

**Candidate for President
Jeff Moxie – Southern Pacific LMSC**



**CANDIDATE
QUESTIONNAIRE/CONSENT-TO-RUN
FORM**

I. Section One: Consent-to-Run

Name: Jeffrey E. Moxie

LMSC: SPMA

Consent-to-Run: I, Jeffrey E. Moxie, am interested in running for:

Officer Positions

- President
 Vice President of National Operations
 Vice President of Local Operations
 Vice President of Member Services
 Vice President of Community Services
 Secretary
 Treasurer

I. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

1997, 1999, 2002, 2003, 2004, 2005, 2006, 2007 and 2008

II. Section Three: Questions

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

I believe that the leadership experience I have gained in the corporate world combined with the experience of serving USMS will make a good combination for providing leadership to the organization. My background in managing organizations, both large and small, through periods of change will be of great value in the role of President as USMS moves through its current period of change.

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

I see three primary areas of challenge for USMS at the current time.

1. The organization is moving towards having more paid staff than it has had historically. This will ultimately result in certain roles and responsibilities currently being handled by our volunteers being transitioned to paid staff. As this transition occurs it is important that USMS continues to provide our volunteers, who have an unmatched depth of knowledge as well as passion for the sport and organization, a meaningful role in the organization.

2. As we transition roles and responsibilities to paid staff it is imperative that the organization at all levels (Board of Directors, House of Delegates, Committees, LMSCs, etc.) support our paid staff. This will include, but will not be limited to, providing:

- input on critical issues as necessary,
- the necessary infrastructure to allow the paid staff, and ultimately the organization, to be successful and
- volunteer support

3. The Endowment Fund is a great asset of the organization. However, I believe it is currently underutilized. In addition, I would like to see the funding levels increase dramatically over the next few years.

In order to address these issues it will be necessary to pull together a group of individuals with interests in each of these areas. USMS has a deep volunteer base with expertise that can be drawn from to develop goals, as well as a plan to reach these goals, to tackle these challenges, as well as any other that may arise.

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:

Finance Committee (Tom Boak as Chair) – 2003-2005

Finance Committee Chair – 2006-2007

Treasurer of USMS – 2008-2009

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

I have held senior executive leadership positions in various corporate organizations over the last 12 years, including Kinko's, Virgin and Sunkist, which have given me the experience needed to lead a group of passionate and talented individuals to a common goal.

Please list any other information you would like included.

None

Nomination Letter for Jeff Moxie

To the USMS Nominating Committee,

It is my honor to nominate Jeff Moxie for President of United States Masters Swimming. Jeff has served USMS with distinction in many leadership capacities, most visibly as Chairman of the Finance Committee and currently as USMS Treasurer. He played a significant role in the search for an executive director and in the employment discussions that followed this hiring.

Jeff has been a convention delegate for eight years and during this time has taken advantage of many opportunities to acquire a broad perspective of the challenges and opportunities of USMS on both the corporate and member levels. The expertise he has developed as in the business world will serve us well in the role of leader and spokesperson for United States Masters Swimming.

It is my pleasure to place the name of Jeff Moxie in nomination for USMS President.

Very truly yours,
Nancy Ridout

Letter of Reference for Jeff Moxie

To Whom It May Concern:

It is an honor to submit a letter of reference for Jeff Moxie whom I have worked with extensively over the last several years. Jeff and I have worked together on all matters related to the finances and many other aspects of USMS. We have served together on Finance Committee, and each as Finance Committee Chair and as USMS treasurer. We are both currently members of the Board of Directors.

Jeff has a wide range of expertise in the business arena, is a life-long swimmer and a long time member of U.S. Masters Swimming. He has the ability to listen, to understand issues and to work toward solutions, and to clearly articulate his thoughts.

He understands the uniqueness of our organization but at the same time knows what constitutes a successful business model. The combination of these factors gives him a unique perspective and ability with which to successfully lead USMS.

Jeff understands the changing landscape of USMS in our transition from volunteer based to shared governance. He has a deep interest in supporting our executive director to succeed in carrying out the directives of the board in this transition. At the same time he recognizes that rarest of resources - our ready and willing volunteers.

I've always admired (and envied) his ability to delegate, which any past president can attest is synonymous with survival in this position. I believe that as president of U.S. Masters Swimming Jeff will be a strong leader, a good manager and will always act in the best interest of the organization. He will be an excellent ambassador for USMS to the larger swimming community.

I recommend Jeff without reservation for this position.

Sincerely,
Jeanne Ensign

Candidate for Vice President of National Operations Michael Heather – Southern Pacific LMSC



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

I. Section One: Consent-to-Run

Name: Michael Heather

LMSC: SPMA

Consent-to-Run: I, Michael Heather, am interested in running for
Officer Positions

- President
- Vice President of National Operations
- Vice President of Local Operations
- Vice President of Member Services
- Vice President of Community Services
- Secretary
- Treasurer

II. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

All meetings since 1986

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 the VP of Community Services since 2005 and Convention committee chair for 12 years before that. I am active locally, holding various offices and positions since 1984. I still have a desire to help improve and expand the position of USMS in the sports world. I also have working knowledge of all of the committees for which I would be responsible, and can help them operate in an efficient manner.

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?

Now: growth and financial stability. I would work with the ED and rest of the BOD to keep USMS in a position of strength and exploit opportunities to get out the word.

Future: volunteer retention and recruitment, expansion of the role of USMS in the world of swimming. The volunteers are our most important asset and need to be treated as such, as well as paving the way for even more rewarding volunteer experiences.

USMS can make a difference if we decide to go one or two steps further than we now do. Adult learn to swim programs and University /college student outreach programs will help everyone involved.

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: 1988-90, June Krauser; Planning: 1996-2004 Betsy Durrant, Nancy Miller; Marketing: 1992-94, Rich Burns; Convention: 1986-2004, Bill Tingley, Michael Heather.

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

Disaster Volunteer for American Red Cross for 4 years.

Nomination letter for Michael Heather

I am nominating Michael Heather for the office of Vice President of National Operations.

Michael has been active for a long time in the administration of USMS and has very varied experiences in many aspects of our organization.

Many of the members of the House of Delegates know Michael from his time as Chair of the Convention Committee. In making all of the arrangements for USMS at the annual convention, Mike displayed his ability to organize and his ability to make changes as needed in a timely manner. Mike is also finishing four years as Vice President of Community Services.

I worked closely with him on the Governance Task Force from 2001 until 2005. We are currently working together on the Policy Committee, a subcommittee of the Board of Directors. Mike demonstrates two important characteristics that I value highly. He always responds to questions and participates in discussions. He can be counted on to get a discussion started. Another trait that I value is that Michael Heather is not a "Yes Man." He will voice his disagreement and sometimes plays "devil's advocate" to bring out all sides of an argument. However, he listens to others and does not insist his way is the best way or the only way.

I believe Michael Heather is qualified to be our Vice President of National Operations.

Betsy Durrant

Letter of Reference for Michael Heather

To Whom it May Concern,

Michael Heather has asked me to write a Letter of Reference for him for the position of USMS Vice President of National Operations, and I am pleased to do so.

I have known Mike for more than 20 years and during that time he has always demonstrated both in and out of the pool, his passion for swimming. We have had many conversations about swimming technique, competition, as well as local, state and national issues as they pertain to USMS. He has strong views about many of these topics and is able to back them up with insight, experience and a practical knowledge of how to solve the most vexing problems.

Mike is a no nonsense individual who tackles a problem with energy and vigor. If Mike is in charge of a project, you can be assured that it will get done with a high level of competency and professionalism. As Vice President of National Operations, Mike will view that landscape and get things done.

I am pleased to support Michael Heather for this national USMS position.

Glenn Gruber
Pasadena, CA

**Candidate for Vice President of Local Operations
Jerry Clark – North Carolina LMSC**



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

I. Section One: Consent-to-Run

Name: Jerry Clark

LMSC: North Carolina

Consent-to-Run: I, Jerry Clark am interested in running for:

Officer Positions

President

Vice President of National Operations

Vice President of Local Operations

Vice President of Member Services

Vice President of Community Services

Secretary

Treasurer

II. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

Eleven beginning in 1998 and continuously thereafter.

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 an at-large board member for four years and want to be part of the new team that will be shaping USMS in the coming years. Having worked closely with Rob Butcher in Charlotte since he became our Executive Director, I know we will work well together. I particularly want to expand our efforts to attract more coaches into Masters swimming so that workout groups now without regular coaching can have a chance to interview potential full time Masters coaching candidates. I want to work with Rob toward establishing our own high qualifying standards for Masters coaches.

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 primary issue is that, even with recently increased marketing, many adult fitness swimmers do not see a reason to join USMS. I think that high quality on-deck coaching is the best way to engage these people and change their opinions. I would work with our Executive Director and staff to establish coaching standards, develop a list of workout groups interested in meeting a potential coach while at the same time, work with our staff and ASCA to make contacts with swim coaches who might be interested in a Masters coaching position.

Another issue I expect to come up pertains to what USMS will do with our probable increasing revenues from an ever increasing membership. Should we endeavor to have: A USMS training center? A medical

evaluation center just for USMS members? Seed money for new coaches? A short course meters national championship meet? We may have opportunities we've never dreamed of.

A third issue is that some of our LMSCs are weak. Direct assistance should be given to them. Improvements have been made as a result of Mel Goldstein's visits around the country, but I think more hands on follow up work would be helpful.

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, legislation, coaches and championship (9 years). Additionally, I have been on several Board committees, namely (a) a comprehensive study of expected costs affiliated with having an Executive Director, (b) a brief stint as our Liaison to United States Triathlon Association, (c) the Compensation and Benefits Committee, (d) two Grievance committees – one with no action and the other with protracted, but successful action, and (e) handling the lease agreements for the USMS headquarters space needs in both Charlotte and then Sarasota.

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

I have participated in 29 national championship meets and three world championship meets. I have been the Chairman of the LMSC for NC two times (am currently the chairman) and the treasurer of our LMSC one time. I have been the meet host for a successful SCY meet in Charlotte for the past 10 years. I was the meet Liaison for the 2003 LCM national championship meet at Rutgers University.

Please list any other information you would like included.

I love team building when solving issues pertaining to USMS. I have grown more confident in my role as a board member during the past two years and feel ready and qualified to assume more responsibilities.

Nomination Letter for Jerry Clark

I nominate Jerry Clark for the office of Vice President of Local Operations of United States Masters Swimming.

Please feel free to contact me if I can of any assistance in your considering Jerry for this position.

Sincerely,

Kerry O'Brien
Walnut Creek Masters

Letter of Reference for Jerry Clark

I have had the pleasure of working with Jerry Clark on a number of USMS projects over the years, ranging from national championship meet issues and projects to the sensitive issues of USMS appeals.

Jerry gives careful attention to all the details of an issue. He goes above and beyond the norm in resolving an issue or completing a project. He not only completes projects and assignments on time, but he completes them with great thoroughness, taking the time to look at all the angles.

Jerry has demonstrated leadership by creating innovative solutions as well as the strategies to implement those solutions. He understands the needs of swimmers at the local level and believes USMS can assist with those needs.

Jerry possesses the skills to manage people in a collegial manner. He works well with all kinds of people on all levels, and he listens well to all those involved in a discussion. He can motivate people to solve

problems and complete projects. Jerry also has the ability to guide difficult conversations in the midst of conflict. Throughout it all, Jerry maintains a professional, calm, and reasonable demeanor.

Jerry Clark will be progressive and forward thinking in this time of change in USMS. I highly recommend Jerry Clark for the office of Vice President of Local Operations.

Kathy Casey

Letter of Reference for Jerry Clark

I have known Jerry for 12 years now. I have never met anyone more dedicated to the advancement of Masters Swimming on both the local and national level.

I have watched at Jerry worked diligently to organize and bring cohesion to Masters Swimming in Charlotte, and in the state of North Carolina at the LMSC level.

Jerry has a “can do” attitude and never gives up or considers any problem a lost cause. He is always looking for new ideas or thinking outside the box in his pursuit to improve not only himself but the environment of all masters swimmers.

He is extremely well grounded and organized. He has served USMS with distinction in numerous positions over the years at both the National and LMSC level. I can’t think of a better candidate to fill the VP of Local Operations position then Jerry. He is extremely intuitive and in touch with the needs of the local LMSC’s and clubs. Jerry will do an outstanding job in this position and bring much needed assistance to our local organizations.

Ed Saltzman

Georgia Masters Treasurer, Sanction Chair, Officials Chair, Top Ten and Records
Dixie Zone Records Chair
USMS Officials Committee Vice Chair

**Candidate for Vice President of Local Operations
Ed Tsuzuki – New Jersey LMSC**



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

I. Section One: Consent-to-Run

Name: Ed Tsuzuki

LMSC: New Jersey

Consent-to-Run: I, Ed Tsuzuki, am interested in running for:

Officer Positions

- President
- Vice President of National Operations
- Vice President of Local Operations
- Vice President of Member Services
- Vice President of Community Services
- Secretary
- Treasurer

II. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

1999 – San Diego, CA; 2000 – Kissimmee, FL; 2002 – Dallas, TX; 2003 – San Diego, CA; 2004 – Orlando, FL; 2005 – Greensboro, NC; 2006 – Dearborn, MI; 2007 – Anaheim, CA; 2008 – Atlanta, GA

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 15 years, served as an officer at the LMSC level for 12 years, and also as a National delegate and active committee member for the last 10 years. I have been the Vice-Chair of the Records and Tabulation Committee for 2 years and am serving in my 2nd year as Chair.

I bring a tremendous amount of passion and energy to the USMS organization at the LMSC, Zone, and National levels and in particular, to advancing the capabilities of the Local Operations Division.

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

I would like to accelerate and enhance the delivery of services from the Local Operations Division committees to a larger portion of our membership. To this end, I see two major areas of focus.

1. Stronger cross-committee and cross-divisional alignment
2. Optimized utilization of our talented IT staff

I believe these expectations can be met by developing a strong working relationship with the committees of the Local Operations Division to fully understand their goal and objectives and to assist in their achievement through effective prioritization and Executive Committee sponsorship. A key relationship to develop will be with the new Director of Business Operations, to build a solid and transparent approach to USMS technical project management.

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-present)
Computer On-Line Chair - (1999-2000)

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

I have had the pleasure of working in a leadership role on the “End-to-End Event Management” initiative. This objective of this initiative is to provide enhanced membership services for any USMS “event” from sanctioning, through entries, and through the tabulation of records and results. This flow would also be integrated with our membership data base and would provide **complete** inclusion of all “event participating” members, as well as a reduction of tabulation work for the LMSC top ten recorders, all while improving accuracy and timeliness. The Records and Tabulation Committee has provided requirements and feedback to Jim Matysek on the development and piloting of the on-line meet results data base as an initial step towards posting meet results, validating USMS membership, and generating files for top ten tabulation. I would like to continue to support and expand the scope of this initiative because I see many significant benefits for our membership, meet directors, and volunteer (LMSC) recorders.

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 15 years, served as an officer at the LMSC level for 12 years, and also as a National delegate and active committee member for the last 10 years. I have been the Vice-Chair of the Records and Tabulation Committee for 2 years and am serving in my 2nd year as Chair. I bring a tremendous amount of passion and energy to the USMS organization at the LMSC, Zone, and National levels and in particular, to advancing the capabilities of the Local Operations Division.

I would like to accelerate and enhance the delivery of services from the Local Operations Division committees to a larger portion of our membership. I intend to develop a strong working relationship with the committees of the Local Operations Division to fully understand their goal and objectives and to assist in their achievement through effective prioritization and Executive Committee sponsorship. A key relationship to develop will be with the new Director of Business Operations, to build a solid and transparent approach to USMS technical project management.

Nomination Letter for Ed Tsuzuki

It is with great pleasure that I nominate Ed Tsuzuki for the position of Vice President for Local Operations of United States Masters Swimming.

Ed is eminently qualified for this position with his strong background in the New Jersey LMSC, as well as his chairmanship of the USMS Records and Tabulation Committee. Ed serves as the Top Ten and Records chair for his LMSC, as well as webmaster.

Ed has the ability to look at both the big picture and to follow through on the smaller tasks that keep our organization running smoothly. Ed has always had a vision of expanding the scope of, and automating the records and tabulation processes, and has been instrumental in providing leadership for the End to End Event Management Task Force, which has been charged with pulling together all the details relating to running a swim meet into a web based process. With the active involvement of his committee members, great progress has been made on this task, and I feel that with Ed as VP Local Operations, progress will continue.

Communication is another strong point of Ed's. He created a website for all of USMS's Top Ten Recorders, with a wealth of information available at the click of a button. I no longer have to search around for the form or instructions on my computer, I just go to the Records and Tabulation Committee Knowledge Database. This is the sort of service that makes volunteering for USMS a pleasure!

As a member of the Local Operations division, Ed has always been very prompt in handling all of the tasks set forth for our committee chairmen, including defining the goals and objectives, providing progress reports on the committee, participating and contributing to Local Operations division conference calls, running efficient and effective meetings and developing the budget.

In conclusion, I am very pleased to endorse Ed Tsuzuki for the position of Vice President of Local Operations. His energy and enthusiasm will serve USMS well.

Sincerely,

Julie Paque Heather

Letter of Reference for Ed Tsuzuki

To the USMS Election Committee,

It is my honor and privilege to recommend Ed Tsuzuki for the office of Vice President of Local Operations of United States Masters Swimming.

I have known Ed since the early 90's, when we swam together at Berkeley Heights, NJ and worked together in the NJ-LMSC. At that time and still today, Ed continues to impress me as someone with a passion for our swimming community, the willingness to give of himself, the ability to take a wide variety of projects, the commitment to see these projects through to completion and the leadership to guide USMS.

At the National level, Ed has served on the Communications Committee and Records and Tabulation Committees. In his 10 years on the Records and Tabulation committee, Ed has served as the committee vice chair for 2 years and is currently finishing his second year as committee chair. Ed and his committee have made great strides in improving the processes and integrity of our top times and records. Ed is also an active participant on the end-end event management project.

Ed has been actively involved in web projects for the NJ-LMSC and the Colonies Zone for over 10 years. He has served as webmaster and records chair and has greatly influenced the look, feel and content of both sites. He has also served as an LMSC officer and volunteer. Through these efforts, Ed has demonstrated superior organizational and technical skills, which will serve him well as VP of Local Operations.

Ed's passion for swimming and commitment to USMS shines through all of his actions. His attention to detail and ability to grasp the big picture is apparent in his current position as Records and Tabulation

Chair. Ed's ability in this area and his leadership skills will be extremely valuable in defining and managing the new initiatives we will undertake in the coming years.

Ed is an excellent communicator in the clarity of his thoughts and ideas presented, and also in his ability to actively listen to those around him and seeks to understand other points of view. His interactions with his committee and fellow volunteers are testament to his ability as a leader. USMS needs leaders and visionaries to manage and support our staff and volunteers and their efforts on behalf of Masters Swimming. I believe Ed is the right leader at the right time to guide our Local Operations division. His leadership style and skills will ensure the efficient utilization of staff and volunteers working together for the growth and constant improvement of USMS.

Again, it is my pleasure to recommend Ed Tsuzuki for the office of Vice President of Local Operations of United States Masters Swimming.

Respectfully,
Rob Copeland
Georgia LMSC

Candidate for Vice President of Community Services Nadine Day – Illinois LMSC



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

IV. Section One: Consent-to-Run

Name: Nadine KM Day

LMSC: Illinois

Consent-to-Run: I, Nadine KM Day, am interested in running for:

Officer Positions

- President
- Vice President of National Operations
- Vice President of Local Operations
- Vice President of Member Services
- Vice President of Community Services
- Secretary
- Treasurer

V. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year:

Yes No

I am planning to attend the HOD Meeting for this election year:

Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

2002, 2003, 2004, 2005, 2006, 2007, 2008

VI. Section Three: Questions

Summary Statement:

I wish to submit my nomination for Vice President of Community Services. Leadership, advocacy, and administrative roles in my professional life outfit me for the VP of Community Services position. The VP of Community Services works together with the Fitness committee, Coaches Committee and Sports Medicine, Health and Safety Committee. U.S. Masters Swimming provides individuals an opportunity to fulfill their lifelong passion. My passion for, and commitment to, swimming, in all of its many facets, will serve as my guidepost in my delivery of services to U.S. Masters Swimming on the Executive Committee.

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

I would be honored to service as Vice President of Community Services.

United States Master Swimming is an outstanding organization dedicated to adult swimming, which has and continues to be my life's passion. I provide a youthful approach to masters swimming. My involvement in the hiring of the executive director, Rob Butcher, has motivated me to support his vision and action plan for this organization and run for the position of Vice President of Community Services. After being involved with the current strategic plan, I feel that I have a duty to assist in the success of US Masters Swimming.

In addition, I feel that being a BOD member has prepared me for the role of Vice President of Community Services. I understand the challenges that US Masters will be facing with the new governance and the restructuring of the organization. I feel that communication with the BOD and the committees under Vice President of Community Services that I would be assisting is critical with challenges and the changes that we face.

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?

US Masters Swimming has a strategic plan and implementation of the strategic plan belongs with the committees under the guidance of the BOD. As a board member, I would like to see US Masters Swimming redirect the focus of the BOD and shift towards a staff oriented implementation under the leadership of the executive director. The BOD needs to serve as policy-making body and to support programs of USMS.

One of the major issues that US Masters Swimming is facing is the understanding the leadership and the role of the executive director. US Masters Swimming will be transitioning from volunteer to staff supportive administration. This does not imply elimination of the volunteers, who are crucial for the organization. This would require further collaboration and communication with the volunteers to determine the best utilization of their services and provide these opportunities for them.

Communication is also critical between the administration, BOD and with the LMSC. US Masters Swimming is a members' service organization. With the initiation of the club and coach development program and LMSC competencies, US Masers Swimming has started to provide leadership, guidance, support, stability and continuity.

As Vice President of Community Services, I will provide the leadership necessary to facilitate the success of the fitness committee, coaches committee and sports medicine, health and safety committee. In addition, I will advocate and maintain open communication with all levels of the organization. I will assist in policies of the organization to help US Masters Swimming grow and succeed.

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:

- Marketing Committee 2003 to 2008: Chair-Doug Garcia, Tom Boyd, Chris McGriffin
- Sports Medicine 2003-2007: Chair-Jessica Seaton, Jody Welborn
 - 2005 USMS Convention-Sport Medicine Presentation on "Rehabilitation of Common Swimming Injuries"
- Safety Education 2004-2006: Chair-Julie Heather, Shannon Sullivan
- Publications Committee 2005-2007: Chair-Lynn Hazelwood

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 four years and have been involved with the policy making of the organization, including the strategic plan. The VP of Community Service oversees the fitness, coaches and sports medicine, health and safety committees. I have attended the committee meetings at convention. I am a physical therapist and co-own a private practice. I have been a coach for the past ten years and have an ASCA Level 3 certification. I have worked in the capacity of an

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 currently on the programs and member's service BOD committee at the Danville YMCA.

Please list any other information you would like included.

- BOD Committee
 - Compensation and Benefits: Chair. Committee was responsible for Employees Benefit Policy, Paid Time Off Policy, Severance Package, Executive Bonus, Employee Handbook and Relocation Package of USMS Staff.
- BOD Task Force
 - Club Development/Mentor: Chair-Julie Heather, Jeanne Ensign
 - Executive Director Search. Chair-Jim Miller
 - Executive Director Transition Team-Chair-Jim Miller
 - National Office Search: Mike Heather
- NIRSA (National Intramural Recreational and Sports Association) USMS representative
 - 2006, 2007, 2008, promotion of adult fitness through swimming.
- Dorothy Donnelly Service Award 2007
- USMS BOD-Great Lakes Zone Director: 2005-current
- Illinois LMSC Chair: 2005-2009
- Illinois Vice Chair: 2002-2005
- Illinois Sanction Chair: 2001-2005

Nomination Letter for Nadine Day

Delegates, I am honored to present Nadine Day to you as a candidate for the position of Vice President of Community Services. I will not repeat the stellar resume that shows not only superior skill in swimming but also a true passion for the promotion of our sport through leadership. Nadine truly wants to give back to the sport that has been her life, even to the pinnacle of two Olympic Trials and multiple FINA Masters World Records. She has been a leader on the team, local and national levels to date, coming off of four years on the Board of Directors.

During her tenure on the Board she chaired the committee that put together the professional compensation package for the corporate employees. After two years this has become the Compensation and Benefits Committee of the Board of Directors, with ongoing responsibilities for negotiating all aspects of insurance, salaries, and bonuses for USMS employees.

I was delighted with her contributions to the Executive Director Search Task Force, which I chaired. In that capacity, I had first-hand exposure to her insight into the leadership and vision for USMS.

Nadine will bring enthusiasm to service to the local level of USMS. She well understands the needs of event directors, coaches, athletes, and clubs. She remains deeply imbedded into USMS at all of these levels, which is required of the Vice President of Community Services position.

Nadine brings optimistic leadership to USMS, and I recommend her to you for election to the position of the Vice President of Community Services.

Best Regards,



Jim Miller, MD

Immediate Past President, USMS

Letter of Reference for Nadine Day

I am writing in support of Nadine Day's candidacy for the position of Vice President of Community Services. I have known Nadine for the past eight years as a swimmer, coach, Illinois LMSC Officer, and member of the U.S. Masters Swimming (USMS) Board of Directors. I have found Nadine to be a tireless, dedicated worker who is committed to the ideals and goals of U.S. Masters Swimming.

A number of qualities stand out for me when thinking of Nadine's fitness to run for this position, including her background and expertise, her positive attitude, and her willingness to do what is necessary to get the job done for the best interests of the organization.

Nadine's background as a swimmer, coach, and physical therapist make her an ideal candidate in this role. She is keenly aware of the needs of both fitness and competitive swimmers, and does her best to accommodate and recognize both demographics fairly and equitably. As a coach, she understands the challenges faced by Masters coaches, and is able to provide sound advice in most all areas of coaching. As a physical therapist, Nadine is an expert on swimming-related sports medicine. I have observed her superior ability, both personally and with many of our colleagues, to provide evaluation and treatment options for a myriad of issues that Masters swimmers experience. Thus, from a technical perspective, Nadine is extremely qualified to advise the Coaches, Fitness, and Sports Medicine Committees.

Nadine's positive attitude and can-do spirit are infectious. Nadine encourages people to work for the betterment of the organization, be it an LMSC or USMS as a whole. Her insights are often practical in nature, and her common-sense approach not only supports the values of the organization, but improves upon established processes while giving volunteers a way to influence positive change.

As Nadine's Vice Chair, I have seen her enlist the help of countless volunteers (myself included) on projects that improve our registration and sanctions processes; increase communication and marketing within the LMSC; and provide a stable infrastructure to ensure forward progress in the future after her term as Chair concludes this Spring. Those who want to see the LMSC improve and do better going forward are drawn to these plans, and Nadine finds ways for them to contribute their skills to the cause.

Over the years that I have known her, I have observed that Nadine is always willing to do whatever is necessary to make sure that necessary tasks and functions are completed on time and as needed to ensure the smooth running of the organization, be it at a swim meet, in the sanctions process, or with member registration and recognition. At the Gay Games in 2007, Nadine ran the Open Water race almost single-handedly, securing the timing chip system and equipment at the last minute to ensure a successful race. Since Nadine had previously functioned as Sanctions Chair for our LMSC, she stepped in as Sanctions Chair during her term as LMSC Chair until a replacement could be found, performing all of those duties admirably in addition to her other roles. She has also spent countless hours with registrars, meet directors, and new members to improve the registration process in the hopes of improving the experience, either online or off, of becoming a new or renewing member of U.S. Masters Swimming.

In conclusion, I would like to personally endorse Nadine for the role of Vice President of Community Services. Over the past eight years we have grown to be strong colleagues and good friends. I think her leadership will be well respected, and will provide a youthful energy and enthusiasm combined with common-sense ideas that can bring U.S. Masters Swimming into its fifth decade with a strong volunteer foundation and a bright future. If anyone has any questions for me concerning this letter of reference, please do not hesitate to contact me.

Chris Colburn

**Candidate for Vice President of Member Services
David Diehl – Delaware Valley LMSC**



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

VII. Section One: Consent-to-Run

Name: David Diehl

LMSC: Delaware Valley LMSC

Consent-to-Run: I, David Diehl, am interested in running for:

Officer Positions

- President
 Vice President of National Operations
 Vice President of Local Operations
 Vice President of Member Services

- Vice President of Community Services
 Secretary
 Treasurer

VIII. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

I have attended every USAS Convention since 1985 with a few exceptions (1995 – Houston, 2001 – Louisville, 1005 – Greensboro) due to 911, eye surgery, etc.

IX. 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 and a leader in USMS for over 30 years as a competitor; LMSC Chair (PVLMS); meet manager (25 years including two large Colonies Zone Championships); official (at all levels with USA-S, USMS, NCAA); chair and member of a number of national committees; and, coach (USA-S, USMS, etc.).

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?

Sustain growth within USMS while providing applicable services to our members who have diverse needs and desires. When coaching I sought out the desires of the swimmers to determine what it was they wanted to achieve and get out of the sport.

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:

Chair and member of the Officials Committee for over 12 years (under Bill Tingley, Ed Saltzman, Charlie Cockrell); member of the Rules Committee for almost 20 years under June Krauser, Leo Letendre, Kathy Casey), member of the Sports Medicine Committee (under Jane Moore).

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

I've had over 25 years of management experience and recently retired, after almost 13 years, as Executive Director of the M Club Foundation (a 501c3, non-profit foundation associated with the University of Maryland athletics). Was named M Club Director Emeritus and inducted into the University of Maryland Athletic Hall of Fame for my work with the M Club.

Please list any other information you would like included.

Currently: MASTERS SWIM Coach (Volunteer Position) – Coaching and training ten swimmers including six tri-athletes.

Retired: M Club Foundation Executive Director (Emeritus), University of Maryland (12 1/2 years). Responsible for leading the M Club to almost 50 new initiatives regarding the M Club’s operation.

Retired: Chief of Computer Security and Oversight at the Nuclear Regulatory Commission (NRC). Spent almost 35 years in the computer/information technology field working for the Veterans Administration, Army Corps of Engineers, The C & P Telephone Company, National Institutes of Health and the Atomic Energy Commission before retiring from NRC after almost 22 years.

Athletic Accomplishments:

- Swam in High School – three years (letter winner)
- Swam at University of Maryland – two years (letter winner)
- Played soccer at the University of Maryland – two years (letter winner)
- Early leader of the University of Maryland Alumni Swimming Association
- Certified Lifeguard and Water Safety Instructor and taught Lifeguard training courses (1958 through the 1980’s)
- USMS (United States Masters Swimming) Swimmer for over 30 years
- Co-founder of the Terrapin Masters Swim Club in 1980
- Leader of the Terrapin Masters for over 25 years
- Raised over \$60,000 in support of Maryland Swimming program for 25 years through running masters swimming meets (two Zone Championships plus two distance meets each year)
- USA-S (USA-Swimming) Coach (part-time) for 8 years
- Assistant Swim coach (Summer league) for 13 years
- President, Potomac Valley Masters Swimming for six years
- Former Chair of USMS National Officials Committee, five years
- Current member of the USMS National Officials Committee
- Over 25 years as a swimming official at many levels
- ACC Swimming Championship official, 17 years
- USA-S National Championship certified official
- Member of USMS National Rules Committee, 15+ years
- Received the “Who’s Who in Aquatic Leadership in the United States” (Top 100 Aquatic Leaders) in 1998
- Member, Board of Governors (current Vice Chair) of the National Aquatics Coalition (currently defunct)
- Participated in over 20 Masters National and World Championships
- Placed eighth (8th) in the 1994 World Masters Championships
- USMS Top 10 (eight times), once World Top 10
- Won multiple Maryland State Sr. Olympic Swimming championships
- Competed in six (6) National Senior Olympic Championship meets
- Senior Olympic National Champion in 1999 (50M Backstroke) and 2007 (50 yard Backstroke)
- Overcame many physical problems and surgeries (eyes, lungs, shoulders, stroke, etc) and continue to train and compete
- Inducted into ODK (National Honorary Leadership Society)
- Elected to Board of Directors of Sports Legends/Babe Ruth Museum to support MD Athletics
- Elected to the University of Maryland Athletics Hall of Fame (Class of 2008) for Administrative work in leading the M Club
- Recognized by the National Letter Winners Association for leadership role in that organization

Nomination Letter for David Diehl

I nominate David Diehl for the office of Vice President of Membership Services.

Dave has devoted many years of service to USMS. He has served on a number of USMS Committees, including Officials and Rules. Dave has earned and maintained officials' certification through USA Swimming and has officiated at many, many USMS meets on all levels and continues that service to USMS as well as other swimming organizations. Therefore, he understands the needs of USMS members from his extensive service on the pool deck.

Dave has a sense of fairness, a sense of humor, a wealth of USMS knowledge, and creative ideas. I have seen him use those skills not only on the Rules and Officials Committees but also as a USMS committee chair and on USMS appeals panels. He remains calm and rational in the face of controversy.

Dave has worked hard on behalf of USMS for many years, upholding the rules of USMS, listening to members' concerns, and working on the national level to improve USMS services to its members. He is ready to assume a leadership role in USMS through the office of Vice President of Membership Services.

Kathy Casey

Letter of Reference for David Diehl

Dear Members of the House of Delegates

Having served for the previous four years as the Vice President of Member Services, I am pleased to recommend Dave Diehl as a candidate for this position. Dave has demonstrated throughout his service to U.S. Masters Swimming and his professional career to the ability to lead an organization.

Dave's position as the executive director of the M Club at the University of Maryland puts him in the unique position of understanding the role of the executive. As U.S. Masters Swimming adjusts from being a volunteer led organization to one which is staff driven operationally, his background will be crucial to our success. During his time with the M Club, Dave pioneered many new initiatives. That creative thinking will be necessary as our board sets our strategic course of action.

Understanding how U.S. Masters Swimming operates will be important to the successful candidate in this position. Dave has a long and varied list of volunteer service. He has served at the national level with the rules and officials committees. Locally, he has been the LMSC chair of Potomac Valley, officiated at countless meets and now coaches an emerging Masters program.

In conclusion, I feel Dave would be a strong candidate for the position of Vice President of Member Services.

Sincerely,

Mark A. Gill

Candidate for Vice President of Member Services

Doug Garcia - Colorado LMSC



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

X. Section One: Consent-to-Run

Name: Doug Garcia

LMSC: Colorado Masters Swimming Association

Consent-to-Run: I, Doug Garcia, am interested in running for:

Officer Positions

President

Vice President of National Operations

Vice President of Local Operations

Vice President of Member Services

Vice President of Community Services

Secretary

Treasurer

XI. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year:

Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

Cincinnati, OH, 1998; San Diego, CA, 1999; Kissimmee, FL, 2000; Louisville, KY, 2001; Dallas, TX, 2002; San Diego, CA 2003; Orlando, FL 2004; Greensboro, NC, 2005; Dearborn, MI 2006; Anaheim, CA 2007, a job change in 2008 prevented me from attending in Atlanta convention.

XII. Section Three: Questions

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

I have served USMS for the past 10 years in a variety of capacities, most all of the positions have been in the effort of increasing membership and providing excellent, consistent and clear communication to both USMS members as well as non-members. I would like to continue these efforts with added responsibility, but more importantly to provide vision on how important marketing and communications issues are for USMS.

As a Masters Swim Coach for the past 17 years, I have seen how important volunteers are to the day-to-day work of USMS. I have always been a firm believer in volunteer organizations and how they provide a great service to their members and would like to continue my volunteer efforts towards making USMS a even better organization.

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

I feel the most major issue for USMS is to provide a great product and service to swimmers who come to the pool 3 times a week for a fitness swim, and have no intention of participating in competing locally, regionally or nationally.

As an elected official of the organization, it will be my goal to help local groups to grow their programs emphasizing fitness, and not rely on competitions to sell USMS.

In addition to providing a great service, I feel training our volunteers to help provide a consistent product across the organization is one many ways I can make a difference in growing our organization.

I would like to use my role of VP Member Services to help the coaching community become better ambassadors for 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:

Coaches Committee, 1999-current (Scott Rabalais, Mo Chambers, Bob Bruce, Chris Colburn) Marketing Committee, 1999-current (Rich Burns, served as committee chair for one year, Chris McGiffin) My current role on this committee is ex-officio Communications Committee, 2005- current (Hugh Moore) current role is ex-officio Zone Committee 2004-2005 (Elected as Northwest Zone Rep) Lynn Hazelwood Inland NW Masters LMSC Board of Managers, served under Chuck Tasca, Cindy Clutter, Bill Bresko, Elin Zander, and Susanne Simpson. During my tenure on this board I served at various times as team rep, web master, newsletter editor and coaches rep as well as serving as LMSC SCY Champs meet director for 10 years. Currently serve as USMS Graphic Designer

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

For the past 20 years, I have been employed as a Marketing Communications professional. For the past 10 plus years, I have worked with masters swimming groups to increase membership and promote the variety of programs offered by USMS. I am intimately aware of many of the marketing and communications issues surrounding USMS at the local and national levels.

As Art Director for Colorado State University, and formerly as Senior Art Director and Brand manager for Washington State University, I have a firm grasp of communications and marketing issues in the non-profit area.

Please list any other information you would like included.

Newsletter of the Year Award winner, 2003

Visit <http://www.DougGarciaDesign.com> for a portfolio of my graphic design work.

Co-founder and head coach Washington State University Masters Swimming 1992-2008

Nomination Letter for Doug Garcia

To Whom it May Concern,

I would like to nominate Doug Garcia for the position of Vice President of Member Services in the United States Masters Swimming organization.

I have known Doug for over three years through my involvement in USMS. However, his reputation as a knowledgeable swimming resource and leader within USMS preceded our actual introduction. Locally Doug was known then as the coach of the Washington State University Masters, but as I got to know him I discovered the depth and breadth of his involvement and dedication to USMS.

As the coach of WSUM, Doug had to go to bat for the club in negotiations with the university over pool rates. The end result kept the rates for the club lower than the initial offer and still allowed participants to affiliate with USMS, overall a win-win for the program and the university. During his tenure within the Inland Northwest LMSC, Doug served as webmaster and editor of the SplashMaster newsletter, which won the USMS Newsletter of the Year award in 2003. As chair he promoted growth of more local teams and oversaw increased membership from previous years in the decade.

From his day-to-day coaching of local Masters swimming clubs to his chairmanships of the Inland Northwest LMSC, the Marketing Committee, and the Northwest Zone, Doug has a very broad and varied knowledge of USMS, its members and the needs of the organization. The duties of the VP of Member Services dovetail extremely well with Doug's strengths in communications, marketing and coaching/training. I have no hesitation in recommending him for the position.

Sincerely,

Paige Buehler

Inland Northwest LMSC - Chair

Letter of Reference for Doug Garcia

I support Doug Garcia as candidate for the office of USMS Vice President of Member Services. After coming on the Masters scene over fifteen years ago, Doug Garcia quickly became an integral part of the Inland Northwest LMSC. He grew the WSU Masters program to one of the strongest workout groups in the LMSC. His workout group was the epitome of a Masters team. Members not only participated in workouts, but participated together in social activities and group outings, such as ski trips.

His first venture to the National scene was the USMS Coaches Committee. As a member of the committee, Doug volunteered as on-deck coach for National meets and kept the LMSC informed of available funding for mentor swimmer clinics. Through his encouragement and efforts, several clinics were held in the LMSC with Kerry O'Brian and Clay Evans as mentor coaches.

Early in Doug Garcia's career as a USMS swimmer and coach for WSU Masters, he assumed responsibility for the LMSC's newsletter, Splashmaster. While there were occasionally articles contributed by others in the LMSC, he had to gather the bulk of the information in the newsletter and determine an appropriate layout. During his tenure as editor, he improved the quality of the newsletter in content and design. In 2003, Doug Garcia received the Newsletter of the Year award from USMS. Doug held the position of editor until relinquishing the duty in 2007 to assume the position of Chair for the LMSC.

Doug Garcia brought the LMSC into the technology age. He recognized the need to establish a website for the LMSC as an avenue to provide information to its members and any potential member. Doug became the unofficial webmaster and took the initiative to establish the website. He has maintained the position of webmaster since the site's beginning.

During Doug's tenure as editor, webmaster and coaches committee, he also held the position of zone rep.

I became involved with the LMSC as Top Ten/Records in 1991. During that time, I have seen the LMSC improve through his efforts, e.g. swimmer clinics, website, teleconferencing. He encouraged participation whether a swim meet, a relay, a new workout group or LMSC Board. Doug Garcia has been the person behind the scenes for most of his 15+ year involvement with the LMSC. He kept the LMSC intact when leadership struggled. Two years ago he accepted the position of Chair. Those active in the LMSC were sad to see him leave when he relocated to Colorado as a result of a job opportunity.

Doug Garcia's dedication to the efforts of USMS at a local level and national level has been recognized by the LMSC over the years. Each year, Inland Northwest Masters presents an award for "Most Dedicated" to the USMS member in the LMSC who supports the USMS program at the local and national level through their effort and involvement. Doug Garcia was recipient of this award in 1999, 2002 and 2006.

Margaret Hair

Top Ten/Records, Inland Northwest Masters

**Candidate for Vice President of Member Services
Chris McGiffin – New Jersey LMSC**



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

XIII. Section One: Consent-to-Run

Name: Chris McGiffin

LMSC: New Jersey

Consent-to-Run: I, Chris McGiffin, am interested in running for:

Office Positions

- President
- Vice President of National Operations
- Vice President of Local Operations
- Vice President of Member Services
- Vice President of Community Services
- Secretary
- Treasurer

XIV. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

I have been to each of the last four USMS Conventions – 2005 – 2008.

XV. Section Three: Questions

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

I am a strong believer in the mission of USMS as an organization, and in the value and benefits of the services it provides to its membership. My interest in the position of VP of Members Services extends from my philosophy about organized adult aquatic fitness and how it can impact the lives of those who seek an experience that enables health and wellness, personal growth, and the enduring quality of fun and friendship that can result.

I believe that I possess the skills, experience and leadership qualities to effectively serve as the VP of Member Services. My background in swimming is broad. I swam for a local YMCA and high school (Summit, NJ) during my youth and continued swimming competitively throughout my collegiate career (Hamilton College). In each case, I served as a team captain. Following a successful college career (3-time NCAA Div. III National Qualifier 200, 500, 1650 Free), I moved on to head coaching opportunities with local summer club (New Providence, NJ) and high school teams (Westfield, NJ – 1992 State Champions, 4 All-Americans). After several successful years as a coach, I entered the corporate world as an IT professional, and currently serve as a Project Manager with Verizon Wireless.

My current position at Verizon Wireless as an application team project manager involves continuous focus on improving the customer experience. Projects for new products and services are a very frequent occurrence, and in my current role, I help to analyze our applications to determine the best solution option to fit the business needs. I am routinely involved with the entire project life cycle – from the initial meetings to define requirements and estimate the system impact, to managing the technical design, development and testing, to planning a seamless, defect-free implementation. As the leader in the wireless industry, Verizon Wireless continues to make the customer experience the highest priority, and it gives me great pleasure to know that my daily contributions directly benefit the over 80 million customers we serve.

I look forward to the opportunity to continue my service with USMS in the position of VP of Member Services, so that I can help work to improve and maintain the high quality services we offer our current and future members.

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?

My perspective on the issues facing USMS now and in the future relates to internal and external forces and events. Of primary concern, in my view, is the recruitment and retention of USMS members. I share the perception that our rate of growth and retention in membership has been fairly static. My feeling is that we are on the verge of achieving more dynamic growth, but we need to do a better job of creating the compelling reasons to become (external) and remain (internal) a member of USMS for life. The appeal of USMS must address the needs of all segments of the adult swimming population. It may be influenced by how we develop our brand and marketing, but it is the execution at the local levels, LMSCs and Clubs, that will determine our future success.

Another, more immediate concern, is the impact of swimming technology in the form of high-priced tech swimsuits currently influencing competition. While a suit alone may not make the difference, the cost and availability to all is a concern that I share. Certainly, it is a thrill to achieve or witness best times, but there is a sense that the technology that few can afford is beginning to erode the equity that appeared to exist not too long ago among competitors.

My views on these and other issues are based on keeping the enjoyment factor as high as possible within our sport. Winning or losing in the water aside, I feel the opportunity to face these challenges and grow our membership is reason enough to keep the interests of our current and future members/customers as our highest priority.

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 – present
USMS Marketing Committee member (under Tom Boyd): 2006-2007
USMS Marketing Committee Chair: 2008 - present

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

USMS Member since 1995: Berkeley Aquatic Masters, Berkeley Heights, NJ

- National Top Ten finisher
- LMSC Record holder
- Planner for Annual Holiday Party
- NJ LMSC Chair 2004 - present
- Facilitated LMSC bylaw updates
- Implemented LMSC Membership Promotion Campaign
- Developed an LMSC Membership Recognition Awards Program
- 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

Nomination Letter for Chris McGiffin

Dear Madam Chair:

Please consider this an official “Letter of Nomination” to place Chris McGiffin on the ballot to run for the position of U.S. Masters Swimming Vice President of Member Services.

Sincerely,

Rob Copeland
Georgia LMSC

Letter of Reference for Chris McGiffin

Dear Members of the House of Delegates

Having served for the previous four years as the Vice President of Member Services, I am pleased to recommend Chris McGiffin as a candidate for this position. I have worked with Chris in his capacity as both Vice-Chair and then Chair of the Marketing Committee.

Chris is an energetic and focused leader. Under his guidance, the marketing committee has made great strides in the last two years. One example of this is how the committee took the results of the member survey and turned them into actionable plans targeted at various membership segments. Chris understands the need for continued membership growth and how vital this is to the health of USMS.

In addition to serving as a committee chair, Chris works as a project manager for Verizon Wireless. His demonstrated ability to juggle multiple projects at one time and keep people on task will be necessary in this office.

At the local level, Chris has provided leadership to the New Jersey LMSC as their chair for the last four years. The work he has done there has given him a strong understanding of the needs of membership throughout U.S. Masters Swimming.

In conclusion, I think Chris would make an excellent Vice President of Member Services.
Sincerely,

Mark A. Gill

Letter of Reference for Chris McGiffin

I am honored to recommend Chris McGiffin as USMS vice President of Member Services based on his many qualifications. During my tenure of attending USAS convention, I have observed and interacted with emerging leaders in our organization. Chris has been an active LMSC chair, facilitating the growth of his LMSC including enhancing the financial status. He has a commitment to USMS mission with club and LMSC development, supporting fitness programming (like the Go the Distance, postal swim event), growth of the LMSC, and expanding the LMSC into sanctioned open water swimming.

Chris demonstrated his eagerness to input and gain new leadership skill by attending Club Development Workshop: Mentor program (Dallas, TX) attendee/graduate.

Chris has attended the LMSC chair workshops at USAS Convention and been an active learner, sharing strengths from LMSC, and seeking solutions to issues facing LMSCs.

On the USMS national level, Chris has been the chair of the USMS marketing Committee, developing leadership skills, working with a diverse group of USMS members from across the country. He has worked closely with current Vice President of Members Services, Mark Gill, during his tenure as USMS Marketing director; and knows the expectation of a vice president to support our committee structure. Chris also works with the national office staff, including Ashley Gangloff (marketing & PR for USMS national office), on marketing concepts to grow the organization.

Chris McGiffin is a swimmer, a coach and LMSC administrator, and one of our emerging leaders of USMS. Now is the right time to elect him to the leadership team as USMS vice President of member Services.

USMS has continued to grow and change over the last 5-years, as our governance structure has moved to hiring an executive director, multiple vice-presidents to make a larger executive committee, and moving to an elected smaller board of directors. With the establishment of the consolidated national office, the new

leadership team needs to work closely with our national office staff to support the evolution of USMS with a balance of volunteer and staff functions.

As the organization changes, we should look to new leaders to continually bring fresh ideas to the leadership team. These leaders need to be flexible, demonstrate their willingness to lead the organization to areas of growth, and a commitment to the mission of USMS.

I am honored to recommend Chris McGiffin as USMS Vice President of Members Services.

Sincerely,

Anthony Thompson
USMS BOD at large Breadbasket

Candidate for Vice President of Member Services Michael Moore – Pacific LMSC



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

I. Section One: Consent-to-Run

Name: Michael W. Moore

LMSC: Pacific

Consent-to-Run: I, Michael Moore, am interested in running for

Officer Positions

- President
- Vice President of National Operations
- Vice President of Local Operations
- Vice President of Member Services
- Vice President of Community Services
- Secretary
- Treasurer

II. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

1993 Los Angeles, CA; 1994 Kansas City, MO; 1995 Houston, Tx; 1996 Orlando, FL; 1997 Burlingame, CA; 1998 Cincinnati, OH; 1999 San Diego, CA; 2000 Kissimmee, FL; 2002 Dallas- Ft Worth; 2003 San Diego; 2004 Orlando, FL; 2005 Greensboro, NC; 2006 Dearborn, MI; 2007 Anaheim, CA; 2008 Atlanta, CA

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 in Masters swimming for the past twenty-four years. In that time I have made great friends and have enjoyed the benefits of many of the programs of Masters swimming. I have enjoyed just swimming in the water, whether it be swimming laps in a pool or enjoying the swimming in the fresh lake water of open water swims. I have been able to enjoy the benefits of Masters swimming and would like to help the organization.

The Vice President of Member Services, as presently configured, has the Championship, Marketing, Open Water and Communications Committees under his purview. I have served for the past 12 years on the Championship and have served on the Communications committee as vice-chair. In my LMSC, I have worked closely with our Marketing chair on promoting Masters Swimming and I have also worked with our Open water chair to promote our open water swims. I have a wide breadth of knowledge of what these four committees do.

In these times of change for the national organization, I would expect changes in the committee alignment. If there are changes, I believe I can help the executive committee make decisions that will further the goals of 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?

US Masters Swimming is in a time of transition, from an all-volunteer organization to an organization that has an executive director and staff. Many of the jobs that had been done by volunteers have been moved to the management side of the organization. Now, there is the challenge of how to keep the volunteers who have given so much of their time interested to continue to work for Masters Swimming. It will be the Committee chairs and the executive committee to not only manage the volunteers but to excite and encourage them to give their time

The other major issue is how does the national organization support the LMSC's and the local clubs. The primary source of Masters swimmers are the clubs and coaches it is the club and coaches where a swimmer will first meet other swimmers and club mates. It is the coaches that bring the swimmer into Masters swimming. It is the national organization to provide support for the club and the LMSCs so that the club The national organization has a tough job in trying to provide a framework for programs for divergent group of swimmers the belong to US Masters Swimming I think that it is the job of the national organization to provide a network for the LMSCs who can support the clubs and the swimmers and for the clubs.

Our national championships are continuing to be a focus of our competitive swimmers; we have a challenge to find venues throughout the United States to hold them. We have to work so they continue to be the great exposition of the competitive swimmers.

We need to find a way to better engage our non-competitive swimmers and to better promote our fitness programs.

The question for the national organization is how do we support the clubs and the LMSCs in ways that they can become successful.

With an executive director and staff, we have a challenge to engage our volunteers in that is strategic and that can take advantage of the talents of our membership. We have many members who have a passion for the sport and to make the organization strong. There will be challenge to harness this passion in a way that grows 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:

Board of Directors, USMS 2005 to Present – Rob Copeland, President
Championship Committee 1998 to Present Sandi Rousseau, Barry Fasbender and Mark Moore Chairs
Rules Committee Leo Letendre, Tom Boak, chairs
Computer Ad-Hoc Committee Jim Matysek, chairs
Officials Committee, Hugh Moore, chairman
Communications Committee, Hugh Moore, Chair
International Committee 2004-2007 Sandi Rousseau, Chair

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

As Chairman of the Chairman, XI FINA World Masters Championships that was held at Stanford, California. I was fortunate to meet with everyone from club presidents of local group, to national federation officials and FINA officials.

I have work with other aquatic sports as part of USAS, masters groups from all over the world, leaders of different federations. We spoke about our sport and how to make it better.

For the past four years I have served on the Board of Directors, which has allowed me to work on the strategic direction for the US Masters Swimming.

Chairman, Pacific Masters LMSC 2004 to present As chairman of Pacific, I worked with coaches, swimmers, officials, to produce programs for the clubs and the swimmers.

Webmaster, Pacific Masters 1995 to present. Pacific has one of the largest LMSC websites with meet history from 1996 to the present. I also developed "The Update" which is an email that goes out to over 15,000 swimmers in the Pacific area informing them of upcoming events in Pacific and news about swimming.

Please list any other information you would like included.

Dorothy Donnelly Service Award 1999
National certified official (stroke and turn)
Raleigh Area Masters National Championship Award 2006

Nomination Letter for Michael Moore

I would like to nominate Michael Moore for the position of Vice President of customer relations for USMS. Michael has done so much for the sport of masters swimming. He would be an excellent addition to the staff.

Thank you,

Scott Williams
Head Coach
UCLA Bruins Masters

Letter of Reference for Michael Moore

I am writing this letter of reference in support of Michael Moore from Pacific LMSC seeking the position of USMS Vice President of Member Services. I have known Michael for many years as co-members of USMS, and I have worked with him on many occasions and on various projects.

As VP of Member Services it is important that the person have exposure to a broad range of USMS membership activities, and Michael has that breadth of experience. As a member of the most highly populated LMSC within USMS and having been both chair and webmaster for Pacific LMSC, Michael has grass roots experience at the local member level. His officiating experiences also provide him with exposure to local issues.

Michael is also analytical and possesses the ability to examine situations and problems that may be unique to a small LMSC in order to assist with possible solutions. He is thoughtful in his analyses and responses and often asks probing questions when evaluating possible options for interventions.

From the national experience perspective, Michael has had massive exposure to our organization and its inner workings via his attendance at fifteen annual conventions and active participation on several national

committees. He has been a contributing member of the Board of Directors for the past four years and has volunteered for additional projects including the BOD Governance Committee. He has served in these positions over a number of years and has been dedicated to every position's responsibilities. His insight into the historical perspective of USMS is also a helpful tool at times, but he is not locked into there being only one way to accomplish the goal.

Michael possesses traits of being contemplative and thoughtful. He is slow to jump into any situation without knowing the implications of the action and is not fearful of expressing a differing opinion. He is open to others' opinions and can listen intently to varying viewpoints. He has demonstrated the ability to organize projects and tasks, lead others in accomplishing these goals, and to communicate effectively. He is able to delegate responsibility, is responsible and timely in following through with job obligations, and is respected by his peers.

At the national level, a level head and the ability to weigh the importance of an issue are important. His national experience has provided him with a broad perspective of where the organization has been and where it is going. I think he has a vision for USMS and can provide leadership skills that will be productive for the organization.

I believe Michael would be a dynamic person to serve USMS as VP of Member Services and USMS would be gaining a highly visible promoter and strong advocate for Masters swimming.

His dedication to USMS over the past many years is unquestionable.

Sandi Rousseau

Candidate for Treasurer Ralph Davis – Michigan LMSC



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

IV. Section One: Consent-to-Run

Name: Ralph Davis

LMSC: Michigan

Consent-to-Run: I, Ralph Davis am interested in running for:

- President
- Vice President of National Operations
- Vice President of Local Operations
- Vice President of Member Services
- Vice President of Community Services
- Secretary
- Treasurer

V. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year:

Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

- 1999 September 15-19 San Diego, CA
- 2000 October 11-15 Kissimmee, FL
- 2001 November 15-18 Louisville, KY
- 2002 September 11-15 Dallas/Fort Worth
- 2003 September 10-14 San Diego, CA

2004 September 15-19 Orlando, FL
2006 September 13-17 Dearborn, MI
2007 September 26-30 Anaheim, CA
2008 September 24-28 Atlanta, GA

VI. 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 multinational 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 I can 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 add value to USMS and look forward to the opportunity to serve as its Treasurer.

I have served on the Finance Committee for 10 years, the last 1 1/2 as the Chairman. 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.

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?

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 somehow 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. We need to develop a new Investment Policy that will increase financial stability, and the means to provide financial support towards the program goals of the organization.

My first goal as the Treasurer is to work with the Board of Directors, Executive Officers and Finance Committee to develop and implement a new Investment Policy. Our current policy invests all funds in basically certificates of deposit and money market funds. I believe that we need a blend of short-term and long-term investments. USMS needs to maintain two distinct investment policies; one that governs the



funds primarily invested for future generations (Long-Term Pool) and a second that governs the funds geared to support current program and operational activities (Short Term Pool). The Short Term Pool Funds must be a dollar amount equal to our reserve requirement with the remaining funds being invested in our Long-Term Pool.

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 have been Chairman of the Finance Committee since the 2007 convention.

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

Please list any other information you would like included.

Age 62, excellent health, new heart, married 43 years, three children, 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

CAREER SUMMARY

Finance executive with direct responsibility for all financial activities of diverse manufacturing businesses in the United States and 12 foreign countries with \$600 million in sales. 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. Recruited and trained highly successful Directors of Finance for eight foreign subsidiaries.

BUSINESS EXPERIENCE AND ACCOMPLISHMENTS

THE KINZLER GROUP, INC. 1994 to Present

Senior Vice President and Chief Financial Officer

A management and financial consulting company servicing industry on domestic and international projects, led and managed a number of successful business turnarounds and started up a high-tech pharmaceutical venture. Currently serving on the Board of two Corporations.

FEDERAL-MOGUL CORPORATION, Southfield, Michigan 1971 to 1993

Leading worldwide manufacturer of OEM and aftermarket precision vehicular components with \$2.0 billion sales and 16,000 employees.

ENGINE AND TRANSMISSION PRODUCTS AMERICAS 1992 to 1993

Group Controller

Responsible for the group's financial functions covering operations in U.S., Mexico and South America plus joint ventures in Korea, India, and Japan. Also responsible for developing the strategic business plan of this group.

- Initiated and accomplished \$2 million cost reduction in Mexico and South America operations.
- Supported domestic Sales and Marketing Manager on pricing strategy that resulted in an increase of \$6 million in 1993 - 1994.
- Redesigned the financial reporting system to support the re-engineered business processes.
- Implemented new transfer price program that resulted in a savings of \$400,000.
- Initiated sales program to China that will result in \$1 million in sales in 1994.
- Developed new strategic plan for the South American operations to optimize business within the South American (Mercosur) Trade Agreement.

POWERTRAIN OPERATIONS

1990 to 1992

International CFO

Managed financial functions for all international manufacturing operations in 12 countries as well as overall business planning.

- Conceived an expatriate assignment program that saved \$850,000 for 1991 - 1993.
- Initiated and directed a comprehensive market, product and operations analysis for European engine bearing business. Established, and presented to senior management, a five-year European Engine Bearing Strategy and Operating Plan that resulted in the \$150 million acquisition of Glyco AG, a German manufacturer of engine parts.
- Developed reporting system for the new German acquisition (Glyco AG) that supported operating management and U.S. reporting requirements.
- Managed the Mexican and Argentine operations for the Vice President in 1991 on an interim basis until his transfer to Europe in 1992.

COMPONENTS GROUP

1986 to 1989

International Group Controller

Managed financial functions for manufacturing operations in 12 countries as well as overall business planning.

- Negotiated technology transfer agreements with companies in Russia and China that resulted in \$6,500,000 profit in 1988 - 1989.
- Collaborated in forming a successful Korean joint venture agreement.
- Contributed to the business strategy and its implementation, resulting in record earnings.
- Saved European operation \$750,000 by recommending the forward purchases of copper.

ENGINE AND TRANSMISSION PRODUCTS

1983 to 1985

International Controller

Managed international financial functions and business planning for this \$80 million manufacturer.

- Assisted in the introduction of Micro Control (financial reporting system), making Federal-Mogul the first company in the U.S. to use a low cost computer driven consolidation system.
- Developed recovery plan for the French subsidiary by restructuring this company.
- Introduced international cash netting system to the foreign subsidiaries.
- Developed transfer pricing policy for European operation that saved \$500,000 in taxes.

ENGINE AND TRANSMISSION PRODUCTS

1981 to 1982

Group Accounting Manager

Managed all accounting activities including consolidation, accounting systems and financial analyses for \$170 million business with six U.S. plants, research center, sales and administrative offices.

HANAUER GEAR, Avon, Minnesota

1978 to 1981

Plant Controller

Managed all financial activities and administration for this \$30 million manufacturer.

ROLLER BEARING PLANT, Macomb, Illinois
Cost Accounting Supervisor - Sales \$36 million

1976 to 1978

CORPORATE HEADQUARTERS, Southfield, Michigan
Senior Internal Auditor
Internal Auditor

1974 - 1975

1971 - 1973

BOARD OF DIRECTOR SEATS

RTI Laboratories, Inc. Livonia, MI
Federal-Mogul S.p.A., Cuorgne, Italy
Spain

Monte Bernardi, Chianti, Italy
Federal-Mogul de Espana, S.A., Durango,

Federal-Mogul S.A., Orlean, France
Mich. Masters Swimming, Director & Chair

KFM Bearing Co., LTD, Seoul, South Korea
US Masters Swimming, Chairman Finance Committee

EDUCATION

Master of Business Administration, Western Michigan University, 1970
Bachelor of Business Administration, Western Michigan University, 1969

PERSONAL

Age 62, excellent health, married 43 years, three children, five grandchildren.
Hobbies: competitive swimming, golf, and financial advisor.

Nomination Letter for Ralph Davis

I am writing to you to nominate Ralph Davis for the position of Treasurer of United States Masters Swimming. Ralph is uniquely qualified for this position because of his varied experiences as corporate Auditor, Accounting Supervisor, Accounting Manager, Controller and Chief Financial Officer, spanning some thirty-five years. In addition, since 2000, he has served as a member of the USMS Finance Committee. When I was Chair of Finance (2001-2005), I asked Ralph to serve as my Vice-Chairman. He would most likely have been in line to be Chair of Finance in 2005, had it not been for his heart surgery. To his credit, after recovering from surgery, he became active again in USMS and has continued to contribute first as a member of the Finance Committee, and then in 2007, assuming the position of Chair. I am very pleased to recommend Ralph for this position.

Yours truly,
Tom Boak

Letter of Reference for Ralph Davis

I has been my privilege to know Ralph Davis for nearly twenty years, both from a social aspect as well as a business partner.

I have observed firsthand the contributions Ralph Davis had made to our organization when we were consulting for financial turn-around of small and medium sized corporations, plus new business start-up activities.

The duties of these assignments were varied and broad in scope, ranging from customer contact, innovation in product offerings, organizational structural changes and replacement of inept management, in addition to more traditional financial matters including obtainment of capital for expansion, management of cash flow in difficult circumstances, banking relationships, negotiating credit lines, financial reporting requirements (both legal and management information), I. T. development for management use, etc.

Specifically, my own comments regarding Ralph Davis' capabilities and performance can be summed up as follows: Ralph Davis has the unique history of thinking, acting, and implementing change from the

standpoint of a business owner first, and a financial person second. I found this to be unique among those in his profession. Because of this characteristic, he often had interesting and fruitful ideas which improved the corporation, ideas in areas in addition to financial matters. Ralph Davis also carried out change diplomatically, even in difficult situations where we did not always agree with the clients we were serving.

It is a pleasure for me to heartily recommend, without reservation, the appointment of Ralph Davis to the Treasurer position in your organization.

Yours very truly,
Kennard Kinzler

Candidate for Secretary CJ Rushman – Kentucky LMSC



CANDIDATE QUESTIONNAIRE/CONSENT-TO-RUN FORM

VII. Section One: Consent-to-Run

Name: Christopher John Rushman (a.k.a C.J.)

LMSC: Ohio LMSC

Consent-to-Run: I, Christopher John Rushman, am interested in running for

Officer Positions

- President
- Vice President of National Operations
- Vice President of Local Operations
- Vice President of Member Services
- Vice President of Community Services

- Secretary
- Treasurer

VIII. Section Two: Candidate Qualifications

I am a member in good standing of USMS in this election year: Yes No

I am planning to attend the HOD Meeting for this election year: Yes No

I am Planning to attend all HOD Meetings during my tenure in office: Yes No

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

1998 – Cincinnati, Ohio; 2001 – Louisville, Kentucky; 2002 – Dallas, Texas; 2004 – Orlando, Florida; 2005 – Greensburg, North Carolina; 2006 – Dearborn, Michigan; 2007 – Anaheim, California

IX. 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 contribute more as a member of the Executive Committee. I also feel I could bring 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.

- 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.

- Developed and Editor of Team Newsletter as well OHIO LMSC newsletter, The Starting Block.
- Coach Age Group – Anderson Barracudas/ M.E. Lyons YMCA
- Represented Team as Public Relations contact with news media
- Swam collegiately at the University of Cincinnati.

Nomination Letter of CJ Rushman

I am pleased to nominate and recommend CJ Rushman as a candidate for secretary. CJ has been very involved at the LMSC level in both the Kentucky and Ohio LMSCs. He has held the position of secretary for the Ohio LMSC as well as other organizations. He is an extremely well organized person, reflected in his business life with an investment firm and also in his past as a U.S. Marine. CJ is smart, competent, but most important, likeable and easy to get along with. He would work well with a wide variety of personalities in both the Executive Committee and the Board of Directors.

I have noticed as the years have gone by that the House of Delegates is getting grayer with each passing year. CJ is younger than many of our current leaders and would offer a new perspective as a family man with young children, busy with their activities and well versed in the juggling act that is necessary in the modern world. He is exactly the type of person who represents the future of USMS. He knows what matters most to people in their busy lives and could be invaluable in keeping us on task as we migrate to a more professionally managed organization.

Most of my experience with CJ has been as a teammate, and there is none better. He is always willing to help with making arrangements for transportation, housing, and the always maddening relay assignments.

He's always there cheering his teammates on, while often simultaneously carrying out duties for the Championship Committee. I have observed that he is a great multi-tasker, and this is just the kind of on-the-job training needed as USMS secretary.

CJ is a wonderful person, and will make an excellent secretary for USMS.

Sincerely,

Meg Smath
Kentucky LMSC

Letter of Reference for CJ Rushman

1. CJ Rushman has been my primary source of information and knowledge in Masters swimming for the last seven years. Ever since I first joined in Masters swimming, CJ has always been there to give me great advice based on years and years of swimming knowledge and Masters experience.

2. He embodies what every Masters swimmer should become. He has every intention of swimming until his dying day. He wants nothing else but to swim and have fun doing it. He wants everyone around him to understand and feel the experiences he's had in Masters swimming. He knows that Masters swimming is the best and most enjoyable way to stay fit and active as we all grow older. He loves training in the water, he loves racing in the water, he loves to coach on deck, and he loves participating in USMS administration beyond the pool.

3. I have been the Ohio LMSC Chairman for almost three years now. CJ was the previous Ohio LMSC Chairman and has been my primary advisor ever since he recruited me for the position. His positive attitude and knowledge of how USMS administration works was the main reason I have enjoyed conducting Masters administration in Ohio.

4. His ability to inspire new and old Masters swimmers and his ability to increase everyone's enjoyment in swimming are his best traits. He has inspired me to become a better Masters participant through a positive attitude and through a strong desire to help others enjoy it. He knows that it's just not about performance in the water. He knows that Masters swimming is about staying fit and having fun while doing it. He knows that it's about the special relationships we forge with other USMS members. There should be no question in CJ's motivation and enjoyment in USMS. We should all strive to enjoy Masters swimming like CJ.

5. CJ has proven to me that he is a hard worker and would be perfect as the USMS Secretary. CJ has also shown success beyond Masters swimming. He is a successful businessman and YMCA youth coach. Not only that, but he was once a member in the United States Marine Corps. Once he sees a solution, he will move forward quickly to get the job done right. The Secretary position is a busy job and CJ has the background and motivation to do it with success.

Maj Cody C Rasmussen, PHD
Chairman, Ohio LMSC