

Paige Buehler – Northwest Zone Candidate for At-Large Director



The Election Committee has deemed that Paige Buehler is a member in good standing of U.S. Masters Swimming. The candidate has indicated she is planning to attend the HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated by *Jim Clemmons* and received letters of recommendation from *Daniel Cox* and *Hugh Moore* in accordance with the USMS 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: X Yes ___ No
I am planning to attend the HOD Meeting for this election year: X Yes ___ No
I am planning to attend all HOD Meetings during my tenure in office: X Yes ___ No
I have attended 1 or more HOD Meeting in the past five years? X Yes ___ No

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

All meetings of the HOD from 2007 through 2018

2019 – St. Louis, MO - HOD meetings #1, #2, #3

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 I like working with smart and highly capable people and those people tend to be board of directors junkies from the local to the national level! I have been considering running for an At-large Director position for about five years while waiting for the right time in my personal life. While I support Maddie Sibia's candidacy for the Northwest At-large Director, I feel strongly that the Northwest Zone delegates need a choice when it is their time to discuss and endorse candidates for the position, so I am running as a floor nominee to provide that choice.

Two items pop out as the primary reasons I would be a good candidate for a director. First, is the leadership I demonstrated during the formative years of the LMSC Development Committee as chair to create its three-prong approach of supporting LMSCs through operational Standards, Mentoring LMSC leaders and Education opportunities at convention and beyond. That structure remains in place 9 years later. Second is my participation on the Governance Committee where I have been able to consider and contribute to questions about the framework of our organization and to benefit from the mentoring I've received from some of USMS's brightest minds.

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

The COVID-19 pandemic is the current issue for all of us. It has caused a lot of stresses: membership slump, reduced income for our organization and for many of our coaches, closed facilities, even more-restricted lane space. There are going to be opportunities as we pivot to a new normal: positioning swimming as a safer alternative to other indoor fitness activities.

But the major issue in USMS is the one that underlies our decreasing membership, our lack of volunteers in leadership positions and the waning enthusiasm to host swim meets: our continued reliance on the competition model. There is a reason why “meets” are called “meets;” it is an event designed to bring people together to see each other, share an experience and make a connection. For USMS’s first 50 years, competition has been the driving force behind the need for our membership to “meet” and make those interpersonal connections. In our next 50 years we need to create a new “meet” to grow alongside our local and national championship competitions, one that brings our membership together in a cooperative, rather than competitive event. The ways in which I would help the organization along that path as a member of your board of directors include supporting a skilled and empowered national office willing to take risks to try new ideas, providing direction to staff and local leadership, and ensuring a feedback mechanism focused on customer/member experience and value.

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:

LMSC Development, member 2009-2011; Doug Adamavich, chair

LMSC Development, chair 2011-2015

LMSC Development, vice chair 2015-2016; Michael Moore, chair

Governance, member 2016-present; Dr. Jim Miller, chair

LMSC Development, 2020 – as Northwest Zone chair, 2019-present; Lisa Brown, chair

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

I have served on the board of directors for other non-profit organizations including:

Palouse-Clearwater Environmental Institute (Treasurer, December 2007-December 2009) overseeing a \$3.1M annual budget,

New Mexico State Soccer Association (President, 1999-2000) and serving as a delegate from U.S. Amateur (now Adult) Soccer Association at the U.S. Soccer annual general meeting in 2000,

And local school-related booster organizations in leadership roles (2006-2020), which, though small, provided endless opportunities for learning and practicing good governance skills.

Please list any other information you would like included.

I have lived in north central Idaho since 2002 in a “small LMSC” with one major metropolitan area (Spokane, WA) boasting a population of 575,000. The next largest metro area is 250,000. I served as registrar, secretary and chair of the Inland Northwest LMSC and continue to participate on its Board of Managers. I understand the challenges of clubs and LMSCs operating in sparsely populated and geographically spread-out areas and hope to bring that perspective to the board if I am elected.

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

I am running for an At-large Director this year not because I am disgruntled or have an agenda to push, but because I believe in choice. The delegates from the Northwest Zone would like the choice of a director on the board who hails from their region and understands how actions, decisions and programs from the board and the national office will affect local operations in our clubs and LMSCs. Now is an uncomfortable time for all of us and I didn't envision stepping up as a candidate to the board of directors during a pandemic. But I did envision stepping up at some point to use my knowledge of sports organization, local club administration and governance to serve on the board. I fully support Maddie Sabilia's candidacy as an At-large Director as she brings different perspectives and skills to the position, and between the two of us, YOU, esteemed delegate now have a choice.



**U.S. MASTERS
SWIMMING**

Date: 9 August 2020

Subject: Nomination for at-Large Director, Northwest Zone

To: Erin Sullivan, Chair
The Elections Committee

It is my honor to nominate Paige Buehler for the position of Northwest Zone at-Large Director.

Respectively submitted,

Jim Clemmons
Chair, Snake River LMSC
Chair, Championship Committee

Permission is granted by the author for the elections committee to publish this letter for election purposes.



**U.S. MASTERS
SWIMMING**

U.S. Masters Swimming
Board of Directors - At Large Director Great Lakes

August 23, 2020

Erin Sullivan
Chair Of the Election Committee

Dear Election Committee,

It's an honor to write a letter of recommendation for Paige Buehler for the office of Northwest At-Large Director. I have worked closely with Paige on the LMSC Development Committee for many years. Paige took the reins of this committee when its responsibility substantially increased. Through her leadership as Chair, the Development Committee developed many Education Programs and Webinars that aided volunteers in making US Masters stronger. She set the tone when working on the first LMSC Summit and her guidance was instrumental to their success. In addition to chairing and serving on the LMSC Development Committee, Paige has held other national level volunteer jobs including Northwest Zone Chair and she is currently on the Governance Committee.

USMS is going through its most challenging time since its founding. With the closing of many pools throughout the country due to Covid-19, the next Board of Directors will need to have experience and proven leadership to get through these difficult times.

Paige Buehler is the right candidate to do this. She has proven leadership through her stewardship of the LMSC Development Committee and her involvement on the Governance Committee. She has extensive knowledge of U.S. Masters through her work as the Registrar, Secretary and Chair of Inland Northwest LMSC, as well as experience serving on other non-for-profit boards.

Paige Buehler's knowledge, experience, and proven leadership skills make her the right person to lead USMS into a bright future.

Sincerely,

Daniel Cox
At Large Director Great Lakes



**U.S. MASTERS
SWIMMING**

From: Hugh Moore, Member of Northwest Zone

Date: August 12, 2020

Subject Line: Recommendation for Paige Buehler for At-large Director, Northwest Zone

To: The Elections Committee

It is my privilege to recommend Paige Buehler for the position of at-large Director from the Northwest Zone.

I have had the opportunity to observe Paige as she has assumed leadership positions within USMS. I met Paige in 2007 when she attended her first USMS convention. As I recall she was not shy in voicing her opinions in our Northwest Zone meetings. By 2011 I viewed her as a rising star within USMS leadership as she became chair of the LMSC Development Committee. While chair of the committee she made significant changes in the committee structure by embracing the concept of sub-committees. The subcommittees of Standards, Mentoring, and Education are still used by the committee nine years later. In 2014 I joined the committee and was impressed with her leadership. For the past two years I have also witnessed her contributions to the Governance Committee as we are both members. She has taken on the role of unofficial secretary, not only taking minutes, but sending meeting announcements and often aiding in keeping the committee on track.

Through unfortunate timing and circumstances the Northwest Zone finds itself in the unusual situation of having a candidate for At-Large Director who will be moving from the zone shortly after the election. The USMS Rule Book states in 506.1.1B that our Board of Directors includes "An at-large director from each zone, nominated by that zone and elected by the House of Delegates." Each zone has unique circumstances and concerns that are best understood by an at-large Director from that zone. Paige has stepped forward as a candidate who provides a choice so that the Northwest Zone can continue to have a Director who understands the issues within our zone.

I strongly support Paige and believe that she will be an exceptional member of the Board of Directors.

Sincerely,

Hugh Moore, past member of USMS Executive Committee and Board of Directors