing easy-to-use, standardized tools to support both personalized interactions (e.g. Go The Distance, Fitness Logs) as well as our event based activities (e.g. event sanctioning, results tabulating and recordkeeping). Which leads to another major issue, which is the expansion of our IT staff in order continue to enhance our web-based experiences and process automation. As Vice President of Local Operations, I would oversee many of these committee led activities and as a Board member, I can continue to ensure appropriate prioritization of our critical IT initiatives.

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)

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 two 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 and event rankings, as well as the eventual automation of the top ten tabulation process. The task force is now also focusing on the event sanctioning process.

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 girls and boys swim teams for the past 23 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 17 years, served as an officer at the LMSC level for 14 years, as a National delegate and active committee member for the last 12 years. I have served as a committee chair for 2 years and as Vice President of the Local Operations division and member of the Board of Directors for the last 2 years. I bring a tremendous amount of passion and energy to the USMS organization at the LMSC, Zone and National levels and am eager to continue serving a second term as VP of the Local Operations Division. I have been able to develop a strong working and supportive relationship with the committees of the division and intend to build a stronger relationship with the Zone Chairs and assist in the development of the LMSCs.

David Diehl – Candidate for Candidate for Vice President of Programs



The Election Committee has deemed that *David Diehl* is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and is planning to attend all HOD Meetings during his tenure in office.

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

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

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

1985-2000, 2002-2004, 2005 – present

III. Section Three: Questions

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

Interested in continuing to serve USMS in this Vice President 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 growth and retention and serving the swimming community by promoting adult fitness and health

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:

Sports Medicine, Rules (for over 15 years) and Officials (for over 15 years and past chair)

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

Past Chair of Potomac Valley Masters, retired Executive Director of University of Maryland M Club Foundation

Please list any other information you would like included.

Active in Masters Swimming for over 35 years, competed in 19 USMS National Championships (volunteered as an officials in many when not competing), Chair of PV/LMSC for six years, participated in writing PV/LMSC By-Laws in 1980

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

Served on committee that wrote By-Laws for Potomac Valley LMSC and past chair of Potomac Valley LMSC. Masters swimmer for 35 years and served on USMS BOD as well as a number of USMS national committees (Sports Medicine, Rules, Officials – past chair). Management and leadership experience for over 30 years and retired Executive Director (named emeritus) of a large collegiate athletic non-profit foundation.

C.J. Rushman – Candidate for Secretary



The Election Committee has deemed that C.J. Rushman is a member in good standing of USMS. The candidate has indicated he is planning to attend the HOD Meeting for this election year and is planning to attend all HOD Meetings during his tenure in office.

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

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

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

1998, 2001, 2002, 2004 – present

III. Section Three: Questions

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

I would like to contribute more to USMS by being elected secretary. My job as a Project Management Director, as well as having served as my LMSC secretary as well as several other organizations, uniquely qualifies me for the position. If elected, I would like to focus on communication as a means to improve USMS and promote intelligent growth—increasing our membership as an outgrowth of us getting the message out that USMS has something to offer everyone.

I have been very involved with USMS for many years through the Championship Committee. I would like to continue to contribute more as a member of the Executive Committee. I also feel I could bring a fresh perspective to the Executive Committee.

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?

Probably the most crucial issue is dealing with growing pains as our organization expands. As our membership has increased, even day-to-day operations have become a challenge. To do more than simply maintain the status quo, we must change the way we operate, a process already well under way since we had hire an Executive Director. At the same time, we must not alienate our core membership—growth for growth’s sake will wind up disappointing both current and future members. Increasing our membership must be an outgrowth of us getting the message out that USMS has something to offer. In other words, communication is absolutely fundamental. And communication means being willing to listen too. We need to tell the world about ourselves, but we also need to listen to what the active adult population is asking for, and if necessary and feasible, be willing to adapt to meet those needs. And we need to provide more services to our non-competitive members, while maintaining our commitment to those who do compete. If elected, I would gather and evaluate information, and make appropriate recommendations and decisions.

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, 2002 – present. Served under Mark Moore. Meet Liaison to USMS Short Course Nationals at University of Texas, Austin TX 2008.
- Communications Committee, 2001–2003.
- Publications Committee (previously Rule Book Committee), 2002–present Served under Meg Smath and Susan Ehringer.

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

- Swim Kentucky Masters Team President – 2009 - present
- Ohio LMSC Chair 2001-2007
- Ohio LMSC Secretary 1999-2007
- Ohio LMSC Vice Chair 2009 – present
- Ohio LMSC Fitness and Safety Officer 2007-2009
- Member of the USMS Championship Committee
- Founder and President of Anderson Barracuda Masters (Cincinnati Ohio) (a subgroup of Southwest Ohio) 1996-2007. Served as meet director for both the winter AB Invitational and the summer Splash and Dash meet.
- YMCA- USA-certified swimming official; serving as referee, and stroke and turn judge. Also worked numerous Masters and high school meets in Cincinnati.

Please list any other information you would like included.

I've already performed in the Secretary position for two years, and would like to see it through. Plus I have had a blast learning from all the members of the Executive Committee and Board of Directors.

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

None Provided.

Ralph Davis – Candidate for Treasurer



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

The candidate is running for reelection and is not required to provide a letter of nomination or letters of recommendation.

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

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

1999 – 2004, 2005 - present

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 this 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 30 years experience in accounting and 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 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 as its Treasurer for an additional two years.

I have served on the Finance Committee for 12 years, and two years as the Chairman. I have been USMS Treasurer for the last 18 months, consequently, I am well versed with the financial operations of USMS.

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.

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. Organization structure for the guidance of the new USMS. We have embarked on a new era for USMS. We are in the process of transitioning USMS from an all-volunteer organization to a professionally paid organization. We must structure the new organization so that it still capitalizes on the wealth of talent of our volunteers that have been the lifeblood of USMS. We must maintain the spirit of those volunteers as they give up some of their past duties, but still retain their involvement in the organization. In this process we must develop the proper infrastructure for USMS to grow. This major issue will only be addressed if the Board of Directors works collectively on the new organization structure of USMS.

2. 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.

3. New investment policy for USMS. My first goal and accomplishment as the Treasurer was to develop a new Investment Policy for USMS. The Investment Policy was approved in 2010 and we formed the Investment Committee. We selected an investment advisor this year and we have started the process of investing our funds.

We need to work with our Investment Advisor to insure that USMS will increase financial stability, and the means to provide financial support towards the program goals of the organization.

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:

Overall, I have served on the Finance Committee since 2000. My Committee chairs have been Doug Church, Tom Boak, and Jeff Moxie. I was Vice-Chair under Tom Boak. I was the Chairman of the Finance Committee 2007 to 2009. I am member of Investment Committee and Audit Committee.

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 a 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 and current career involves administering and operating a management and financial consulting company of which I have co-ownership.

Please list any other information you would like included.

Age 64, excellent health, new heart, married 45 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
Treasurer, USMS 2009 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 30 years 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 the Treasurer. My Board experience should complement the responsibilities of the position's requirements. I firmly believe I can continue to add value to USMS.