Expanding our culture of Recognition

LMSC Leadership Summit
March 2015
Recognition is…

- valuing someone’s contributions
- acknowledgment
- motivation to continue to provide the service
- meaningful, timely and genuine
Learning Objectives

• Appreciate the significance of the meaningful recognition to volunteers
• Discuss formal and informal acknowledgements that can take place at numerous times during a volunteer’s involvement
What are the types of recognition?

Audience participation:
Not just award, announcements at meets, newsletters, Facebook, thank you notes,
How meaningful was the recognition?

The Power of recognition, have meaning to the recipient, more appreciation of the award, not everyone likes the same thing, be creative, it doesn’t have to be expensive.
• We are a service and membership organization

• Volunteers are vital

• Recognition and Awards is a philosophy and attitude within our organization

Mission:

To promote health, wellness, fitness and competition for adults through swimming
Service Awards

Captain Ransom J Arthur M.D. Award

USMS most prestigious award. Criteria: Naming an award, when to present the award-show case event,
USMS Dorothy Donnelly Service Award

First executive secretary 1984-1996, impact of individual’s service at local, club, zone, and national level.
LMSC Awards and Recognition

Guide to Operations: Awards

http://www.usms.org/admin/lmschb/?utm_campaign=top_nav&utm_medium=for_volunteers
Recognizing Officials

What ways have your LMSC recognized officials?
Recognizing Members

Swimmer of the Month—
not necessary a
competitive swimmer
Swimmer’s being a
grandparent-making it
personal
Anniversary Awards
Emeritus Status:
Longest term members

JOIN
60,000+
Masters Swimmers
Sign up or renew today!
How can we enhance our culture of recognition?
No Shows

• No Time/Personal-no one to do it
• Cost
• Frequency: too routine, impersonal
• What other barriers and pitfalls
Benefits

• Community spirit builder
• Public recognition
• Attracts others to join
• Others?
Informal Recognition
Take your Mark
Let’s get started
Designee who will be responsible
Borrowing ideas

I can barely wait to take credit for your great ideas.

someecards
Communicate via……

email, newsletter, website, at meets, clubs
Suggested awards: Formal and Informal
## COMSA Service Awards

### Jack Buchanan Service Award

<table>
<thead>
<tr>
<th>Year</th>
<th>Male Recipient</th>
<th>Female Recipient</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>Jack Nuanes</td>
<td>Heide Crino</td>
</tr>
<tr>
<td>2012</td>
<td>Brian Hoy</td>
<td>Peggy Buchanan</td>
</tr>
<tr>
<td>2011</td>
<td>Richard Hess</td>
<td>Heath Hagadorn</td>
</tr>
<tr>
<td>2010</td>
<td>n/a</td>
<td>Kim Crouch</td>
</tr>
<tr>
<td>2009</td>
<td>Jeff Maguirik</td>
<td>Nicole Vanderpoel</td>
</tr>
<tr>
<td>2008</td>
<td>Pete Schwenker</td>
<td>Kathy Garnier</td>
</tr>
</tbody>
</table>

### Lt Governors Cup Service Award 1983-2007

<table>
<thead>
<tr>
<th>Year</th>
<th>Male Recipient</th>
<th>Female Recipient</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>Will Amos</td>
<td>Marcia Anziano</td>
</tr>
<tr>
<td>2006</td>
<td>Mark Plummer</td>
<td>Heath Hagadorn</td>
</tr>
<tr>
<td>2005</td>
<td>Jack Truby</td>
<td>Susan Nolte</td>
</tr>
<tr>
<td>2004</td>
<td>Jack Buchanan</td>
<td>Cindy Hawkinson</td>
</tr>
<tr>
<td>2003</td>
<td>Rich Abrahams</td>
<td>Marcia Anziano</td>
</tr>
<tr>
<td>2002</td>
<td>Hank Zentgraf</td>
<td>Karen Zentgraf</td>
</tr>
<tr>
<td>2001</td>
<td>Michael Schoenecke</td>
<td></td>
</tr>
<tr>
<td>2000</td>
<td>Steve McDanal</td>
<td>Cathy Drozoa</td>
</tr>
<tr>
<td>1999</td>
<td>Dennis West</td>
<td>Cindy Guthrie</td>
</tr>
<tr>
<td>1998</td>
<td>Bob Patten</td>
<td>Dawn Obrecht</td>
</tr>
<tr>
<td>1997</td>
<td>George Kenry</td>
<td>Karen Loucks-Baker</td>
</tr>
<tr>
<td>1996</td>
<td>Chris Nolte</td>
<td>Susan Nolte</td>
</tr>
<tr>
<td>1995</td>
<td>John Tobin</td>
<td>Frances Holmes</td>
</tr>
<tr>
<td>1994</td>
<td>Tim Garson</td>
<td>Richalie Cramer-Ball</td>
</tr>
<tr>
<td>1993</td>
<td>Bill Koerber</td>
<td>Ellen Atkinson</td>
</tr>
<tr>
<td>1992</td>
<td>Jack Buchanan</td>
<td>Nancy Brueggeman</td>
</tr>
<tr>
<td>1991</td>
<td>Dave Snow</td>
<td>Ana-Mary Hottinger</td>
</tr>
<tr>
<td>1990</td>
<td>Bill King</td>
<td>Pat May</td>
</tr>
<tr>
<td>1989</td>
<td>Dick Strickland</td>
<td>Margaret Stannard</td>
</tr>
<tr>
<td>1988</td>
<td>Arnie Dowd</td>
<td>Judy Reed</td>
</tr>
<tr>
<td>1987</td>
<td>Jack Truby</td>
<td>Karen Hogan</td>
</tr>
<tr>
<td>1986</td>
<td>Mike Chessnoe</td>
<td>Mary Pudim</td>
</tr>
<tr>
<td>1985</td>
<td>Don May</td>
<td>Ellen Beavers</td>
</tr>
<tr>
<td>1984</td>
<td>Ed Talmage</td>
<td>Louise Mann</td>
</tr>
<tr>
<td>1983</td>
<td>Skip Mann</td>
<td>Peggy Buchanan</td>
</tr>
</tbody>
</table>

### Award History

Each year since 1983 COMSA has presented an award to one male and female who has made a significant contribution to Master’s Swimming and COMSA. From 1983-2007 this award was named the Lt. Governor’s Cup. In 2008, the award was re-named as the Jack Buchanan COMSA Service Award. Listed at left are the prior award winners.

The 2014 Nomination form is available here and is due by March 7, 2014.
LMSC Participation

- 33 LMSCs (63%)
- 19 LMSCs (37%)

No Awards
63%

Awards
37%
Goal by 2017

52 of 52 LMSC having a recognition and awards system in place
100%
Summary

Recognition to be meaningful to the person receiving the award
If recognizing many volunteers at once, plan different activities.
Summary

Be TIMELY
Summary

Clear Criteria
Summary

Recognition can be spontaneous, personal and NOT Costly
Summary

The type of recognition also determines the audience you would like to communicate to.
Thank you!

• We would like to recognize each one of you for participating in the inaugural LMSC Leadership Summit
• You sacrificed your precious time to invest in the future of your LMSC and your members
• You are taking the lead in creating opportunities for our members.