

Hugh Moore - Northwest Zone Candidate for the At-Large Director



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

The candidate was nominated by *Jeanne Ensign* and received letters of recommendation from *Kathy Casey* and *Sandi Rousseau* in accordance with our Election Operating Guidelines.

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

Section Two: Candidate Qualifications

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

I have attended 2 or more HOD Meeting in the past five years? Yes No

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

All HOD Meetings 1985-2017

Section Three: Questions

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

I have been involved with Masters swimming administration for over 35 years and am continually looking for ways to serve USMS. I feel that my organizational and communication skills make me an excellent candidate. I also believe that my broad experience at team, LMSC, zone, and national levels enables me to appreciate the diversity of our LMSCs, clubs, and individual 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?

Three major issues that come to mind are membership growth, convention planning, and volunteer engagement. USMS membership has decreased for two years in a row. This is the first time that I recall this happening in the thirty-three years that I have been going to convention. The national office has done a great job in recent years working on retention of members and attracting younger swimmers. I feel that we have great opportunities in reaching out to older swimmers as well. As we age there are countless diseases and injuries that plague many swimmers. Swimmers who were in the top ten a few years ago may find that it is no longer plausible to swim at that level. I would like to see USMS increase its efforts toward new incentive programs that are not top ten or record based. One example is percentile charts. Many novice swimmers will be more excited by obtaining a 50th percentile swim than most experienced swimmers who achieve a top ten time. I know that the BOD has been exploring the future of convention as well as our volunteers. I look forward to seeing reports from the Convention and Volunteer Task Forces. We need to make sure that we allocate time so that we get business done at convention while making it fun and educational for all delegates. We need to make sure that our volunteers are used efficiently and feel appreciated.

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:

- Member Governance Committee, 2010-present (Anthony Thompson, myself, Leianne Crittenden, Chairs)
- Member LMSC Development Committee, 2014-present (Paige Buehler, Michael Moore, Chairs)
- Member USMS Board of Directors, 2010-2014 (Jeff Moxie and Nadine Day, Presidents)
- Member Recognition and Awards Committee, 2009-2012 (Sally Dillon, Chair)
- Member LMSC Development Committee, 2009-2010 (Doug Adamavich, Chair)
- Chair Communications Committee, 2000-2009 (Lynn Hazlewood & Mark Gill EC liaison)
- Member Championship Committee, 2007-2009 (Mark Moore, Chair)
- Member Editorial Board, 2004-2005 (Lynn Hazlewood, Chair)
- Member ad hoc History and Archives Committee, 1999-2001 (Carl House Chair)
- Chair Zone Committee, 1997-2000 (Nancy Ridout, President)
- Member USMS Executive Committee, 1997-2000 (Nancy Ridout President)
- Chair ad hoc Professional Management Committee, 1998-2000 (Nancy Ridout EC liaison)
- Chair Officials Committee, 1993 – 1997 (Suzanne Rague EC Liaison)
- Chair Planning Committee, 1991 – 1992 (Dan Gruender, President)

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

My involvement at the team level as president of a 100+ member team, LMSC level as board member for over 35 years, Meet Director for four national championship swim meets, USMS delegate for 33 years, USMS Executive Committee for three years, and Board of Directors for four years, has provided me with a thorough understanding of issues that face USMS, LMSCs, clubs, and individual members.

Please list any other information you would like included.

Swimming has been a major part of my life for 55 years. I have continually served my team, LMSC, and USMS for over 35 years. In recognition of my efforts I have received the Pacific Northwest Distinguished Service Award (1998), National Championship Meet Award (2001), Dorothy Donnelly Service Award (2006), and Ransom Arthur Award (2002).

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

The USMS Vision Statement is "USMS will be the premier resource for adult aquatic fitness in the United States and will make fitness through swimming available for as many adults as possible." The future of USMS will be shaped by how the USMS BOD embraces this statement. I believe that the sky is the limit in reaching out to the millions of adults who swim in the U.S.



**U.S. MASTERS
SWIMMING**

From: Jeanne Ensign

Date: May 18, 2018

To: The Elections Committee

It is my honor and privilege to nominate Hugh Moore for the position of At Large Director from the Northwest Zone of U.S. Masters Swimming.

Respectfully Submitted,

Jeanne Ensign
USMS Finance Committee Chair
MT LMSC Chair



**U.S. MASTERS
SWIMMING**

Recommendation

From: Kathy Casey, USMS Rules Committee member and Pacific Northwest At-Large Director

Date: May 24, 2018

Subject Line: Hugh Moore, Candidate for At-Large Director, Northwest Zone

To: The Elections Committee

Hugh Moore has dedicated a significant portion of his life to Masters swimming. He helped organize a team and hosted meets in Kansas beginning in 1978. From there he moved to the Pacific Northwest and has been a strong force ever since as LMSC president, secretary, meets chair, registrar, webmaster, and board member. He has led our LMSC in hosting four national championship meets, and he has hosted multiple zone and LMSC championship meets.

Hugh has expertise in all areas of Masters swimming management from LMSC and national leadership to technology to hosting meets to understanding the finances of running the organization. He has served on many USMS committees and has chaired Communications, Planning, Zone, Officials, Governance, Registration Computerization, and ad hoc Professional Management.

Hugh does not “get his feathers ruffled” but rather remains calm in the face of conflict or crisis and works toward the best solution.

Hugh always has the best interests of Masters swimmers at heart. He has innovative ideas that improve the operation of the organization for Masters swimmers everywhere. He’s not just an idea man. He follows through on his ideas working with teams of people to see them through to implementation. He recently demonstrated leadership in this area when PNA reorganized its board, thereby simplifying the board and separating the LMSC and the Regional club.

We in the Northwest would be lost without Hugh, and USMS should also benefit from his leadership. I recommend Hugh Moore for At-Large Director from the Northwest Zone.

Sincerely,

Kathy Casey, USMS Rules Committee member and Pacific Northwest At-Large Director



**U.S. MASTERS
SWIMMING**

From: Sandi Rousseau, Oregon LMSC

Date: May 22, 2018

Subject Line: Recommendation of Hugh Moore for At Large Director, Northwest Zone position

To: The Elections Committee

I am writing to recommend Hugh Moore for the At Large Director position from the Northwest Zone.

A candidate for this position could not be more qualified than Hugh with his many years of involvement with USMS and his experiences on the committees on which he has served. His involvement with the Governance Committee of the organization, LMSC Development, and the USMS Board of Directors uniquely qualifies Hugh with perspective on the origins of the organization and what its vision should be in the future.

On the local level, Hugh has been a continuous member on the Pacific Northwest Board for over 35 years and has served in several capacities including President and Secretary. He led the reorganization of the LMSC with bylaws revisions, which resulted in a more efficient Board, and Hugh continues to maintain both LMSC bylaws and policies as Bylaws Chair. He is also active in his local club and has served in its leadership roles.

Hugh has been a delegate to convention for 33 years and extremely active during most of those years on numerous committees, the Executive Committee, and Board of Directors. Hugh has demonstrated his leadership potential and has the ability to provide insight to others in a discussion. He is participatory, not reticent to express his opinion, and can do so in a constructive manner.

It is a pleasure to work with Hugh as he is encouraging, open to new ideas, and articulate. He follows through with obligations and is a good contributor to discussions. He is a good listener and team player and always has the benefit of the organization as a top priority.

Hugh is passionate about Masters Swimming and will be a wonderful representative from the Northwest Zone on the USMS Board of Directors.

Sincerely,
Sandi Rousseau
USMS Representative, Oregon LMSC
Northwest Zone